

# Biennial Report

May 2017 – April 2019





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## President's Report

Dean Ingram

It never ceases to amaze me how fast time passes, especially when I look back on this, my first term of office. When I began my term of office I stated that I would be governed by two questions. These were: "What have you done today?" and "What have you done for all teachers today?" Every day I refer to these questions to guide me as I work on your behalf to improve the working conditions for all teachers and the learning conditions of all students.



This term of office has had its challenges. The impact of cuts to our education system are being felt every day by our schools, students and our members. Budget 2018 saw a dramatic cut to the allocation of student assistants. This resulted in diverting the attention of school administrators, school counsellors and Student Support Services personnel. We have continued to make the case that in order for our students to receive the quality of education they deserve, there must be a provision of resources to ensure that every student receives that which they deserve. Governments and the school district have the responsibility to provide the necessary resources to make that happen.

The Fall of 2018 saw the implementation of Phase 1 of the Education Action Plan. We have seen that the roll out of the plan does have the potential to improve our schools and our education system for the benefit of students and teachers alike. That being said, it is critically important that feedback from those schools involved must be taken into consideration as further expansion occurs in Phase 2 and 3. To improve any system you must listen to those who know that system best, that being our membership. Awareness of an issue means little unless steps are taken to find a remedy. In meetings that I have had, and will continue to have, it will be stressed that if the goal is to improve educational outcomes, then the path has to run through improved teaching conditions.

We must recognize that there remains much work to be done to extend the promise that our education system holds for every student. It was, is, and always will be, through the voice of teachers, that our demands for a properly funded education system be met. It is through our collective voices that this point must be articulated and strongly reinforced.

We all need to ensure we do our part to press our message of concern for the state of our province's education system. We must all push to ensure that our collective expertise is listened to, truly consulted and more importantly, acted upon. We need to engage all stakeholders and bring our message to those who have not heard it, or to date, may have chosen not to heed it.

### Media Initiatives

The "Teachers Change Lives Every Day" campaign continues to see success in promoting our profession and the value of the

professional educator to the fabric of this province and the future of all our collective futures. Further to this initiative we rolled out "Invest in our Kids". The campaign has provided a research base to clearly demonstrate that an investment in education pays dividends across so many areas – social, economic, and health outcomes are all positively impacted. It is through making this case that we can impact policy makers. They must understand that the foundation to the way forward runs through a solid education system that supports teachers so they can, in turn, support students. The "Teachers Change Lives Every Day" campaign and the roll out of "Invest in our Kids" have had an impact and I am convinced that these campaigns have enhanced awareness of the importance of our membership and the role that education plays in shaping our province.

### Advocacy

At various times throughout the past two years I have had the opportunity to make statements to the media and the public that illustrate our concerns, especially around student mental health, class size and composition. We have also drawn attention to the impacts of inadequate school counsellor allocations, speech-language pathologists and educational psychologists allocations, and administrator allocations.

One initiative I am particularly interested in continuing is outreach to groups that we have not reached out to in the past. The Association has engaged a number of community groups throughout the province through speaking engagements. Rotary Clubs and Chambers of Commerce represent an avenue of advocacy that was previously untapped. By delivering our message to these groups, we can allow for a greater sphere of influence on policy decisions. If these groups can be exposed to the realities of today's classrooms, they will, in turn, understand and support education as an investment in all of our futures.

To ensure that education is viewed by the larger population as being key to our collective futures, we must engage other partners. We have continued to liaise with the NL Federation of School Councils and other groups such as Relationships First. Maintaining and strengthening these partnerships ensures that our voices are not alone in advocating for the best possible education system. These and other partnerships are integral as we move towards the preparation of this year's budget. We are stronger when others echo our message. To that end, the recent Child and Youth Advocate Report on Student Absenteeism reaffirmed our stance that class size/composition concerns, school counsellor ratios and administrative allocations are impacting on the delivery of education in this province.

### Transparency

It is critically important that the membership the NLTA serves is fully and completely aware of the activities of the Association. To that end, all the activities I am engaged in as your President are posted online. Media interviews and my report to Provincial Executive are now posted on the Association website. As a critical part of my core belief in how the President should conduct the business of the Association, I have continued to visit schools. I believe that it is one of, if not the most important, tasks I per-

form. It is through these school visits that our membership has direct access to their President and the opportunity to ask any questions and pass commentary directly. This is something that I will continue and before I finish as President, I will have visited every one of our province's schools. I believe our membership should have the opportunity to speak directly to the person tasked with representing them.

### **Supreme Court**

The legal challenge to the release of personal information of our members continues. The appeal of the Provincial Government of the lower court ruling was successful; however, it was not unanimous. The NLTA is engaged in a process where we have sought leave from the Supreme Court of Canada to hear our appeal. The Association will always fight to protect the rights of its members. The possibility of being able to gain access to individual salary information through an Access to Information and Protection of Privacy (ATIPP) request is viewed by the NLTA as problematic.

### **Senate Bill S-206**

Section 43 of the Criminal Code of Canada has provided protections for teachers against criminal charges that would arise from the teacher doing their job. The NLTA has been a national leader on this file and has worked with other members of the Canadian Teachers' Federation in communicating that the Bill to remove Section 43, while well intentioned, would carry significant and damaging unintended consequences. I have communicated with our Provincial Senators on this matter and in October 2018, met with each of the Senators to press our concerns. These meetings were productive and we have received indication that the Senators will be lobbying for these protections to be maintained for teachers.

### **Canadian Teachers' Federation (CTF)**

The NLTA continues to be a strong partner with the Canadian Teachers' Federation. While we are one of the smaller affiliates, we have regularly "punched above our weight" in guiding the direction of the national body. This has long been the case. By being at that table we are able to influence the direction of the CTF and are able to ensure we are kept abreast of international issues and trends. Being informed of such issues allows us to be proactive in pushing back against anything that would be of concern and to support initiatives that would be beneficial to teachers and education.

At the 2018 Canadian Forum on Public Education hosted by the Canadian Teachers' Federation, delegates were provided an overview of and the opportunity to discuss the trends of school violence. I wish I could say that this wasn't as large an issue in this province, but unfortunately, I cannot. The concerns expressed to me by teachers about the situation in our province's schools are real and must be addressed. I encourage all of our members who witness, or are subject to, acts of violence to report such and to engage with NLTA staff. We must never accept violence as being part of the job. Every child has a right to an education, but government and the school districts have a responsibility to ensure that the teaching environment is a safe one.

### **Collective Bargaining**

In February 2019, our membership ratified the tentative agreement that was reached with government. Contained in this tentative agreement were clauses that did improve things for our members. There were other clauses that set the table for future negotiation teams to expand upon. Let there be no doubt that our members have contributed more than their share in addressing the economic concerns of the province. A detailed update on collective bargaining can be found under the Programs and Services section.

### **Where To From Here**

As we move into the 2019-2021 term of office, I will continue to act as your voice to ensure our classrooms, our schools, and our students get the education they deserve. I believe that all involved in our province's education system have a genuine desire for our students to achieve the best that they can. I also firmly believe that the path to attaining that system runs through ensuring our members have the necessary resources and teaching conditions. Our teaching conditions are our students' learning conditions. They are one and the same and we must, we will, continue to advocate for that which our youth deserve.

It has been my honor to be NLTA President and I look forward to working with you and for you in the months ahead.

## Executive Director's Message

Steve Brooks

As Executive Director I have the great pleasure of overseeing all operations of the NLTA and assisting the President, Provincial Executive, Joint Council and delegates to the Biennial General Meeting in the governance of our Association.

The NLTA has a governance structure that supports the membership, Provincial Executive and the President in determining NLTA policies and by-laws. The operational structure of the Association supports the policies and by-laws of the organization and the programs and services provided by the NLTA. The Programs and Services team is responsible for providing timely responses to teacher concerns, questions and providing consistently strong representation to teachers in need while maintaining NLTA programs and services. The Corporate Services team supports the operational, governance and financial functions of the NLTA and the Communications team ensures that all Association communications and promotional opportunities are well presented and disseminated. Each team is expected to work collaboratively with one another in fulfilling the 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.*

Since BGM 2017 the NLTA has been actively representing teachers, at every opportunity expressing concerns over the impact of larger class sizes, more diverse classrooms, increasing incidents of student mental illness and violence against teachers. Teachers understand that the solutions to many of the issues facing students and teachers can be addressed through smaller class size caps, recognition of the impact of diverse classrooms, more school counsellors, Instructional Resource Teachers, school administrators, speech-language pathologists and school psychologists.

In response to NLTA lobbying efforts, the government announced the Premier's Task Force on Improving Educational Outcomes. 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 2017.

The Association was pleased to see the report "Now is the Time" conclude that inclusive education was not working, mandating a new student support services policy. While the report did not recommend increased allocations for counsellors, psychologists, IRTs or recommend smaller class sizes as advocated by the NLTA, it did recognize the need for more supports for students and teachers. The addition of reading specialists, more learning resource



teachers and teaching and learning assistants will be welcome supports to schools. Unfortunately, schools with enrolment of less than 50 students in primary/elementary will not qualify for these new allocations. Fortunately, for the 2018-19 school year, the NLTA was successful in getting an increased teacher allocation for those Phase I schools not receiving the extra support personnel.

The advent of Teaching and Learning Assistants posed a new challenge for the Association. Should these positions, with instructional responsibilities, be placed in the education system outside the Association and bargaining rights afforded by the NLTA? Provincial Executive clearly saw the risks associated with non-NLTA positions, with instructional responsibilities, in our schools. As a result, the NLTA took the steps necessary to secure teaching and learning assistants as NLTA members. By taking this action, the Association has, through collective agreement language, better safe-guarded the positions of all members, while ensuring that our schools continue to be a collaborative environment for all educators.

For too long, the NLTA has not been properly consulted on Department of Education and Early Childhood Development policies that have impacted teachers. Knowing this, I am pleased to report that the NLTA has secured membership on all EECD committees tasked with implementing the Education Action Plan that resulted from the Premier's Task Force. While this does not guarantee that all changes will reflect the NLTA's perspective, it does guarantee that the NLTA will have an opportunity to influence those decisions prior to them being made. It also provides the Association with advanced information on policy changes. Also, as a result of NLTA lobbying efforts, the NLTA Executive Director was appointed to the provincial steering committee responsible for the overall implementation of the Education Action Plan.

Along with the important work being done representing teachers' interests with regards to the Education Action Plan, the Association has continued to promote the work of teachers through our "Teachers' Change Lives Every Day," campaign. In addition to this successful project aimed at raising the profile of teachers, the NLTA created a new theme narrative titled "Invest in Our Kids," with the goal of educating the general public on the long-term society, health and economic value that comes from investing in public education.

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 Trent Langdon, NLTA Vice-President and chair of the provincial negotiating team, and Stefanie Tuff, Assistant Executive Director, who is the NLTA's Chief Negotiator. When selecting members to represent teachers on the negotiating team, NLTA policy requires geographical, gender and generational representation, as well as representation from primary/elementary, intermediate/secondary, special services, substitute teachers and

school administration. Training of the teacher members of the team was conducted from February 7-10, 2019, 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. It is important to note that NLTA negotiators have more bargaining training than is provided to government negotiators.

Bargaining was particularly difficult during this round as government had posted large annual deficits, largely attributable to the Muskrat Falls project. Government entered this round of bargaining seeking major concessions on salary, step progression, severance and Schedule E. Government also signalled a willingness to use legislation, similar to that used by the Government of Nova Scotia to impose concessions on teachers. Government went as far as to contact the services of McInnis Cooper, a high profile employer's law firm, in preparation for legislation. Fairly early in the negotiating process, NAPE, the largest public sector union ratified an agreement with concessions on wages, severance and post-retirement benefits. This was followed by similar concession being agreed to by Allied Health Professionals and CUPE. These agreements had a major impact on the bargaining environment and reinforced government's commitment to attaining similar concessions from remaining bargaining units.

In this environment the negotiating team continued to work at reaching the best deal possible for teachers. This work eventually led to direct meetings at the highest level of government and the Association. During these talks further gains were made in the form of seniority hiring for permanent teachers looking to transfer to permanent positions and the requirement to post all vacancies of longer than one month. These are major improvements that will result in a more transparent and objective hiring process for all teachers.

In addition, guaranteed longer maternity leave, parental leave and adoption leave opportunities will be of benefit to our younger members. The inclusion of a day for report card preparation and an additional guaranteed professional development day means that the instructional year for teachers was reduced from 187 to 185 days. Another long sought-after provision was the recognition of a Department Head for Student Support Services. The Association also took a major stride forward in protecting our speech-language pathologists and school psychologists from being taken out of the membership and the education system. We were also very pleased to see the strengthened language regarding harassment, which will be a tool going forward as the Association represents teachers who are the victims of harassment.

It is true that the agreement was not without concessions. It is a fact that the concessions were minimized to a greater extent than those accepted by other groups. More of our younger teachers will receive severance under this agreement and fewer teachers will be impacted by the changes to post-retirement group insurance cost sharing.

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. In the past four 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 was established.

I am pleased to report, as a result of the actions taken by the NLTA that the funded ratio of the Teachers' Pension Plan has grown from 57% funded to 106% funded. This means that all teachers continue to enjoy membership in one of the best pension plans in the province with retirement triggers that include 30 and out and 25/55.

In March 2016, the NLESD received an ATIPP request from a local newspaper requesting the names of all employees earning \$100,000 or more. A similar request went to all provincial departments and government agencies. The NLESD informed the NLTA that it believed it was required to release the requested information. This position was also taken by most other government departments and agencies and was, in fact, supported by the privacy commissioner of the day. While relatively few of our members make in excess of the \$100,000 threshold, the Association openly opposed the release of its members' personal information and sought an injunction through an appeal to the Newfoundland and Labrador Trial Division to prevent the release of the requested information. In December 2016, Justice Butler, of the Trial Division, ruled in favour of the NLTA citing that the release of the requested information would be an "invasion of their personal privacy" under the Act.

The provincial government appealed the decision to the Supreme Court of Newfoundland and Labrador. The evidence was heard by Supreme Court Justices White, Hoegg and Welsh. In a split decision the court found in favour of the government and overturned Justice Butler's decision. Justice Welsh wrote a very strong dissenting opinion which was in favour of Justice Butler's earlier ruling. It continues to be the position of the NLTA that the public has a right to know the salary levels of teachers and other public servants. The Association believes, however, that it is not in the public interest to allow privacy legislation to be used to disclose the salaries of named individuals, regardless of salary level, upon request. As a result, the Association has taken the only judicial step remaining and has sought leave from the Supreme Court of Canada to hear our appeal of Justice White and Hoegg's decision.

The NLTA strives to provide exceptional services to teachers through school rep seminars, professional opportunities, pre-retirement and financial planning seminars, EAP counselling, grievance representation, and lobbying efforts aimed at meeting the needs and interests of teachers.

The staff of the NLTA are dedicated to serving the best interests and well-being of teachers through support, advocacy, education-

al leadership and the development and delivery of outstanding programs and services.

As Executive Director I am pleased to report that the NLTA continues to achieve budget surpluses while having among the lowest union dues in the country. For example, a teacher in this province who is earning \$81,531 (Top of 6th Grade) will pay \$1019.14 in annual dues. That same teacher at that same rate of pay in Alberta (ATA) will pay \$1,242 per annum. In Ontario (OSSTF) the dues for that same teacher at the same rate of pay will be \$1304.50. In Prince Edward Island (PEITF) it would be \$1141.43 and in the Northwest Territories (NWT) it would be \$1222.97. One of the reasons that we have managed to maintain lower dues as compared to other teacher associations and unions is that we have one of the lowest staff to member ratios in the country. Considering our geographical challenges, it is interesting to note that the NLTA currently has 11 Staff or Administrative Officers, not including the EAP coordinators who are paid through the Department of Education. Nova Scotia (NSTU), on the other hand, has 21 Staff or Administrative Officers.

The 2019-2020 school year will continue to present challenges as we work together to improve the educational system for our teachers and students. As the NLTA's Executive Director, I am committed to the Association serving the best interests of teachers and ensuring that we continue to provide advice, support and outstanding service to all our members.

## Organizational Governance and Administration

### Provincial Executive Council

The Provincial Executive Council meets during the school year to transact the business of the Association. The Constitution and By-laws place full and complete authority for the direction of the Association between Conventions with the Provincial Executive Council. The Provincial Executive Council is responsible for conducting branch information sessions to review NLTA and government opening packages prior to negotiations. Likewise, the Executive also conducts information sessions to review and respond to questions regarding a tentative agreement prior to any ratification vote.

The 2017-19 elected members of the Provincial Executive Council are: Dean Ingram, President; Trent Langdon, Vice-President, Mount Pearl; Maureen Doyle-Gillingham, Old Perlican; Derek Drover, Gaultois; Bill Chaisson, Corner Brook; Craig Hicks, Carmanville; Donna Reddick, Conception Bay South; Gabriel Ryan, Holyrood; Colin Short, Port aux Basques; Joseph Santos, Conception Bay South, Chesley West, Paradise; and Kelly Loch, Victoria. During the 2017-19 term, Donna Reddick and Bill Chaisson retired and were replaced by the elected alternates: Jamie Jenkins, Bay Bulls and Sean Weir; Port Hope Simpson. 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 of Table Officers, for the first year following his/her term as President. The members of Table Officers for 2017-19 were: President Dean Ingram; Vice-President Trent Langdon; and Executive members Derek Drover and Gabe Ryan 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 2017-19 were as follows:

- Considered applications, conducted interviews and brought recommendations to Executive regarding the filling of two Administrative Officer positions;

- Made recommendations to Executive regarding the granting of Honorary Membership at BGM 2019, the theme for BGM 2019, and resolutions to BGM 2019 falling within Table Officers' mandate;
- Monitored progress and activity concerning the Association priorities for 2017-19;
- Received and responded to correspondence from CTF relative to CTF policies and activities;
- Examined resolutions from BGM 2017 falling within Table Officers' mandate and pursued action on same;
- Reviewed proposals for amendments to the NLTA By-Laws and made recommendations to Executive;
- Approved requests to the conference budget;
- Established the Executive meeting schedules for 2017-18 and 2018-19 and the Joint Council meeting schedules for 2017-18 and 2018-19;
- 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 2019;
- 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 regular meetings during 2017-18 – the first in October 2017 and the second in March 2018. Two regular meetings were also held for the 2018-19 school year – one in October 2018, which included the Candidates' Forum, and another in February 2019. 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 approval of 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 in January 2019 to review and recommend the tentative agreement reached with government.

## 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/Membership Engagement; Curriculum; Equity Issues in Education; Finance and Property; Group Insurance; Membership Benefits and Services; Pooled Investment; Professional Issues; and Substitute Teachers. As a result of resolutions to BGM 2017, the Ad Hoc Committee to Review the Policies, Procedures and Regulations for the Province-Wide Vote for President and Vice-President and to advise on the feasibility of remuneration for the Vice-President and NLTA Executive was established.

### Communications/Political Action/Membership Engagement Committee

The Communications/Political Action/Membership Engagement Committee was located in Placentia and chaired by Executive member Maureen Doyle-Gillingham. The committee oversaw the review of the NLTA website and all 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 2018 and 2019. The NLTA Communications Officer serves as staff consultant.

### Curriculum Committee

The Curriculum Committee for 2017-19 was chaired by Executive member Colin Short, with members from the Codroy Valley/Port-aux-Basques region. As per its mandate, the committee advised the Provincial Executive Council on matters related to curriculum. The committee met four times during 2017-18 and three times in the second year of its mandate. During that time, the committee was actively engaged with several important curriculum issues. These included: NLESD Assessment/Evaluation Policy; English Language Arts resources and assessments; Provincial Assessments; changes to provincial public examinations; and Resolutions for BGM 2019.

### Equity Issues in Education Committee

For 2017-19, the Equity Issues in Education Committee was chaired by Executive members Kelly Loch and Sean Weir (replacement chair for one meeting), with members from the Carbonear region. Some of the highlights of the committee's work over this period were:

- Providing input to the Collective Bargaining Committee, including a letter regarding a review of gender references in the collective agreement and requesting inclusion of domestic violence leave in the next round of bargaining proposals;
- Considering feedback from special interest councils re: equity issues;
- A recommendation that NLTA materials helpful to teachers being cyberbullied be consolidated and available in one, easy to access, location online.
- A review of educator gender statistics, as well as a literature review relating to gender in education, leading to a survey regarding leadership roles and gender.



### **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 2017-19 included monitoring the investments of the Association, making recommendations on financial issues and preparing budgets. A major activity for the committee was the preparation of the Association's budgets for 2019-20 and 2020-21. 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 up until his retirement in January of 2019. Maureen Doyle-Gillingham has taken over as chair since Bill's retirement. The seven-person board of Managers are appointed by Provincial Executive and are supported by 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 Clarenville for 2018-19, with Executive member Donna Reddick as Committee Chair up until her retirement in June 2018, at which time Executive Member Jamie Jenkins took over 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 2018 and 2019 Special Recognition and Bancroft 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 2017 BGM. A meeting in February 2019 considered resolutions from branches to BGM 2019. Issues on the committee agenda for this term included, but were not limited to, administrators and their role as site supervisors and NLTA members, membership engagement, attendance of members at both Joint Council and BGM, promotion of the EAP program, and branch rebates.

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

### **Pooled Investment Committee**

The Pooled Investment Committee for 2017-19 was located in St. John's and chaired by Executive member Craig Hicks. 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 2017-19, the Professional Issues Committee was based in St. John's and chaired by Executive member Joe Santos. 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 participants for 2018 and 2019. In addition to this work, the committee reviewed and advised on resolutions from BGM 2017 and made recommendations on positions to be taken on resolutions to BGM 2019.

### **Substitute Teacher Committee**

The Substitute Teacher Committee was based in St. John's for 2017-19, with Executive member Chesley West 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, school and board matters and the scope of services that substitute teachers can avail of from the NLTA. The committee's terms of reference also contemplate addressing the unique needs of substitute and replacement teachers and bringing those issues forward through other advocacy mechanisms such as the School Board Teacher-Liaison Committee. The committee was instrumental in bringing forth ideas to improve communications with substitutes through such means as holding information sessions, updating website content and advising on articles for *The Bulletin*. As well, the committee made a number of recommendations to Executive over this current term. One area the committee is continuing to seek information on is the topic of access to such programs as Google Online Communities and Review 360 to ensure substitute teachers have the information they require, when needed. Staff in both Programs and Services and Corporate Services support the committee in its work.

### **Governance and 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 2017 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, NLIASSA, 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 2017-18 and 2018-19, and the CAPTTO AGM in May 2018.
- 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 served as staff consultant to the Electoral Committee and coordinated the carrying out of the province-wide vote for NLTA President and Vice-President.
- Coordinated all arrangements and planning for BGM 2019.
- 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 Executive Director represented the NLTA as a member of the Provincial Steering Committee overseeing the implementation of the Education Action Plan.
- 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 (2017 and 2018) 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 2018 and 2019 provincial budgets.
- The President and Executive Director, along with Programs and Services staff, attended branch meetings to explain and respond to questions regarding the Collective Agreement and negotiations.

- The President and Executive Director attended meetings with Newfoundland and Labrador Senators regarding Bill S-206, a Bill to repeal Section 43 of the Criminal Code of Canada.

## 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, and the preparation of scrolls and pins for retiring teachers. Branch operations, through the Executive Assistant, Governance, include preparing documents and providing guidance and oversight of province-wide elections and ratification votes.

## Association Priorities for 2017-19

At its first meeting in August 2017, the 2017-19 Provincial Executive established the following priorities for 2017-19:

### Priority #1: Workload Concerns

**Goal:** To improve the working conditions of teachers generally and to address individual teacher workload concerns.

### Priority #2: Teacher Health and Wellness – Teacher Mental Health

**Goal:** To promote teacher health and wellness, including teacher mental health.

### Priority #3: Premier's Task Force on Improving Educational Outcomes

**Goal:** To take actions aimed at ensuring that the implementation of the Task Force recommendations are in keeping with NLTA objectives.

### Priority #4: Promoting the Profession

**Goal:** To continue to take opportunities to promote the teaching profession.

### Priority #5: Inclusive Education/Student Support Services

**Goal:** To endeavour to improve the delivery of Inclusive Education and Student Support Services for the benefit of students and teachers.

### Priority #6: Collective Bargaining

**Goal:** To achieve a Provincial and Labrador West Collective Agreement ratified by the membership.

A summary report of the activities on each of these priorities and goals is provided in a separate document to BGM 2019.

## Programs and Services

### Collective Bargaining

#### Provincial Collective Agreement

The 2012-2016 Provincial Collective Agreement expired on August 31, 2016. It continued in full force and effect until a new agreement was negotiated. The 2016-2020 Provincial Collective Agreement was ratified on March 1, 2019.

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 2016-2019 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. 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 2016-19 NLTA negotiating team for the Provincial Collective Agreement were:

- Dean Ingram (Chairperson) – NLTA Vice President
- Trent Langdon (Chairperson) – NLTA Vice-President (replacing Dean Ingram as of August 2017)
- 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
- Kris Pike – SAC Representative, Principal, Macdonald Drive Junior High, St. John's (replacing Paulette Colbourne as of June 2018)
- Miriam Sheppard (Staff Consultant) – NLTA Administrative Officer

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 the NLTA and government offices due to extreme weather conditions.

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 April 21, 2017.

Negotiations for a new Provincial Collective Agreement resumed on October 17-19, 2017. They continued on November 6 and 7, 2017, and January 29- February 2, February 28, March 1 and April 11-12, 2018.

On June 14, 2018, the Minister of Finance contacted President Ingram looking for an opportunity to discuss NLTA negotiations. A meeting between the President, Executive Director, Assistant Executive Director and the Minister of Finance and his senior staff occurred on June 18. During the week of June 18-22, further meetings and discussions took place between President Ingram and Minister Osborne, along with the NLTA Executive Director and Assistant Executive Director and senior Department of Finance representatives. Agreement in principle was reached on outstanding items.

The negotiating team met again from June 25-27, 2018, during the last week of school, and was prepared to endorse a tentative agreement to recommend to Provincial Executive pending finalizing the details of contract language. However, reaching agreement on language to accurately reflect what had been agreed upon proved challenging and there were significant delays in getting responses and information from government. Discussions continued over the summer and fall at the highest levels, with the NLTA resisting government attempts to introduce contract language that would have undermined and weakened what had been agreed to in principle with Minister Osborne. The negotiating team was kept informed throughout and on December 5, 2018, the Association advised government that, regardless of whether language had been finalized or not, the Team would be meeting face-to-face in early January for an update and to discuss next steps.

Prior to considering a decision to walk away from the table, the President made further contact with Minister Osborne on December 19. A further proposal on language was received from government late in the day on December 21, 2018. Final changes were made to address issues identified by the NLTA on January 7-8, 2019. The negotiating team was briefed and a pro-

posed tentative agreement was reached on January 9, 2019 to be recommended to Provincial Executive. Provincial Executive met on January 19, 2019 to consider the negotiating team's recommendation, and the decision was made to accept the tentative agreement. Joint Council met on January 25 and the unanimous decision was made to recommend acceptance of the tentative collective agreement.

All teachers were advised on Monday, January 21 that the NLTA, government and the School Boards Association had reached a tentative agreement through collective bargaining. As per NLTA policy, branch information sessions on the details of the tentative agreement were arranged by Branch Presidents and their Provincial Executive contacts.

In the opinion of the negotiating team, Provincial Executive and our Branch Presidents, the tentative agreement comprised the best deal possible in the current economic environment. The gains in this round of bargaining are not insignificant, but did come at a cost. The agreement was ratified on March 1, 2019 [not yet signed as of the date of this report].

### **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 were:

- 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
- Miriam Sheppard, NLTA Administrative Officer, Chief Spokesperson

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.

Opening proposals for the Labrador West Collective Agreement were exchanged on September 29, 2018 and the Association is actively bargaining as of the date of this report.

### **Labrador Benefits Agreement**

Notice to open negotiations on a new Labrador Benefits Agreement was served on the Chief Union Negotiator, by government, on June 16, 2016. Sharon Mugford, President of the Lake Melville Branch, was appointed as the NLTA member

representative on the Labrador Benefits negotiating team. A call for membership submissions for opening proposals was sent to all teachers in Labrador, with a return deadline of March 18, 2019. The proposed NLTA submissions for inclusion in the multi-union opening package were considered by Provincial Executive on March 26, 2019. Negotiations on a new Labrador Benefits Agreement commenced on April 3-5, 2019, including the exchange of opening proposals. As of the date of this report, the parties are actively bargaining.

### **Teaching and Learning Assistants**

In response to recommendations from the report of the Premier's Task Force on Improving Educational Outcomes, Teaching and Learning Assistants (TLAs) were introduced as of the beginning of the 2018-19 school year. As soon as government announced that teaching and learning assistants would be introduced in the education system, the NLTA immediately began working to ensure these positions would provide the greatest possible range of support for teachers, including supervision duty, while clearly defining the role and establishing limits to the scope of practice. In order to best achieve these goals, Provincial Executive determined that inclusion of Teaching and Learning Assistants (TLAs) in the NLTA membership and bargaining unit provided the greatest opportunity for success. The Association was successful in negotiating Memorandums of Agreement (MOAs) to both the Provincial and Labrador West Collective Agreements, which specify that TLAs are members of the NLTA bargaining unit, define the scope of practice for these positions, and set out the terms and conditions for employment. Fifty-two TLAs were hired in 28 "Phase 1" schools for 2018-19. Programs and Services staff were involved in the development and delivery of professional development for TLAs and school principals that took place in early September 2018. At the time of printing, the number of schools and new TLA positions to be introduced through "Phase 2" of the implementation process for the Premier's Task Force recommendations had not been confirmed.

### **Summary Report of Active Case Files**

Every fall, as required by NLTA policy, Programs and Services staff submit an annual summary report to Provincial Executive of all teacher case files that were opened, active or closed during the previous school year. The report provides general details on the nature of and activity on individual files. The confidentiality of individual members is protected as no personal, school or geographical information is included. This report also includes annual statistics on supports provided to teachers through the Employee Assistance Program (EAP).

A new initiative to provide more information to all members on the work of the Association was undertaken in 2018-19 – a condensed version of this summary report was prepared and distributed through NLTA School Representatives in January 2019.

The Programs and Services case files referenced in this Biennial Report represent active files during the 2016-17 and 2017-18 school years that were tracked through the NLTA's internal records management system. The usual "trigger" for creating and opening a tracked case file is the requirement for represen-

tation of a teacher in a process with the employer in a matter falling under one of the identified file categories. These statistics do not reflect all staff contact with members, providing advice and information through a high volume of phone, email and in-person discussions.

Programs and Services staff provide assistance, including representation and advice, to teachers in a variety of areas, including:

**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.

**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 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.

**Employment Insurance** – The Association provides information to assist teachers with employment insurance matters. The majority of inquiries and requests for assistance come from substitute/replacement teachers and teachers applying for special benefits (e.g. maternity/parental, sickness, or compassionate care benefits.) Legal assistance may be available to teachers, as per the NLTA Legal Assistance policy, for EI appeals. Recent changes to Employment Insurance regulations include the availability of an extended claim period for parental benefits.

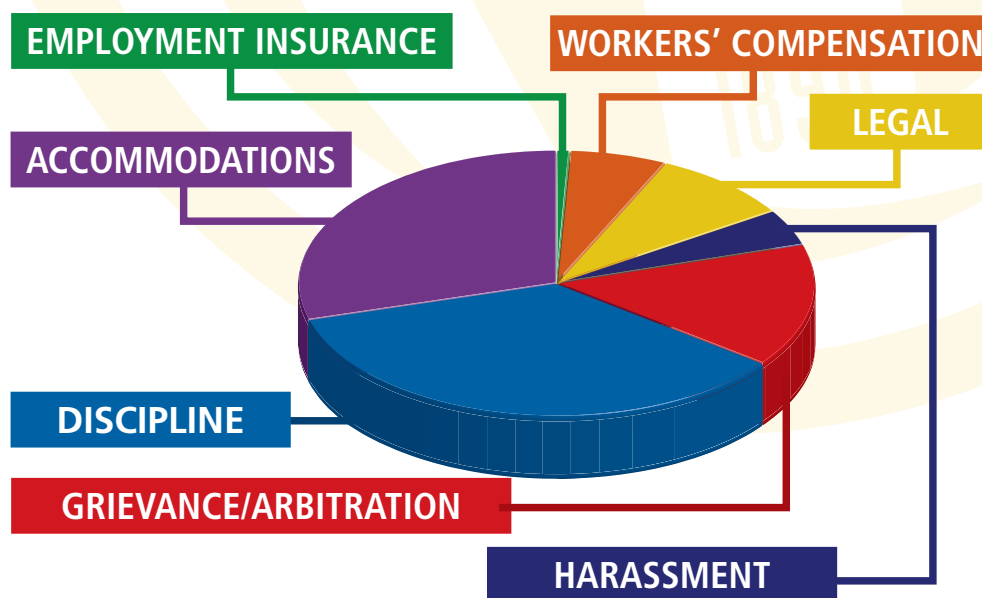
**Workers’ Compensation** – The NLTA continues to provide assistance and support to teachers who are injured in the course

of their employment. 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. Provincial legislation prohibits an employer top-up of these benefits, but the NLTA has established, since September 2006, a supplement through the Group Insurance Long Term Disability Plan (LTD). Information and applications for the LTD “top-up” are available through Programs and Services.

**Discipline** – Concerns and allegations of teacher misconduct may trigger a disciplinary process by the employer. The contractual parameters for disciplinary processes and action with respect to teachers are addressed in Article 10 of the Provincial Collective Agreement (Article 49 of the Labrador West Collective Agreement). The Association advises and represents members with respect to matters involving employer disciplinary investigations and decisions.

**Accommodation** – the NLTA provides information, advice and assistance to members seeking accommodation in the workplace. Teachers who have a disability or family requirements that interfere with their ability to work may be entitled to a workplace accommodation. The provincial *Human Rights Act* and the collective agreements require employers (the school districts) to accommodate human rights related needs of employees to the point of undue hardship. The duty to accommodate may require employers to make modifications or provide other supports that are necessary (short of undue hardship) in order to allow an employee to fully and equally participate in the workplace.

**Harassment** – Article 58 of the Provincial Collective Agreement (Article 59 of the Labrador West Collective Agreement) establish teachers’ rights and employer responsibilities with respect to situations of workplace harassment. School district respectful workplace policies are also relevant in this regard. Advice, assistance and representation is available from Programs and Services staff for teachers who feel they have been harassed or against whom a complaint of harassment has been made.



The NLTA Staff provide advice and representation to individual teachers, staffs and administrators on a regular basis. The following tables provide information on new and ongoing **Grievance/Arbitration, Legal, Employment Insurance, Workers' Compensation, Accommodation, Discipline and Harassment** cases during the 2016-17 and 2017-18 school years.\*

### GRIEVANCE/ARBITRATION

Total Active Cases During 2016-18 – 42

ARTICLE	NUMBER OF ISSUES
Employment of Teachers	6
Management of Rights	12
Method of Payment	6
Workload	10
Disciplinary Action	5
Discrimination and Intimidation	4
Substitute Teachers	4
Allowances	1
Salaries	1
Evaluation	1
Layoffs	1
Effective Period	1
Closed	32
Ongoing	9
Moved to Arbitration	3
Total Number of Cases Initiated 2016-18	29

### WORKERS' COMPENSATION

Total Active Cases During 2016-18 – 13

TYPE	NUMBER
<b>WHSCC Compensation</b>	
Number Returned to Work	9
Number Not Eligible for WHSCC Compensation	2
Number Still Receiving WHSCC Compensation	1
<b>LTD Top-up Benefits</b>	
Number Not Eligible for LTD Top-up Benefits	2
Number Received Maximum Top-Up Benefits	7
Returned to Work	8
Retired	1
Total Number of Cases Initiated 2016-18	12

### LEGAL

Total Active Cases During 2016-18 – 32

TYPE	NUMBER
<b>Allegations of Physical Assault</b>	3
Number Still Under Investigation	2
Number closed without charges	1
<b>OTHER ISSUES</b>	
Legal Advice	21
Criminal Allegations Against Teacher	1
ATTIPPA Request	1
Discrimination/Charter Issue	1
Harassment of Member by Member of Public	1
Open	2
Closed	22
Ongoing	6
Total Number of Cases Initiated 2016-18	24

### EMPLOYMENT INSURANCE

Total Active Cases During 2016-18 – 1

TYPE	NUMBER
Teacher Payroll	1
Total Number of Cases Initiated 2016-18	1

*\*(Note: The number of issues in these tables may add up to more than the total number of cases initiated, since some cases involve more than one issue.)*

## DISCIPLINE

Total Active Cases During 2016-18 – 62

NATURE OF CASE	NUMBER OF ISSUES
Financial Issues	4
Inappropriate Conduct	11
Interactions With Students	31
Parent/Student Complaint	8
Social Media	4
Unexcused Absence	4
Interaction With Colleagues	5
Public Complaint	3
Breach of Confidentiality	1
Insubordination	1
Case Closed	58
Case Still Ongoing	4
Total Number of Cases Initiated 2016-18	62

## ACCOMMODATIONS

Total Active Cases During 2016-18 – 50

NATURE OF CASE	NUMBER OF ISSUES
Medical Permanent - Closed	24
Medical Temporary – Closed	4
Family Permanent - Closed	14
Family Temporary - Closed	2
Medical – Still Open	6
Total Number of Cases Initiated 2016-18	50

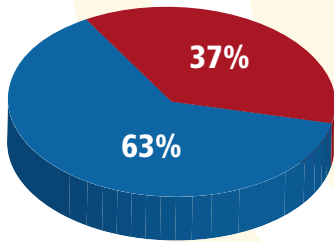
## HARASSMENT

Total Active Cases During 2016-18 – 7

NATURE OF CASE	NUMBER OF ISSUES
Colleague v Colleague	5
Teacher v Student	2
Case Closed	6
Case Still Ongoing	1
Total Number of Cases Initiated 2016-18	7

## EAP STATISTICAL DATA

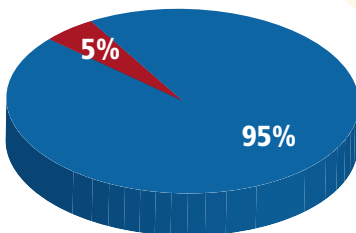
ACTIVE MEMBERS (INCLUDING REPLACEMENT AND SUBSTITUTE TEACHERS) SEPTEMBER 1, 2016 TO AUGUST 31, 2018



### Wellness Support

(Workshops, Prevention/ Intervention, Mediation)

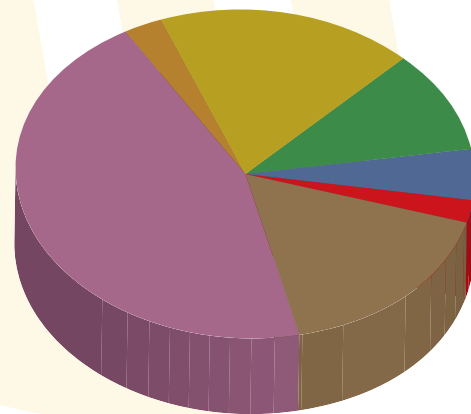
■ Accessing ■ Not Accessing



### Counselling Referral Action

(Intervention)

■ Referred to External ■ Provided by EAP



### Problem Assessment Distribution by Type

(Percentage of Cases)

- Marital Relationships
- Family Relationships
- Emotional/Mental Health
- Personal Stress Coping
- Work Stress
- Other (Legal, Work/Contract, Financial, Career, Psychiatric, Addictions)
- Physical Health

## Group Insurance

The annual renewal of the group insurance plan options occurred in February 2017 and February 2018. 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 2017-18 and 2018-19.

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

Option	May 2017	May 2018
Basic Life	22.7% decrease	5.9% increase
Health	3.0% increase (Single) 2.4% increase (Family)	1.3% increase (Single) 0.8% increase (Family)
Dental	unchanged (Single) unchanged (Family)	5.0% decrease (Single) 5.0% decrease (Family)
Basic AD&D	7.4% increase	unchanged
Voluntary Life	unchanged	unchanged
Voluntary AD&D	unchanged	25% increase
Post 65 Retiree Life	10% decrease	unchanged
LTD	5.25% increase	unchanged
Basic Critical Illness	unchanged	unchanged
Voluntary Critical Illness	unchanged	unchanged

## Employee Assistance Program for Teachers

Programs and Services is also responsible, in partnership with the Department of Education and Early Childhood Development and the school districts, for the Employee Assistance Program for Teachers (EAP), which 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 various agendas. 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; 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.

## 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.

Some of the most frequent OH&S inquiries raised by teachers and addressed by NLTA staff include: safety protocols/measures during school building renovations; employer compliance with training requirements for OH&S committees/representatives; first aid; air quality issues; and, violence in the workplace, which is the concern most frequently brought forward by members. 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, 129 submissions have been received. Since September 1, 2017, 104 reports have been received. (Reporting is voluntary and incidents are likely underreported.)

Clause 29.06 of our Provincial Collective Agreement (Clause 17.06 of Labrador West Collective Agreement) states 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 Newfoundland and Labrador English School District's Prevention of Violence in the Workplace policy was approved on September 13, 2017, with regulations approved shortly thereafter. A new Conseil Scolaire Francophone Provincial violence policy was approved in January 2018.

The 2012-2016 Provincial Collective Agreement also provided: *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 granted 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 proceeded to arbitration. Several days of hearings were held. In the interim, the Premier's Task Force report was released. As settlement of the grievance, NLTA was provided representation on all committees struck to action the Task Force recommendations and Education Action Plan, including the main steering committee, of which the NLTA Executive Director is a member. As a result, the Association is fully embedded in the process and currently has an unprecedented opportunity to influence Department decisions.

### **Deferred Salary Leave Plan (DSLP)**

The Deferred Salary Leave Plan (DSLP) is available to any tenured teacher in a permanent position covered by the NLTA Collective Agreements. Many teachers find the DSQLP 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 DSQLP 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 (DSLP). 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.

### **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, Financial Planning, Estate Planning, the Canada Pension Plan, and the Retired Teachers' Association. Five seminars were held across the province in both 2017 and 2018.

Teachers within two years of retirement eligibility are encouraged to register for one of the Pre-Retirement Seminars scheduled for the Fall of 2019 in Corner Brook, Grand Falls-Windsor and St. John's. Information will be posted on the NLTA website and in the May/June 2019 edition of *The Bulletin*.

### **Financial Information Seminars**

The interest from teachers throughout the province to hold Financial Information Seminars continues to increase. During

the 2017-18 school year, the NLTA held Financial Information Seminars in Clarenville, St. John's and Springdale. During the 2018-19 school year, seminars were held in Clarenville, 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 2019 and the spring of 2020.

### **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 teachers at branch meetings, staff meetings upon request, and during the 2018-19 school year, at Professional Learning school closeouts which is now endorsed by officials at the NLESD. These one/two hour sessions have been successful and very well received. During the 2018-19 school year alone, 12 sessions have been already facilitated.

### **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 offerings 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.

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 sessions 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 NLTA members should be addressed over time. At the most recent SIC Leadership Seminar held in September 2018, SIC representatives were given the opportunity to discuss the report of the Premier's Task Force on Improving Educational Outcomes – specifically Recommendation #77 which speaks to professional learning partnerships in the province. Senior officials from both the Department of Education and Early Childhood Development and Memorial University were present for this discussion. The next SIC Leadership Forum is scheduled for September 2019 at the Holiday Inn in St. John's.

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/PL opportunities for their colleagues. The following is a list of current NLTA Special Interest Councils:

Council of Special Services Council (COSS)  
Health Education Council  
Math/Science Council  
Music Council (MSIC)  
NL Counsellors’ and Psychologists’ Association (NLCPA)  
Physical Education Council (PESIC)  
School Administrators’ Council (SAC)  
Second Languages Council  
Small Schools Council  
Speech Language Pathologists (SLP)  
Teacher Librarians Newfoundland Labrador (TLNL)  
Technology Education Council (TESIC)

## The Journey Begins – Conference for Beginning Teachers

The Conference for Beginning Teachers has continued to be an annual event (December 2017 and November 2018). 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. In 2018, the Department of Education and Early Childhood Development participated in the conference for the first time with hopes that they could become a full partner in years to come.

## 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 2017, CONTACT was hosted by the Prince Edward Island Teachers’ Federation at the University of Prince Edward Island. NLTA President Dean Ingram and 22 NLTA members participated and explored *The Road Travelled...and the Road Ahead*.

In August 2018, the NLTA was proud to organize and host CONTACT at Grenfell College in beautiful Corner Brook. NLTA President Dean Ingram, along with a delegation of over 30 participants, including staff and teachers from around the province, attended and learned under the theme *New Horizons: The View from Here*.

In 2019, teachers from across the province will celebrate the 40th anniversary of CONTACT at the University of New Brunswick in Saint John from August 6-9. The NLTA anticipates sending a full delegation for this wonderful professional development experience.

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

In 2018, DSS took place at Mount Allison University in Sackville, New Brunswick on July 4-6. Fifty participants from across the region were in attendance, including a delegation of eight educators from the Newfoundland and Labrador Teachers’ Association. Keith McCandless and Liz Rykert facilitated an exploration of *Liberating Structures* as a means to unleash a culture of innovation.

The 2019 Developing Successful Schools Institute will be held from July 3-5. A delegation of administrators and aspiring leaders from the NLTA will join colleagues from the other sponsoring organizations to share their experiences and learn together.

## International Programs

The NLTA continues to contribute to international educational programs through the Canadian Teachers’ Federation with Project Overseas.

In July 2017, Ms. Megan Schwartz, an elementary teacher from Port aux Basques, travelled to St. Lucia to work with teachers as part of this program.

In the summer of 2018, Ms. Ashleigh Hudson, an elementary French Immersion teacher in St. John’s, worked on a variety of professional development initiatives with new teachers and administrators in Ghana.

Ms. Melissa Taaffe, a teacher at Carbonear Collegiate, will travel to Guyana in the summer of 2019 with a team from across Canada. They will collaborate with local teachers to share their experiences and expertise.

## 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 2017-18 and 2018-19 school years.

### Education Week

Education Week has been sponsored by the NLTA since 1936. The theme for Education Week 2018 was *Believe and Achieve/Je crois en moi, je réussis*. The opening ceremonies were held at Laval High School on Monday, February 12.

The theme for Education Week 2019 was *Go the Extra Mile/ Aller plus loin*. The opening ceremonies were held at Memorial Academy in Botwood on Monday, March 4.

### 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 155,000 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.

### 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 2018 and 2019 Provincial Budgets.

In the 2018 and 2019 pre-budget briefs, 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, class composition, teacher allocations, teacher leaves and the provision of substitute teacher days, and class size caps. We continued to make the point that our schools should not just be good enough; they should be outstanding, excellent and supportive places where all students strive.

### 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.

## Social and Digital Media

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.

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.

### Recognition Program for Teachers

The topic of membership engagement and ownership of the NLTA has been discussed many times in recent years and the Communications/Political Action/Membership Engagement Committee made a recommendation that was accepted by Provincial Executive that a Years of Service Recognition Program be established for teachers. The program is scheduled to come into effect in the spring of 2019. Members will be recognized for 5, 10, 15, 20, 25, and 30 plus years of service through a rounding formula. A years of service pin and a letter from the President will be provided to teachers who have the relevant years of service.

### 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. Currently, teachers have access to discounts and services through the CPEAC.org discount club for Canadian public employees, the QSP Magazine Discount Program which provides hundreds of magazines at enormous discounts, a hotel/car rental discount program which provides worldwide discounts, and there are discounts for various services and businesses throughout the province.

### Public Awareness Campaigns

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 campaign was continued with the addition of new videos and positive stories about teachers.

In addition, we launched an online information site called "Invest in Our Kids" to highlight the importance of investing in education. *Invest in Our Kids* was the theme for BGM 2019.

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 spring 2017, we gathered information from the membership on breaks during the school year and the allocation of student assistants. We also completed several surveys of the membership on inclusive education, teacher allocations, reporting periods, NLTA priorities, parent-teacher interviews, and school administrator workload concerns. 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.

## 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 2017-19 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.

## Janeway Day and Other Projects

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 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 2016-17 (\$349,515) and 2017-18 (\$757,181) 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 resources component of the NLTA is made up of the President, Executive Director, Assistant Executive Director, and 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 resources 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 relocation 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 more effective service delivery to teachers.

During the period April 2017 to October 2018 the Association saw four of its staff retire – two members of Administrative Staff and two members of Support Staff. Also during 2018, Provincial Executive approved the hiring of an additional Administrative Officer in Programs and Services to maintain the current level of service delivery to teachers.

## 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 turnaround 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.

## 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.

## Ongoing IT Initiatives

During the summer of 2017, a project was completed to upgrade all of the data connections in the building. We replaced the older category 3 Ethernet with current category 6 Ethernet. Category 6 Ethernet has a 10x increase in capacity.

The EAP database was upgraded from the old MS-Access VBA application. There were many limitations to that application, and it did not support the newest versions of MS-Office. The application was completely re-written using our standard FileMaker Database. This will allow the functionality of the application to be expanded and personalized in a standardized way.

In October 2018, the Association upgraded our main database back-end to Filemaker 17. Previously we were using Filemaker 12, which was released in 2012. This upgrade allowed the EAP database re-write to happen. Filemaker 17 also introduced an API for access data which significantly increased the speed of interaction with Laserfiche. The main Laserfiche application was upgraded to Version 10.3.1, the latest platform.

The Association has just implemented a support tracking system that will provide better insight into the support needs of the organization. This will allow us to make better decisions on future technology needs and choices.

## Phone System

The Association purchased and deployed a new Voice of IP Avaya IP500 phone system. This project provided new hardware and capabilities. The project replaced the older Nortel Modular ICS. Functionality such as voicemail to email and follow-me calling are now available to staff.

## Financial Statements

### Newfoundland and Labrador Teachers' Association Statement of Operations

Year Ended August 31

2018

2017

	General Fund (Pages 16-17)	Restricted Funds (Page 18)	<u>Total</u>	<u>Total</u>
<b>Revenue</b>				
Membership fees	\$ 5,614,562	\$ 490,095	<b>\$ 6,104,657</b>	\$ 5,880,406
Contributions	311,628	174,799	<b>486,427</b>	518,622
Government grants	260,627	-	<b>260,627</b>	246,361
Interest on investments	92,222	1,633,268	<b>1,725,490</b>	716,760
Miscellaneous	<u>101,735</u>	<u>33,186</u>	<b><u>134,921</u></b>	<u>139,040</u>
	<u>6,380,774</u>	<u>2,331,348</u>	<b><u>8,712,122</u></b>	<u>7,501,189</u>
<b>Expenses</b>				
Administration	1,902,511	152,907	<b>2,055,418</b>	2,386,454
Benefits and economic services	1,368,729	-	<b>1,368,729</b>	1,352,736
Communications	712,066	-	<b>712,066</b>	754,114
Employee assistance program	-	98,397	<b>98,397</b>	84,619
Retired Teachers' Association of NL	-	17,000	<b>17,000</b>	12,000
Branch operations	325,292	-	<b>325,292</b>	343,661
Investment fees	-	58,333	<b>58,333</b>	69,903
Professional development	557,814	26,386	<b>584,200</b>	657,317
Grievances and arbitration	-	155,679	<b>155,679</b>	213,080
Negotiations and other lock-out	-	86,930	<b>86,930</b>	89,962
Public awareness strategy	<u>-</u>	<u>700,033</u>	<b><u>700,033</u></b>	<u>692,362</u>
	<u>4,866,412</u>	<u>1,295,665</u>	<b><u>6,162,077</u></b>	<u>6,656,208</u>
Excess of revenue over expenses before other items	1,514,362	1,035,683	<b>2,550,045</b>	844,981
Other item Increase in fair value of investments	<u>-</u>	<u>525,609</u>	<b><u>525,609</u></b>	<u>531,015</u>
Excess of revenue over expenses	<b><u>\$ 1,514,362</u></b>	<b><u>\$ 1,561,292</u></b>	<b><u>\$ 3,075,654</u></b>	<b><u>\$ 1,375,996</u></b>

\* 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

2018

2017

	General Fund	Restricted Funds (Page 20)	Total	Total
<b>Assets</b>				
Current				
Cash and cash equivalents	\$ 5,190,182	\$ -	\$ 5,190,182	\$ 4,621,531
Receivables	21,040	-	21,040	20,256
Receivable from				
General fund	-	767,236	767,236	980,415
Insurance fund	66,145	-	66,145	51,758
Restricted funds	636,929	-	636,929	471,708
Prepays	1,422	272,955	274,377	29,060
	<u>5,915,718</u>	<u>1,040,191</u>	<u>6,955,909</u>	<u>6,174,728</u>
Investments (Note 4)	1,050,314	23,318,885	24,369,199	22,424,188
Property and equipment (Note 5)	1,687,660	-	1,687,660	1,823,075
Deferred pension costs (Note 9)	539,592	-	539,592	421,429
	<u>\$ 9,193,284</u>	<u>\$24,359,076</u>	<u>\$33,552,360</u>	<u>\$30,843,420</u>
<b>Liabilities</b>				
Current				
Payables and accruals	\$ 442,967	\$ 11,083	\$ 454,050	\$ 668,826
Payable to				
General fund	-	636,929	636,929	471,708
Restricted funds	767,236	-	767,236	980,415
	<u>1,210,203</u>	<u>648,012</u>	<u>1,858,215</u>	<u>2,120,949</u>
Accrued severance pay	402,128	-	402,128	425,432
Accrued benefit liability (Note 9)	1,113,720	-	1,113,720	1,034,913
	<u>2,726,051</u>	<u>648,012</u>	<u>3,374,063</u>	<u>3,581,294</u>
<b>Members' Equity</b>				
Internally restricted	-	23,593,242	23,593,242	21,667,732
Externally restricted	-	117,822	117,822	132,525
Unrestricted	6,467,233	-	6,467,233	5,461,869
	<u>6,467,233</u>	<u>23,711,064</u>	<u>30,178,297</u>	<u>27,262,126</u>
	<u>\$ 9,193,284</u>	<u>\$24,359,076</u>	<u>\$33,552,360</u>	<u>\$30,843,420</u>

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

# Financial Statements

## Newfoundland and Labrador Teachers' Association Restricted Funds' Statement of Operations

Year Ended August 31

2018 2017

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	President's Travel Fund	IT Strategy Fund	Safe Schools Fund	SAC/NLCPA Fund	Residential Housing Fund	Total
<b>Revenue</b>										
Membership fees	\$ 490,095	-	\$ 159,799	-	-	-	-	-	-	\$ 490,095
Contributions	-	15,000	-	-	-	-	-	-	-	174,799
Interest on investments	1,179,470	85,890	85,877	276,486	-	-	96	2,091	3,358	1,633,268
Miscellaneous	-	-	-	-	-	-	-	33,186	-	33,186
	1,669,565	100,890	245,676	276,486	-	-	96	35,277	3,358	2,331,348
<b>Expenses</b>										
Administration	6,596	15,000	-	-	-	57,060	-	50,076	24,175	152,907
Employee assistance program	-	-	98,397	-	-	-	-	-	-	98,397
Retired Teachers' Association of NL	-	-	17,000	-	-	-	-	-	-	17,000
Investment fees	34,150	6,384	6,229	11,570	-	-	-	-	-	58,333
Professional development	-	17,136	9,250	-	-	-	-	-	-	26,386
Grievance and arbitrations	155,679	-	-	-	-	-	-	-	-	155,679
Negotiations and other lock-out	86,930	-	-	-	-	-	-	-	-	86,930
Public awareness strategy	700,033	-	-	-	-	-	-	-	-	700,033
	983,388	38,520	130,876	11,570	-	57,060	-	50,076	24,175	1,295,665
Excess of revenue over expenses before other item	686,177	62,370	114,800	264,916	-	(57,060)	96	(14,799)	(20,817)	1,035,683
Other item										
Increase in fair value of investments	355,311	32,470	30,258	107,570	-	-	-	-	-	525,609
Excess (deficiency) of revenue over expenses	\$ 1,041,488	\$ 94,840	\$ 145,058	\$ 372,486	\$ -	\$ (57,060)	\$ 96	\$ (14,799)	\$ (20,817)	\$ 1,561,292
										\$ 676,967

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



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

Year Ended August 31

2018

2017

	Emergency Fund	Professional Development Fund	Centennial Fund	Reserve Fund	President's Travel Fund	IT Strategy Fund	Safe Schools Fund	SAC/NLCPA Fund	Presidential Housing Fund	Total	Total
<b>Assets</b>											
Current											
Receivable from general fund	\$ 51,118	\$ -	\$ -	\$ 176	\$ 9,262	\$ 524,967	\$ -	\$ -	\$ 181,713	\$ 767,236	\$ 980,415
Prepays	272,955	-	-	-	-	-	-	-	-	272,955	-
Investments (Note 4)	324,073	-	-	176	9,262	524,967	-	-	181,713	1,040,191	980,415
	16,327,421	1,257,344	1,549,701	4,066,597	-	-	5,921	111,901	-	23,318,885	21,376,876
	<u>\$ 16,651,494</u>	<u>\$ 1,257,344</u>	<u>\$ 1,549,701</u>	<u>\$ 4,066,773</u>	<u>\$ 9,262</u>	<u>\$ 524,967</u>	<u>\$ 5,921</u>	<u>\$ 111,901</u>	<u>\$ 181,713</u>	<u>\$ 24,359,076</u>	<u>\$ 22,357,291</u>
<b>Liabilities</b>											
Current											
Payables and accruals payable to general fund	\$ 5,992	\$ 2,333	\$ 1,377	\$ 1,381	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,083	\$ 85,326
	624,320	4,203	4,203	4,203	-	-	-	-	-	636,929	471,708
	630,312	6,536	5,580	5,584	-	-	-	-	-	648,012	557,034
<b>Members' Equity</b>											
Internally restricted	16,021,182	1,250,808	1,544,121	4,061,189	9,262	524,967	-	-	181,713	23,593,242	21,667,732
Externally restricted	-	-	-	-	-	-	5,921	111,901	-	117,822	132,525
	16,021,182	1,250,808	1,544,121	4,061,189	9,262	524,967	5,921	111,901	181,713	23,711,064	21,800,257
	<u>\$ 16,651,494</u>	<u>\$ 1,257,344</u>	<u>\$ 1,549,701</u>	<u>\$ 4,066,773</u>	<u>\$ 9,262</u>	<u>\$ 524,967</u>	<u>\$ 5,921</u>	<u>\$ 111,901</u>	<u>\$ 181,713</u>	<u>\$ 24,359,076</u>	<u>\$ 22,357,291</u>

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





### **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.

