

REPORT ON RESOLUTIONS FROM THE 2017 BIENNIAL GENERAL MEETING

[NOTE: Action on each resolution is printed in **bold** text following the resolution.]

CATEGORY A: ASSOCIATION

Electronic Voting for Provincial Executive Election at BGM

4. That the NLTA investigate the feasibility of electronic voting at BGM with the possibility of having this system ready for the 2021 BGM. **(Appalachia)**

CARRIED AS AMENDED

Investigation was completed and a presentation regarding the feasibility was presented to the March 2018 Joint Council Meeting. Voting was considered under two scenarios — resolutions and elections. While the technology does exist to allow for electronic voting for both formats during BGM sessions, the costs would be approximately \$6000 for resolution voting and \$6000 for voting stations for elections. It was determined that electronic voting for Provincial Executive may be feasible without any required changes to By-laws, but would require policy changes. There was not deemed to be any time savings to the business meeting to warrant electronic voting on resolutions.

Expenses for Pre-Retirement Seminars

5. That the NLTA pay the travel expenses of teachers attending the pre-retirement seminar at the full rate of kilometres. **(Clarenbridge)**

CARRIED AS AMENDED

Beginning in the 2017-18 fiscal year, travel for pre-retirement seminars has been reimbursed at the rate established per Association Financial Guidelines Policy – Travel Expenses.

Maximum Funds for Branches

6. That the Association establish a maximum amount of funds which branches are permitted to accumulate in their account, such amount to be determined by Provincial Executive in consultation with branch presidents at the Fall 2017 Joint Council meeting. **(Appalachia)**

REFERRED TO EXECUTIVE

This resolution was carried by Provincial Executive. The MBS Committee conducted a consultation session with Branch Presidents at the October 2017 Joint Council Meeting. The committee recommended that the NLTA establish a maximum amount of funds that any branch can have in their account and that the “maximum amount” be based upon the calculation of $(\$700 + \$6 \text{ per member}) \times 2$.

It is further recommended that this be implemented for the 2020-21 school year. This recommendation was approved at the October 2018 Provincial Executive Meeting and the March 2019 Joint Council Meeting.

CATEGORY B: PROGRAMS AND SERVICES

Survey re Parent-Teacher Interviews

7. That the NLTA survey its members to determine how parent-teacher interviews are conducted across the province with the goal of working with the school district to have common parent-teacher interview times based on similar school configurations and teacher workload, such findings to be presented at a Joint Council meeting during 2017-18. **(Appalachia)**

CARRIED AS AMENDED

In October 2018, a survey was sent to administrators on how parent-teacher interviews are conducted across the province. There were 196 responses to the survey. The results were presented to Joint Council during the October 2018 meeting. This issue was also discussed at a liaison meeting with NLESD HR staff. NLESD policy re the Use of Instructional Time also speaks to this, allowing schools to use up to five hours of instructional time per year for parent-teacher interviews when coupled with evening sessions. It would be challenging to standardize the placement and duration of evening sessions based on school configuration as student enrollment and other factors (i.e. schools where many of the teachers commute) are relevant considerations at the school level. The opening package for the most recent round of negotiations included a proposal for all parent-teacher interviews to take place during the regular school day.

IEP Meetings

9. That the NLTA lobby school boards to ensure, to the extent possible, that student Individual Education Plan meetings occur during school hours. **(Conception Bay South)**

CARRIED AS AMENDED

The Professional Issues Committee discussed this at their meeting in January 2018. Workload (Article 29.01) and Schedule E concerns were raised to the Districts. Correspondence was sent to the Associate Director for NLESD to reiterate NLTA position on workload and length of the school day. The CSFP confirmed that meetings are scheduled during the school day whenever possible. The opening package for the most recent round of negotiations included a proposal that every effort be made to schedule IEP meetings during the instructional day.

Kindergarten Class Size

10. That the NLTA lobby school boards to split Kindergarten classes whenever class size exceeds the cap of 20 students. **(Conception Bay South)**

CARRIED AS AMENDED

This was discussed at several MBS Committee meetings. Correspondence was sent to the NLESD Associate Director to document the NLTA's position on this matter. Class size, including kindergarten, has been a focus in the Association's pre-budget submissions and the "Invest in our Kids" campaign. The opening package for the most recent round of negotiations included a proposal for a "hard cap" of 12 students for kindergarten classes.

Physical Space for Teachers

11. That the NLTA lobby the Department of Education and school boards to ensure each teacher who is responsible for students has adequate physical space in which to teach those students. **(Conception Bay South)**

CARRIED

Discussion occurred at several MBS Committee meetings. Correspondence was sent to the Associate Director at NLESD and to the Director of Curriculum at EECD. The opening package for the most recent round of negotiations included a proposal that the number of students in laboratory, workshop, computer and technology classes not exceed the number of available student work stations. In all cases, the NLTA insists that class size not exceed what is allowed under the fire code.

Teacher Allocations

12. That the NLTA lobby the Department of Education and school boards to move to a true needs based teacher allocation model as opposed to a budget based model. **(Green Bay)**

CARRIED AS AMENDED

This was discussed at the MBS Committee meeting in January 2019. This was also raised in various conversations with EECD officials and through detailed proposals on class size and case load limits in the opening package for the most recent round of negotiations. In consultation with the MBS Committee, the NLTA staff representative on the Premier's Task Force Committee dealing with the new draft RTL Policy is considering how the Policy (EECD) affects this issue. The NLTA has consistently presented in Pre-Budget Consultation Sessions, collective bargaining and meetings with EECD officials that teaching resources are not adequate to meet the needs of the current school system.

13. That the NLTA lobby the government to apply the same classroom caps in French Immersion as in English. **(Labrador West)**

CARRIED AS AMENDED

This was discussed at MBS Committee meetings, as well as with the NLESD Associate Director in Spring 2018. Follow up correspondence was sent to the Associate Director in Spring 2019. The Association has and continues to advocate for improved class size caps for all subject areas, without distinction, through pre-budget submissions, collective bargaining, and the “Invest in our Kids” campaign. As part of the current consultation process on the Schools Act, the NLTA has argued that where French Immersion systems exist, specific allocations must be provided.

14. That the NLTA enter into discussions with the Department of Education and school boards to come up with a fair, responsible and ethically sound allocation formula for speech-language pathologists taking into consideration workload and geographical responsibility. (Speech-Language Pathologists Council and Labrador West)

CARRIED AS AMENDED

The MBS Committee discussed this at several of their meetings. Ongoing and continuous discussions have occurred with Department of Education and District officials on this matter, including highlighting the ongoing challenges of this matter being a “roadblock” in recruiting SLPs for vacant positions throughout the province. There have been various communications with Directors of HR in regions where this has been an issue. NLTA staff are also working with the SLP SIC on this matter to advocate and make the case for improved caseload numbers. The opening package for the most recent round of negotiations included a proposal on allocations and case load limits for SLPs.

Non-Teaching Day for Report Preparation

15. That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal for one non-teaching day during each reporting period for the purpose of report preparation. (Labrador West)

CARRIED AS AMENDED

The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck. In the 2016-2020 Provincial Collective Agreement, the Association was successful in negotiating a provision guaranteeing one non-student contact day per school year for report card preparations.

Cap on Multi-Grade Classrooms

16. That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal to place a cap on multi-grade classrooms of a maximum of two grades per class. (Labrador West)

CARRIED AS AMENDED

The NLTA opening package for the most recent round of negotiations had already been approved at the time of BGM 2017 and contained a proposal for class size caps for multi-grade classes. The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West

Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck.

Speech-Language Pathologist Issues

17. That the NLTA enter into discussions with the Department of Education and school boards to address the issue of recruitment and retention of school based speech-language pathologists in this province. (Speech-Language Pathologists Council)

CARRIED AS AMENDED

The Professional Issues Committee discussed this at their meeting in January 2018. The committee solicited input from the Speech Language Pathologist SIC. Recruitment strategies were discussed with the District. The NLESD has hired a retired teacher to fill one position, but currently has unfilled positions. The District has advertised nationally through Career Beacon and Indigenous organizations, and attempts to recruit university students enrolled in SLP programs. Correspondence was sent to the NLESD Associate Director expressing concern over vacant positions, stressing the significance of 'every effort' and requesting updates on recruitment efforts. The CSFP has hired, on permanent contract, a French language SLP who services all schools. Previously, CSFP contracted with English SLPs, SLPS from Quebec, or sent students to private English language SLP clinics.

18. That the NLTA enter into discussions with the Department of Education and school boards regarding the specific professional development (PD) needs of speech-language pathologists. (Speech-Language Pathologists Council)

CARRIED AS AMENDED

This was discussed at Professional Issues Committee meetings. Concerns were raised with the NLESD. Programs and Services staff advocated for a meeting with NLESD staff. The NLESD and SLP SIC representatives met to discuss strategies to address PL needs of SLPs. The NLESD has offered additional PL through webinars and provided funding to support SLP PL initiatives. Correspondence was sent to the NLESD Associate Director enquiring about future/ongoing plans for PL for SLPs and requesting continued cooperation and funding. The CSFP pays professional fees for their SLP and provides funding for PL.

Dedicated Space for Online PD

19. That the NLTA lobby the school boards to ensure an appropriate dedicated space is provided to teachers who are required to complete online PD within their schools. (Conception Bay South)

CARRIED

The Professional Issues Committee discussed this at their meeting. Concerns were brought forward by Programs and Services staff in discussions with District officials. Correspondence was sent to the NLESD Associate Director requesting assurances that appropriate space, time and resources are available for online PL. The CSFP provides laptops to all teachers for online PL. Investment in Wi-Fi has improved reliability.

Course Percentages

20. That the NLTA discuss with officials at the Department of Education and Early Childhood Development the need to review, and possibly change, the current “Recommended Time Allotments” for each subject area. (St. John’s Centre)

CARRIED

This was discussed at Curriculum Committee meetings and Programs and Services staff raised concerns in discussions with EECD officials. EECD indicated it develops time allotments with teacher working groups and assured NLTA that the expression “recommended time allotments” provides for minimum time standards and allows for flexibility for teachers and schools. The Curriculum Committee members expressed preference for maintaining some teacher autonomy.

RESOLUTIONS FROM THE FLOOR

- FL1 That the NLTA establish an Ad Hoc Committee of NLTA members to review the policy, procedures and regulations for the province-wide vote for Vice-President and President.

CARRIED

A committee was established: Derek Drover (Chair); Steve Brooks (Staff Consultant). The committee has recommended By-law and Policy changes to be presented at BGM 2019. The recommendation, if adopted, will allow the NLTA to move to an electronic ranked ballot election which would provide opportunity for unsuccessful candidates to run for Vice-President.

- FL3 That the NLTA Collective Bargaining Committee consider for inclusion in the next round of negotiations, a proposal to reinstate sick leave provisions to those that were in place prior to 2006 and that this be done for all teachers.

CARRIED

This was included in the NLTA opening proposals for the most recent round of negotiations. The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck.

- FL4 That the NLTA lobby school districts to ensure that if students require the use of technology to meet outcomes, the school district must provide the necessary devices.

CARRIED

This was discussed at a meeting of the Professional Issues Committee. Programs and Services staff discussed the concerns with school district officials. Correspondence was sent to the NLESD Associate Director stressing the need for adequate technology equipment and supports to meet outcomes. The CSFP addresses this in policy and is unaware of any issues with lack of necessary technology resources. The NLTA continues to advocate with EECD for a more streamlined process to ensure timely delivery of dedicated assistive technology for students with diagnosed needs.

FL5 That the NLTA lobby school districts to institute and enforce a ban on students having/using their own personal electronic devices in school.

REFERRED TO EXECUTIVE

This resolution was defeated by Provincial Executive. The Professional Issues Committee discussed it during their meeting on November 14, 2018 and the committee recommended that the resolution be defeated. The committee members believed that the resolution was too restrictive for teacher autonomy and would be onerous for teachers and administrators to enforce. The committee's recommendation was approved by Provincial Executive at the November 30, 2018 meeting.

FL6 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal that would require school districts to take a stronger approach in imposing and enforcing consequences for students who exhibit extreme and/or chronic misbehavior.

CARRIED

The NLTA opening package for the most recent round of negotiations had already been approved at the time of BGM 2017. In the most recent round of negotiations for the 2016-2020 Provincial Collective Agreement, NLTA achieved strengthened language to require the Districts to support and protect teachers who are victims of harassment, as well as discipline and/or deal with those who perpetuate such actions. Changes were also proposed to the definition of harassment under the agreement, such that a linkage to specific enumerated grounds is no longer required. The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck.

FL7 That the NLTA investigate the feasibility and desirability of holding BGM during August instead of the Easter break.

REFERRED TO EXECUTIVE

This resolution was carried by Executive. Investigation was completed and it was determined that the hotel room costs for August would be 61.3% greater. Other considerations included possible negative impact of attendance during the summer months. It was also noted during a discussion of this item at the Joint Council meeting in November 2015. The majority felt that BGM should continue to be held during the Easter break.

FL8 That the NLTA report back on the feasibility of electronic voting at future BGMs at a 2017-18 Joint Council meeting.

CARRIED

A presentation regarding the feasibility of electronic voting was presented to the March 2018 Joint Council meeting. Voting was considered under two scenario — resolutions and elections. While the technology does exist to allow for electronic voting for both formats during BGM sessions, the costs would be approximately \$6000 for resolution voting and \$6000 for voting stations for elections. It was determined that electronic voting for Provincial Executive may be feasible without any required

changes to By-laws but would require policy changes. There was not deemed to be any time savings to warrant electronic voting on resolutions.

- FL9 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal that the first week of school be for teachers only to prepare their classes.

CARRIED

The NLTA opening package for the most recent round of negotiations had already been approved at the time of BGM 2017. The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck.

- FL10 That the NLTA Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal to provide teachers with three days of annual leave to be used at teachers' discretion for promotion of teacher wellness/health.

CARRIED

The NLTA opening package for the most recent round of negotiations had already been approved at the time of BGM 2017. Opening proposals following the expiry of the 2012-2016 Collective Agreement proposed five personal leave days for teachers. The new Provincial Collective Agreement was ratified on March 1, 2019. Negotiations for the Labrador West Collective Agreement are in progress. New Collective Bargaining Committees have not yet been struck.

- FL11 That the NLTA enter into discussions with districts and the Department of Education to include teaching methods for multiage/grade and combined grades in the program of study documents and curriculum guides provided by the Department of Education.

CARRIED

The Curriculum Committee discussed this at their meeting. Programs and Services staff advocated to EECD the need for PL resources and strategies when creating and updating curriculum. EECD offered multigrade PL for play-based learning through its website and has some online PL resources designed for multiage settings. EECD transferred shared lesson repository to NLESD. The NLESD has created sessions specifically for multigrade/age teachers for implementation of play-based learning. Correspondence was sent to the NLESD Associate Director stressing the need for PL supports in this area. The CSFP plans all non-grade specific PL with this perspective since most of their classrooms are in these categories. CSFP are creating resources for teachers to identify linkages between outcomes across grade levels.

- FL12 That the NLTA enter into discussions with districts and/or the Department of Education to provide a clear definition of what constitutes a small school.

CARRIED

Programs and Services staff have engaged in discussions with the Small Schools SIC and EECD officials on this matter. Input from NLTA staff and small schools representatives led to some increase in allocations for small schools involved in Phase 1 of the Premier's Task Force implementation. The

opening package for the most recent round of negotiations included proposals for class size caps in small/multi-grade schools, as well as an allocation to provide support for schools in which students receive CDLI instruction.

FL13 That the NLTA policy re Negotiating Team for Provincial Negotiations be amended to include a specialist teacher (e.g. music, physical education or fine arts teacher).

REFERRED TO EXECUTIVE

Provincial Executive defeated this resolution. The Association policy currently requires for geographical, gender, and generational representation along with a requirement that primary/elementary teachers, intermediate/high school teachers, administrators, District/regional office staff and substitute teachers are represented. It was felt that ample opportunity for representation currently existed within the team.

FL14 That the NLTA consider reserving a pool of surplus funds that branches can apply for to fund alternates to BGM and Joint Council to improve member engagement, such to be discussed at a future Joint Council meeting.

CARRIED

This resolution was defeated by Provincial Executive. This issue was discussed at the October 2018 Joint Council Meeting. The MBS Committee recommended that Provincial Executive defeat this motion. Several concerns were brought forward by the MBS Committee including the extra cost that this would entail (~\$67000 by way of accommodations, meals, travel and substitute teacher costs for 49 additional teachers). A concern was also expressed that large numbers of non-voting attendees may impact the productivity of the meeting. The committee also discussed the fact that there are other ways to engage members at the branch level that should be considered first.

FL15 That the NLTA lobby the Department of Education and school districts to have limits placed on the amount of supervision time teachers can be required to do in a given day/cycle.

CARRIED

This was discussed at several MBS Committee meetings. Correspondence was sent to the Associate Director of Education to express NLTA's concerns on this matter. The opening package for the most recent round of negotiations included proposals to place limits on teacher supervision of students.

NEW BUSINESS RESOLUTIONS

NB1 That the NLTA establish an Ad Hoc Committee to investigate the feasibility of remuneration for the Vice-President and NLTA Executive.

CARRIED

A committee was established: Derek Drover (Chair); Steve Brooks (Staff Consultant).

Recommendations regarding remuneration for the Vice-President were approved by Provincial Executive at the January 2019 meeting and endorsed at the March 2019 Joint Council meeting.

RESOLUTIONS ON BY-LAW CHANGES REFERRED TO PROVINCIAL EXECUTIVE

BY-LAW X – Convention [Number of Delegates per branch to Attend BGM]

That By-law X – Convention be amended in part to read: “Delegates shall be elected from the legally constituted local and regional branches in the ration of one to every ~~85~~ 100 members, or fraction thereof, in the branch.”

REFERRED TO EXECUTIVE

This resolution was defeated. A review of Branch membership indicated that only four branches have between 75 and 100 members. There are 29 branches with less than 75 members and as such, would not see any benefit. Sixteen branches have in excess of 100 members, of which nine branches would benefit with more delegates. The four branches with membership between 75 and 100 would see a total increase of four (4) delegates resulting in four (4) fewer funded alternate positions. The nine branches with membership over 100 would see a total increase of 13 delegates, with the largest branch, Marconi, receiving three (3) additional delegates. The intent of the motion is to provide more delegates to smaller branches; the result would be more delegates for the largest branches.