

The Newfoundland and Labrador Teachers' Association

**2019 BGM
BIENNIAL
GENERAL
MEETING**

A G E N D A

Sheraton Hotel Newfoundland
St. John's • April 23-26 • 2019

Tuesday, April 23 • • • • •

- 2:00 p.m.
- 7:00 p.m. **REGISTRATION** (*Lobby outside Salons*)
- 3:00 p.m. **ORIENTATION SESSION** (*Salons A & B*)
For new delegates, alternates and observers
- 4:00 p.m. **PENSION & GROUP INSURANCE BENEFIT STATEMENT INFO SESSION** (*Salons A & B*)
- 6:00 p.m. **BUDGET BRIEFING SESSION** (*Salons A & B*)
- 7:00 p.m. **OPENING SESSION** (*Salons A & B*)
A. O Canada/Ode to Newfoundland
B. Election Statements by Provincial Executive Candidates
- 9:00 p.m. **RECEPTION** (*Court Garden*)
- 10:30 p.m.
- 1:00 a.m. **HOSPITALITY SUITE** (*Plymouth Room*)

Wednesday, April 24 • • • • •

- 8:00 a.m. **REGISTRATION** (*cont'd*)
- 8:30 a.m. **FIRST GENERAL SESSION** (*Salons A & B*)
Chairperson for Convention: Don Ash
A. Chairperson's Remarks
B. President's Address – Dean Ingram, President
- 10:15 a.m. **BREAK**
- 10:30 a.m. **SECOND GENERAL SESSION** (*Salons A & B*)
A. Adoption of Agenda
B. Appointment of Convention Committees
C. Convention Policies
 1. Rules of Procedure
 2. Convention Expenses
 3. Processing of Resolutions
D. Minutes of 2017 BGM
 1. Adoption
 2. Business Arising from 2017 Convention
 a) Report on Resolutions from BGM 2017
 b) Report from the Ad Hoc Committee to Review the Policies, Procedures and Regulations for the Province-wide Vote for President and Vice-President
 c) _____
E. Discussion of Resolutions
- 12:30 p.m. **LUNCH BREAK** (*Court Garden*)
- 1:30 p.m. **THIRD GENERAL SESSION** (*Salons A & B*)
A. Minute of Silence in Memory of Deceased NLTA Members

- B. Keynote Address
Keynote to address topics of suicide and inter-generational trauma
Ms. Maggie MacDonnell, 2017 Global Teacher Prize Winner

Closed Session – Delegates/Teachers

- C. Group Insurance Auditors' Report & Budgets
- D. Financial Reports
 1. Auditors' Report
 2. Financial Statement
- E. Tabling of 2019-20 and 2020-21 Budgets
- F. Biennial Report 2017-19
- G. Discussion on Resolutions

4:00 p.m. **RECESS**

6:00 p.m. **RECEPTION** (*Court Garden*)

6:45 p.m. **PRESIDENT'S BANQUET** (*Ball Room*)

10:00 p.m.
- 12:00 a.m. **HOSPITALITY SUITE** (*Plymouth Room*)

Thursday, April 25 • • • • •

- 8:30 a.m. **FOURTH GENERAL SESSION** (*Salons A & B*)
A. Report of Electoral Committee
B. Election of 2019-21 NLTA Executive
C. Report on 2017-19 NLTA Priorities
 1. Workload Concerns
 2. Teacher Health and Wellness – Teacher Mental Health
 3. Premier's Task Force on Improving Educational Outcomes
 4. Promoting the Profession
 5. Inclusive Education/Student Support Services
 6. Collective Bargaining
D. Discussion on Resolutions
- 10:30 a.m. **BREAK**
- 10:45 a.m. E. Canadian Teachers' Federation
H. Mark Ramsankar, President
F. Retired Teachers' Association of NL
Albert Legge, President
G. Teachers' Pension Plan Corporation (TPPC)
Paula McDonald, CEO
H. Address by NLTA Vice-President-Elect,
Trent Langdon
I. Report of Electoral Committee (*cont'd*)
J. Discussion on Resolutions
- 12:30 p.m. **AWARDS LUNCHEON** (*Court Garden*)

NLTA Provincial Executive Council 2017-19

Table Officers

- Dean Ingram** President
Biology/Science E-Teacher (*on leave*)
CDLI, Clarenville
- Trent Langdon** . . . Vice-President
Guidance Counsellor
St. Peter's Junior High, Mount Pearl
- Derek Drover** Teaching Principal, French & English
Victoria Academy, Gaultois
- Gabriel Ryan** Social Studies Department Head
Crescent Collegiate, Blaketown

Executive

- Maureen Doyle-Gillingham** Instructional Resource Teacher/
Career Development 2201
Baccalieu Collegiate, Old Perlican
- Craig Hicks** Vice-Principal/Librarian and
Classroom Teacher
Phoenix Academy, Carmanville

- *Jamie Jenkins** . . . Classroom Teacher
Holy Heart High School, St. John's
- Kelly Loch** Vice-Principal
Persalvic School, Victoria
- Joseph Santos** . . . Skilled Trades/Occupational
Health & Safety/Technology
Resource Teacher
O'Donel High, Mount Pearl
- Colin Short** Classroom Teacher
St. James Elementary,
Channel-Port aux Basques
- *Sean Weir** Vice-Principal, Multi-grade
Classroom Teacher,
Teacher-Librarian
Bayside Academy, Port Hope Simpson
- Chesley West** Classroom Teacher
Macdonald Drive Junior High,
St. John's

**Jamie Jenkins replaced Donna Reddick who retired July 31, 2019*

**Sean Weir replaced Bill Chaisson who retired January 31, 2019*

Duties of Convention Committees

Finance

- To present a resolution re meal allowance during the days of Convention. This allowance will be contingent upon attendance at all occasions.
- To present a resolution re meal allowance for days of travel to and from the Convention.
- To inform delegates of the rate for transportation as set down in By-Law XVI, or any other regulation which Convention might pass.
- To examine and approve expense accounts of delegates.

Resolutions

- To present for consideration as "Resolutions from the Floor" only those resolutions which have a direct bearing on, and relevancy to, business discussed at Convention.
- To deal with resolutions referred by the Chair for clarification or wording.
- To formulate resolutions on matters referred to the committee by the Convention and to report back to the general session.
- To reword resolutions as directed by Convention.

Scrutineers

- To distribute the appropriate ballot papers to delegates for voting purposes.

- To collect all ballot papers from delegates.
- To tabulate the results of this voting in cooperation with the Electoral Committee.
- To file a copy of these results with the secretary for inclusion in the official minutes.

Steering

- To work closely with the President to see that the Convention business proceeds smoothly.
- To alert chairpersons and convenors of committees to any changes in the order of business so that reports may be presented on time.
- To re-arrange the agenda where necessary and, at the beginning of each session, to recommend the order of business for that session.
- To suggest appropriate times for debate of additional and unfinished business.

Parliamentarian

- To advise the President on matters of procedure.
- To interpret parliamentary rules in order to facilitate debates at Convention.

Electoral

- To conduct the election of the Executive in accordance with the Constitution and By-Laws and to announce the results of the balloting to Convention.

Convention Expenses for 2019

For your information, below please find detailed guidelines of expenses for BGM 2019.

A. Travel

In accordance with Association policy, delegates who choose to drive to Convention will be reimbursed for the lesser of airfare or kilometers driven. **(Current NLTA kilometer rate is 50¢/km - pavement; 75¢/km - gravel.)**

If you are required to travel on Monday because flying to St. John's on Tuesday will not allow you to attend required sessions, then prior approval must be obtained from NLTA Manager of Corporate Services, Wade Rogers.

B. Hotel Accommodations

The Sheraton Hotel Newfoundland requires hotel guests provide credit card information (or a cash advance) to cover incidental expenses (i.e. meals, pay-TV, phone calls, etc.). **NLTA is responsible for room and tax only which will be paid directly by NLTA.**

BGM is expected to end at approximately 1:00 p.m. on Friday, April 26. A hotel room will only be provided if driving time is greater than five hours or if a flight is not available.

NLTA policy will cover all legitimate costs. However, expenses outside of policy will require prior approval from our Manager of Corporate Services.

C. Meals

The meal allowance for BGM will be calculated at the regular Association rate which is \$68 per day and will be broken down as follows:

- Tuesday, April 23 — \$33 for dinner;
- Wednesday, April 24 — \$15 for breakfast (lunch and dinner are provided);
- Thursday, April 25 — \$15 for breakfast, and \$33 for dinner (lunch is provided); and
- Friday, April 26 — \$15 for breakfast, lunch will be provided.

The total amount for Convention is \$111.

Depending on hours of travel, a claim may be made for lunch on Tuesday, April 23 and dinner on Friday, April 26. All expenses, other than those noted above, will require prior approval from the Manager of Corporate Services.

D. Child/Dependent Care

Delegates who require child care during Convention should provide their own babysitter, the cost of which will be reimbursed by the NLTA in accordance with our Child/Dependent Care Policy as follows:

Children/Dependents Left at Home

Delegates who leave their children/dependents at home and require care will be reimbursed when they incur child care expenses outside regular Monday to Friday teacher working hours. Expenses will be paid for children up to age 16 or for other dependents over the age of 16 who are physically or mentally infirm, reside in the member's home, are normally dependent on the member and for whom the member is responsible for providing care in the member's absence while on NLTA business. Payment will be based on the minimum wage per hour to a maximum of \$80 per 24-hour period, per family. **Receipts are required.**

Children/Dependents Brought to BGM

Delegates who bring their children/dependents to BGM and require care will be reimbursed for children up to and including 12 years of age or for other dependents as noted above. Payment will be based on the hourly minimum wage per meeting day, per family. Further payment may be claimed, if it is necessary, to allow the delegates to attend the scheduled social functions on the evenings of April 24 and 25. Maximum payment per 24-hour period is \$80. **Receipts are required.**

If you have any questions regarding the above, please contact:

Wade Rogers

Manager of Corporate Services

wrogers@nlta.nl.ca

Tel: 726-3223 or 1-800-563-3599, ext. 235

Candidates for Provincial Executive

Derrick Baker

Education

- Bachelor of Arts: MUN 1991
- Bachelor of Education: MUN 1991
- Masters of Education (Leadership): MUN 2008

NLTA Involvement

- 1991-98: School Representative
- 2001-02: Secretary, Belleoram-Wreck Cove Branch
- 2003-07: Vice President, Belleoram-Wreck Cove Branch
- 2007-present: President, Belleoram-Wreck Cove Branch
- 2014-16: Chairperson and Member, School Board-Teacher Liaison Committee
- 2018-19: Member, School Board-Teacher Liaison Committee

Statement

I would like to take this opportunity to personally thank the members of the Belleoram-Wreck Cove Branch for their support and nomination for Provincial Executive.

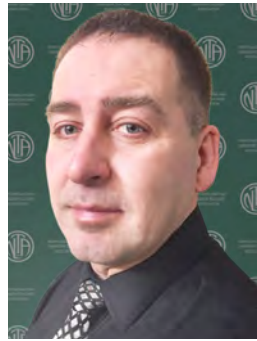
Over the past 24 years, I have held positions as an administrator, vice principal, and classroom teacher and have experienced firsthand the challenges and changes that teachers have faced in this demanding educational system. Despite being a rural teacher by definition, I have many friends and colleagues throughout the province who teach in larger schools and share many of the same concerns: increased workload, lack of resources in the classroom, teacher wellness, and workplace violence, to name a few. These concerns are the same all over the province, in both urban and rural schools. This is proven over and over, whether I'm on the marking board, gathered around the campfire in some Provincial Park, or salmon fishing on the Pinware River in Labrador. Within minutes into a conversation, we find ourselves comparing our students and/or schools, sharing similar stories, and the daily challenges that face teachers in schools hundreds of miles apart.

I personally believe that all teachers share a common goal and strive to provide the best for our students. My passion and commitment to the Association and to the teachers of this province compels me to work harder to bring our issues to the forefront. I firmly believe in transparency, a positive attitude and working together collaboratively across all levels, in order to bring about change that will shape the future of the educational system of this province. As an association, we must stand together and work together to show unity and strength. We have achieved great strides in the past, and together we can achieve many more.

I humbly ask for your support and promise to work diligently to bring your issues and concerns to the forefront to make improvements for all teachers and all students from St. John's to Labrador City.

I would also like to acknowledge my fellow colleagues and wish them the best of luck as well.

Thank You.



Maureen Doyle-Gillingham

NLTA Involvement

- Bay de Verde Branch
- Baccalieu Branch Representative, Treasurer, Secretary and President
- Member and Chair Curriculum Committee
- Chair Communications/Political Action Ad Hoc Committee Province-Wide Voting
- Educational Leave Committee
- Finance and Property Committee
- School Board-Teacher Liaison Committee
- Group Insurance Manager/Chair
- Pooled Investment Committee
- BGM/CONTACT Delegate
- Joint Council Attendee
- Provincial Executive
- Staff Negotiations
- CTF/FCE Status of Women

Education

- Bachelor Arts/Education
- Bachelor Special Education
- Dental Assistant Diploma

Experience

- Instructional Resource/Secondary Teacher
- Substitute
- Employment Counsellor
- Dental Assistant

Dear Colleagues in Education,

It is an honor and a privilege to accept the nomination from the teachers of the NLTA Baccalieu Branch for the NLTA Provincial Executive. I would also like to thank the BGM delegates who supported me during the last election. Having support, encouragement and confidence from colleagues has been paramount in my desire to continue to advocate for the teachers of Newfoundland and Labrador. For all the conversations and interactions we have engaged in, a common thread was woven throughout. How to optimize our working conditions while providing the best learning environments for our students. While many great things are happening in our schools, many issues are occurring as well. No matter where we teach, no matter our job description – a teacher's job is demanding. These demands increase and become more complex every day. We face issues with regard to Workload, Teacher Health/Welfare, Inclusive Education/Supports and Collective Bargaining that continue to be a concern for the membership. I believe that the work of the Association is always a work in progress and that we need strong representation at the table to bring forth the membership's concerns.



At the Executive Table I have continued to watch, listen and learn the business of the Association. I have never been too shy to ask for assistance, or for clarification, or to question. I always remember that my role is to help make decisions that are in the best interest of all teachers in Newfoundland and Labrador. That is what I was elected to do and I have been a strong voice in doing so!

I again ask for your support and I pledge to continue to work diligently on behalf of all teachers. I hold firm that Aesop is still correct, and his wise words echo in my mind as I carry out the business of our Association: "In Union there is strength."

Thank You.

Derek Drover

NLTA Experience

- Provincial Executive (2007-09, 2009-11, 2011-13, 2013-15, 2015-17, 2017-present)
- Table Officer (2010-11, 2011-13, 2013-15, 2015-17, 2017-present)
- Chairperson, Ad Hoc Committee Province-Wide Vote for President and Vice-President and Remuneration for Vice-President and Executive (2017-19)
- Building Professional Negotiation Skills, Gardiner Centre (2017)
- Ad Hoc Committee Policy Review (2016-17)
- CTF AGM Delegate (2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018)
- Council of Atlantic Provinces and Territory Teachers' Organizations (CAPTTO) AGM Delegate (2011, 2013, 2014, 2015, 2016, 2017, 2018)
- Teacher Certification Committee (2015-present)
- DEECD Graduation Requirements Focus Group (2015)
- Education International 7th World Conference (2015)
- Membership Engagement Committee (2014-17)
- Chairperson, Staff Negotiations Committee (2013-present)
- Chairperson, Pooled Investment Committee (2010-11)
- Finance & Property Committee (2009-11)
- Group Insurance: Trustee (2007-09); Chairperson (2009-11)
- International Foundation's Annual Canadian Employee Benefits Conference (2008, 2009, 2010)
- NLTA Representative, Education Forum of the Rural Secretariat (2009)
- Chairperson, EAP Coordinating Committee (2007-09)
- International Foundation's Trustees 2 Group Benefits Course (2008)
- Seagaulher Branch: President (1999-2007), Vice-President (1997-98), Political Action Officer (1993-97), School Representative

Colleagues, it has been an honour to have served as a member of your Provincial Executive and, once again, I humbly ask for your support to continue as a member of your 2019-2021 Provincial Executive team. As you know, future challenges, as always, await us and our resolve must be resolute.

The 2018 provincial budget announced the initial phase of the Premier's Task Force (PTF) recommendations implementa-



tion, yet also announced an overall reduction of 30 teaching units. Government offered hope for improving educational outcomes, yet reduced teaching units through the teacher allocation model. Any sustained effective strategy to improving educational outcomes must acknowledge, as we move forward, that the annual government budgetary process of eroding teacher allocations is anachronistic and detrimental to meeting the academic and complex social emotional needs of our schools.

My friends, new challenges are just around the corner and future annual provincial government budgets are always on the horizon. We must incessantly "promote the cause of education in the province" (NLTA Act, p. 2) seizing the opportunities afforded by our engagement within the province's Education Action Plan's committee structure and persistently trumpeting that annual teacher allocation model reductions run counter to improving educational outcomes. We must stand strong together and send a clear message that cuts to education are not an option!

Colleagues, I respectfully ask for your support.
All the best and see you at BGM.

Kyran Dwyer

"The very essence of leadership is that you have to have vision. You can't blow an uncertain trumpet."

~ Theodore M. Hesburgh



Solidarity – "united action" – is the foundation of the NLTA; without it our Association is powerless. The NLTA exists to serve, protect, empower and be a voice for all teachers. And leaders of our Association must have a clear vision of what that means. Leaders must be able to listen to the concerns of teachers and clearly articulate those concerns in a strong voice. Now, more than ever, it is important for the NLTA to empower teachers to speak. We cannot be silent.

I offer myself as a candidate for the Provincial Executive; I offer to be that voice for teachers, especially for those who feel they are not being heard. I commit to listening to teachers and to speaking to your concerns. Most importantly, I promise to empower teachers to use the strength of their own voices.

Teachers are in this profession because they believe – they know – they make a difference. This is the very foundation of their professionalism. But teachers are tired of having their professionalism undermined by divisive negotiating tactics of governments who insist on negotiating benefits for one group of teachers at the expense of another. Now, more than ever, we must say a collective "No" to this attack on our professionalism. Now, more than ever, we must protect the welfare and well-being of all teachers.

We must oppose a government that insists on compensating teaching professionals at Walmart prices. We cannot continue to give up, without a fight, what thousands of teachers have fought for and sacrificed over the years to attain.

Frederick Bancroft, the first president of the NTA, worked to establish an association for "united action" and for "the protection of teachers" At their first meeting "the chief subject of dis-

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discussion was that of the increase of salaries for teachers and that all teachers work together.” That is a vision I share. It is a vision worth defending. It is a vision I will fight for on your behalf.

Thank you to the Waterford Valley Branch for nominating me and I humbly ask for your vote to the Provincial Executive during BGM 2019.

NLTA Experience

- 2014 -19: SAC Executive

Teaching Experience

- 2006 -19: Principal – St. Teresa’s and St. Matthew’s

Qualifications

- M.Ed.: MUN (1999)
- BA, B.Ed.: MUN (1992)

Craig Hicks

NLTA Experience

- 2017-19: Collective Bargaining Committee
- 2017-19: Chair, Pooled Investment Committee
- 2015-17: Chair, Substitute Teacher Committee
- 2014 -15: Substitute Teacher Ad Hoc Committee
- 2013-19: Chair, F&P Committee
- 2015-17: Pooled Investment Committee
- 2013-15: Chair, Pooled Investment Committee
- 2013-19: Administrative Staff Negotiation Committee
- 2013-19: Support Staff Negotiation Committee
- 2011-19: Provincial Executive
- 2011-13: Chair, Communications/Political Action Committee
- 2011-13: Deferred Salary Leave Committee
- 2011-13: Pension Administration Committee
- 2010-11: Chair, SBTL
- 2009: BGM, Hamilton Sound Branch
- 2007: BGM, Hamilton Sound Branch
- 2006-08: SBTL
- 2006-19: President, SAC Region 6
- 2005-11: President, Hamilton Sound Branch
- 2003-05: MB&S Committee
- 2003: BGM, Hamilton Sound Branch
- 2001-05: V.P., Hamilton Sound Branch
- 2001: BGM, Hamilton Sound Branch
- 1999-2001: MB&S Committee
- 1997: AGM, Hamilton Sound Branch
- 1992-2001: PD Officer, Hamilton Sound Branch



Teaching Experience

- 2005-19: V.P., Teacher/Librarian, Phoenix Academy
- 2002-05: Teacher/Librarian, Carmanville School Complex
- 2000-02: Teacher/Librarian, Gill Memorial Academy
- 1999-2000: Substitute Teacher, Lewisporte/Gander School District
- 1991-99: Jr. & Sr. High Teacher, Carmanville School Complex
- 1990-91: Substitute Teacher, Nova Consolidated School District

Qualifications

- M.Ed.: MSVU (2001)
- Library Studies: MUN (1999)
- B.Ed.: MUN (1990)

Statement

I am honoured to receive the nomination and continued support of the Hamilton Sound Branch as I seek re-election on Provincial Executive.

There have been many changes in our province during my 27 years of involvement with our Association; however, the struggle with government and educational decision makers has not relented. In a province where political party policies seem to overlap, there is certainly no distinction when it comes to solving the financial burdens created by government. It is crucial that we understand and become engaged in provincial issues that are affecting our profession. This will help in forming a balanced perspective, which will lead to the most logical and meticulous decisions to be made in the best interests of our membership.

I believe that solid leadership means listening and encouraging diverse ideas that engage all members in respectful and meaningful conversations. It is through this process that our Association establishes a clear vision that strengthens our resolve and ensures that teachers have a united voice when faced with tough decisions.

Regardless of the myriad of issues and challenges facing our Association, I strive to represent every member with the respect and dignity that you deserve. My dedication and loyalty to our members demonstrates my commitment to continue to advocate and work towards a stronger Association. I respectfully seek your continued support at BGM 2019.

Jamie Jenkins

NLTA Involvement

- Provincial Executive Member (2018-present)
- MBS Committee Chair (2018-present)
- Group Insurance Manager (2014-present)
- Delegate to BGM (2001-present)
- Joint Council Member (2002-present)
- Pooled Investment Committee Member (2015-18)
- Branch President (2002-07, 2011-17)
- Branch Executive positions (2000-02, 2008-11)
- NLTA committee member (various times)



Dear Colleagues,

During my teaching career I have worked as a substitute, replacement, and classroom teacher in various school configurations in rural, isolated and urban centers throughout Newfoundland as well as in Labrador. I believe this gives me insight into a wide range of concerns and issues that face teachers from all aspects of the profession.

From the beginning of my career I recognized the need for active involvement in the NLTA. In 2016 I was awarded the Bancroft Award in recognition of my service at the branch level. I believe my various branch roles and passion for the Association

helped my transition to my current role as a Provincial Executive member.

I believe in an Association that is strong for its members — one that will lobby on behalf of the professional and personal needs of teachers. I have and will continue to advocate for an Association that will bring teacher and educational issues forward to the District, Government and Public.

I consider myself practical and logical which, in turn, allows me to analyze situations and put forward viable solutions to challenges facing teachers and the NLTA. For example, at BGMs '05 and '07 I put forward resolutions that secured long-term financial stability for our Association. This also allowed our emergency fund to grow from \$3.4 million to its current status of \$15.7 million. Some of these funds are used to create our powerful public campaigns such as “Teachers Change Lives”.

Our Association has faced several important challenges surrounding the teaching profession including a recent attack on our collective agreement. It is imperative we continue to be proactive and transparent in bringing these issues forward and to strongly advocate for teachers' rights.

I believe my experience, knowledge, and voice can strengthen our Association's position on issues. I vow to continue to listen to teachers and make sure teacher's issues and concerns are heard at the executive table.

If anyone would like to discuss any issues with me, please contact me at your convenience or speak with me directly at BGM. Thank you for your consideration.

Respectfully submitted.

Kelly Loch

NLTA Experience

- Provincial Executive Member 2017-19
- Finance and Property Committee Member 2017-19
- Equity Committee Chair 2017-19
- CTF Advisory Committee on the Teaching Profession 2018-19
- CTF Women's Symposium Delegate 2018
- Executive Liaison: Rushoon-Terrenceville, GranForLine, Burin-Marystown, Carbonear; Music Special Interest Council
- Branch: President, School Representative, Secretary, Member
- Curriculum Committee Member
- NLTA MBS Committee Member
- School Board-Teacher Liaison Committee
- BGM Delegate

Education

- B.Ed (Primary) (1997) MUN
- B.Sp.Ed (1998) MUN
- M.Ed (2004) MSVU

Teaching Experience

- 2006-Present: Kindergarten/IRT/Vice-Principal, Persalvic School, Victoria
- 2005-06: Principal/IRT, Acreman Elementary, Green's Harbour
- 2002-05: Music K-9/IRT, Cabot Academy, Western Bay



- 2000-02: IRT: Carbonear Collegiate, Carbonear
- 1999-2000: Challenging Needs/IRT, North Shore Collegiate, Northern Bay
- 1998-99: Music K-12/Challenging Needs Teacher, King's Point

Dear Colleagues,

I am honored to accept the nomination from the Carbonear Branch as a candidate seeking a second term on Provincial Executive. It has been a positive learning experience over the past two years and I have worked diligently on behalf of teachers throughout our province.

There are many challenging issues that continue to face our teachers. The immense workload teachers experience on a daily basis can be crippling to teachers' mental health and well-being. How can our teachers effectively teach students with all the demands of our profession? This I feel is the ever growing crisis in our education system. It is time to advocate for what we need for ourselves. We need to continue to advocate for major improvements that will support teachers. We need proper supports in order to do our jobs. As you all know, other major concerns that we face daily are increased class sizes, teacher workload, behavior concerns of students, and school/home relations.

During the latest round of negotiations our team experienced great resistance from our Government. It was clear that we needed to protect the rights that our past teachers have fought for. This was definitely a concession agreement. We will need to stand strong and united going into the next round of negotiations; there is much work to be done.

I look forward to meeting you at BGM 2019 and having discussions about the needs and concerns of the teachers of this province. I humbly seek your support as a voice on the Provincial Executive for a second term. If re-elected, I will continue to bring a strong voice for discussions and decisions made at the provincial level for the teachers of Newfoundland and Labrador.

Tracey Payne

Education

- B.Sc. (Chemistry and Mathematics)
- B.Ed. (Secondary)
- M.Ed.

NLTA Experience

Humber Branch:

- Member at Large
- Chair, Awards Ceremony
- Chair, Social Committee
- Chair, Scholarship Committee
- Chair, Retirement Committee
- Professional Development Officer
- Vice-President
- President
- Joint Council Representative
- School Board-Teacher Liaison Committee
- BGM Delegate



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Other:

- Group Insurance Trustee
- Member, Provincial Negotiating Team

Statement

My experience as Branch President, Group Insurance and service on a previous Negotiating Team has prepared me to ask for your support as I seek a place at Provincial Executive.

We continue to face challenges.

Health and wellness is an important issue. Mental Nervous Disorders represent 44% of LTD claims. My experience as a manager has made me realize that we must continue to provide services and supports to our teachers. I am proud of the work we have done as Managers in expanding the services available to teachers.

Workload is a concern for all. Reductions in administration time, inadequate IRT and Guidance supports are a frustration for all. Teachers are being asked to do more with less. Government must give us the human and financial resources to do our jobs.

Reduction of student assistants has impacted the workload of members. We are now doing the work of Student Assistants on a daily basis.

Collective Bargaining is a priority. NLTA can open negotiations in November. In the last round, we signed a concessionary contract. Four years of zeros means that we had no wage increase in 8 of the last 12 years. Inflation runs between 2-2.5% each year, therefore, we have lost 16-20% of buying power.

The next round of negotiations must focus on wage increases, protection of post-retirement benefits and avoid splitting of group insurance benefits for our retired members.

We need to do the following:

- Continue to promote teachers through campaigns such as Teachers Change Lives.
- Build alliances to avoid one union signing a concessionary contract which sets a template.
- Open Collective Bargaining when it is advantageous to do so.
- Continue to rally teachers to use the voice they have been given. A call to action must never go unanswered out of fear or complacency.

While looking forward, we need to be grounded in the past. Bancroft founded this Association on the pillars of teacher welfare and professional development. Today, both pillars are as important as they were many years ago.

I look forward to our conversations at BGM 2019.

Gabriel Ryan

Dear Colleagues,

With heartfelt thanks to my colleagues from my home branch of Upper Trinity South, I am honoured to offer myself once again as a candidate for NLTA Provincial Executive. I have been directly involved in NLTA for 18 of my 20 years teaching. I am currently a Table Officer on Executive, elected by my peers after BGM 2017, and I have served on 15 different NLTA committees, eight of them as Chair. Recently, in the lead-



up to a most difficult round of negotiations, I served as Chair of the Collective Bargaining Committee. As a 12-year member of Provincial Executive, I continue to be driven by a profound belief in workers' rights and will continue to be an advocate for same despite the inherent challenges to unionism within our province and, in fact, globally. Earlier in my career, I served several roles within my home branch, including three years as Branch President. This experience was and is a great training ground for learning what it means to be an active and supportive member of NLTA. Within our Association, we need more teachers to take on leadership roles and to become more informed about decisions that affect us all. Renewal is the key to progress, so while I offer myself for re-election, I wholeheartedly encourage others to take the leap and become a candidate for Provincial Executive, if not for this term, then at a time that will work for you. I believe firmly in real democracy and a large slate of candidates in a very competitive race is the best way to elect or re-elect those who will best represent the needs of our members.

Throughout its almost 130-year history, NLTA has had to continuously modernize. As a membership, we must stay informed and actively participate in our Association to keep pace with changes foisted annually upon us. As importantly, we must be open to divergent opinions from within our ranks and encourage respectful discourse even when our own personal opinions do not carry the day. Best ideas are gleaned from comprehensive contributions. I firmly believe that. Our challenge is to be actively involved throughout four year cycles, not just at the end of them.

Colleagues, may the remainder of your year bring satisfaction and a sense of accomplishment. To those attending BGM 2019, I look forward to seeing you there and I respectfully ask for your support.

Joseph Santos

NLTA Experience

- 2017-19: Member, NLTA Provincial Executive Council
- 2017-19: Chair, NLTA Professional Issues Committee
- 2017-19: Member, NLTA Property and Finance Committee
- 2009-19: Executive Member Waterford Valley Branch: President, Vice-President
- 2013-15: School Board-Teacher Liaison Committee Member
- 2006-09: President St. Mary's Bay Branch
- BGM Delegate: 2007, 2009, 2011, 2013, 2015, 2017
- 2017 CBC Town Hall "Inside the Classroom" Delegate



Dear Colleagues,

I am honoured to be nominated by Waterford Valley Branch for a prospective position with the NLTA Provincial Executive of 2019-2021.

Accepting this nomination is not something I take lightly as I consider it a great honour and responsibility to represent teachers of our province in the many facets of the NLTA. Having previously served on our Provincial Executive and having been branch presi-

dent at two different branches has provided me the good fortune to meet and work with some of the best teachers in the province. I would once again be honored to have the opportunity to work closely with our Association for the betterment of our teachers.

I believe that actions speak louder than words and I have always believed in helping out whomever I can, whenever I can. As a member of our Provincial Executive, I would have the chance to interact with and help so many fellow colleagues, an opportunity I would relish.

Teachers provide support to students, wishing for each to develop their talents and succeed. As individual teachers, it is imperative to remember that we also have our own support system. The NLTA is a group that fosters the collaboration of teachers, providing support when necessary and backing when required. We are in the best profession in the world and we need to be there to help one another.

Teachers continue to be frustrated by the lack of proper resourcing and preparation time, unrealistic workload demands and the inability to access meaningful professional development. Furthermore, large class sizes, combined grades and multi-aged groupings all pose their own unique set of challenges. I hope that when it comes time to vote, that delegates at BGM give me the opportunity to do what I can to help all teachers address these frustrations.

I BELIEVE in this profession. I look forward to speaking with all delegates at convention 2019. (josephsantos@nlesd.ca)

Colin Short

Current/Past NLTA Involvement

- Provincial Executive 2015-19
- Chair, Curriculum 2017-19
- Chair, Professional Issues 2015-17
- Finance & Property 2015-17
- Pooled Investment 2015-17
- Staffing 2015-17
- CONTACT 2001, 2015, 2017, 2018
- School Board-Teacher Liaison 2011-12
- BGM 2003, 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019
- Port aux Basques Branch – President (five terms), Vice President, Secretary-Treasurer, Past President, Communications, Political Action
- School Rep Seminar 1999, 2002, 2005, 2008, 2011, 2014, 2015, 2016, 2017, 2018

Education

- Bachelor of Arts - Bachelor of Education (MUN) 1993
- Certificate Programme in Library Studies (MUN) 1995
- Diploma in Adult Teacher Education (MUN) 2002
- Master of Education (Literacy) (MSVU) 2012

My Friends,

Welcome to BGM 2019!

I would like to thank the teachers of Port aux Basques Branch for nominating me once again for a position on your Executive. It has been my pleasure to serve you during the past four years and I am again seeking your support for re-election.



Historically, education has been in the top two spending priorities for our government, second only to health. Sadly, we are now third, behind servicing the provincial debt. We must continue to press and lobby to make sure that our students and our profession receive the attention and resources it needs to be successful.

Education in our province continues to change. We have seen a new group of teaching professionals – our Teaching and Learning Assistants – added to some of our schools. The Premier's Task Force Report continues to bring new changes to our classrooms and schools. Thankfully, NLTA has representation on the steering and all implementation committees. We must continue to exert our influence to ensure that further changes best support teachers and our goals of providing quality education for our students.

My friends, you have an important responsibility during this convention – you must elect a new executive. I am currently teaching Grade 4 in a K-6 school in Port aux Basques, but thankfully I have also spent time in K-9, 7-12 and 10-12 schools over my 23-year career. I have taught classes in all grades from 4-12, I have been a lead technology teacher, physical education teacher and replacement guidance teacher. My experience gives me a unique perspective to speak for you.

Thank you for your consideration.

Sean Weir

NLTA Involvement

- Member of Provincial Executive, 2011-15, 2018-19
- Branch President, Coastal Labrador South, 2007-2011 & 2015-19
- Group Insurance Manager, 2011-present
- School Board-Teacher Liaison Chairperson, Labrador Region NLESB, 2016-18
- School Board-Teacher Liaison Chairperson, Western School District, 2009-11
- Group Insurance Chairperson, 2013-15
- Equity Committee Chairperson, 2018
- Candidate for NLTA Vice-President, 2014
- Member, Finance and Property Committee, 2013-15, 2018
- Member, Pooled Investment Committee, 2013-15
- Member of Labrador Benefits Negotiating Team, 2009-10

Education

- O'Donel High School, Mount Pearl, 1985-88
- B.Ed (French), Memorial University, 1995
- M.Ed (Educational Leadership), Memorial University, 2015

Professional Experience:

- (1995-99) Substitute Teacher (Eastern School District)
- (1999-2011) Multi-grade Classroom Teacher with French duties (Gr. 4-9), D.C. Young School
- (2011-15) Multi-grade Classroom Teacher with Literacy/ Numeracy Support duties (Gr. K-9), Bayside Academy



(cont'd)

- (2015-present) Assistant Principal with Multi-grade Classroom duties (Gr. 5-12) in Physical Education and Healthy Living 1200, OH&S 3200, Math 5 and 6, and Teacher-Librarian, Bayside Academy

Election Statement

During this current school year, I discovered that absence truly does make the heart grow fonder. It may sound a little cliché, but it pretty much summarizes my feelings about returning to the Executive table after a three-year absence. By “filling in” for two executive members, I was reinvigorated to seek a fourth term on our Provincial Executive Council.

In the spring of 2018, the provincial government unveiled its vision for the future with its *Education Action Plan*, and the accompanying “phase-in” schedule for all schools with K-6 student populations in the province. This resulted in the creation of 39 Phase 1 Premier’s Task Force Schools, of which my school is one. Among other things, the *Action Plan* saw the creation of Library Learning Commons, Teaching and Learning Assistants, school-based Reading Specialists and a Responsive Teaching and Learning Policy. The workload associated with this method of curriculum delivery is significant, especially when one considers the model is needs-based while our teacher/TLA allocation, and even some learning resources, like LLI Kits, remain based solely on student enrollment. One of the most important jobs of the new Executive will be to ensure that all new policies and initiatives align with our collective agreement, as our workplaces continue to evolve. Here, I can be of great assistance. Diligence is required to protect our members from unrealistic expectations, which have a habit of becoming common practice.

In preparing to cast your ballot, please consider my experience and dedication to the Association as I humbly ask for your support.

Chesley West

Education

- B.A. (French and English)
- B.Ed. (Immersion)
- M.Ed. (Leadership)

Teaching

- 1998-99: Mountain Field Academy, French, Grades 3-11
- 1999-2000: Mount Pearl Intermediate, Immersion 7-9
- 2000-present: Macdonald Drive Junior High, Immersion 7-9

NLTA

- Executive
 - Executive Member (2017-19)
 - Chair: Substitute Teacher Committee
 - Member: Finance and Property Committee
 - Member: Pooled Investment Committee
- Marconi Branch
 - President (2011-17)
 - VP (2005-10)



- Political Action Officer (2003-04)
- Member at Large (2002-03)
- Other Involvement
 - Chair: School Board-Teacher Liaison Committee
 - Communications and Political Action Committee
 - Membership Engagement Committee
 - BGM (2007-present)
 - Joint Council (2009-present)

First, to my colleagues, for your support – always, my sincerest gratitude.

As educators, we all recognize the uniqueness of our profession, empowering children of our province in taking what we have built, teaching them to build upon it, and to realize, even on a global scale, their full potential. We work together, often facing overwhelming challenges, using our individual strengths collectively to make the best use of the resources we have today while constantly advocating for better resources for tomorrow.

Still, there is much to do and being in a profession so tightly connected with ever-evolving social, political, and economic landscapes with their broadening needs and narrowing resources, it is safe to say there will always be much to do. Whether a new teacher finding their way down their newly-chosen career path or one nearing retirement, looking back with pride on a road well-travelled, we all share in the knowledge that things are changing and more rapidly than ever. Policies, technology, curriculum, our communities, our province, our world, our students, they are all changing and so are we. In some cases, these changes are quite positive and we celebrate them, together. Often, though, we find ourselves facing losses – the greatest being time. We have more students with more needs requiring more support. We have more paperwork, more data analysis, more emails, and more phone calls, all leading to less time for curriculum development, for personal growth, for friends and family, and for ourselves.

In all this, however, I remain hopeful and, as a member of Executive, I want to continue to work with you and for you, advocating for a profession where the victories are great and the losses are learning experiences that remind us of who we are and teach us what we must do collectively to bring education forward in this province – for our students and for each other.