



Notice to Members

April 2, 2020

The NLTA advised members yesterday, April 1, 2020, that the Department of Education and Early Childhood Development had approached the Association regarding concerns about the ability of government to provide childcare opportunities for school aged children of essential government workers. The NLTA is monitoring the manner in which other jurisdictions are addressing the same issue during this public health state of emergency.

The Association felt it was in the best interests of the membership to engage in discussions. The position of the Association is that childcare in this environment is best provided in the home setting. Where this is not possible, any decision to utilize schools with NLTA members providing services must be voluntary and in compliance with all public health directives, orders and guidelines, and subject to binding agreement. Likewise, the Association's position is that teachers currently under contract have existing duties.

The provincial government has introduced a childcare option which allows for weekly payments of up to \$400 per family for the provision of in-home childcare. This option has been widely accepted by most essential workers in need of childcare for school-aged children. As of yesterday, April 1, 2020, it was estimated that approximately 76 school aged children could not be accommodated through this model provincially. Forty-one of these children reside in the metro St. John's area.

Last evening, NLTA Provincial Executive approved the attached provisions of a Memorandum of Understanding which provides for the voluntary participation of substitute teachers and school administrators in a school based childcare program for essential workers. The key elements of the MOU are that participation by NLTA members is strictly voluntary, teachers currently under contract cannot be asked/required to participate, that child groupings are capped at a maximum of 6 children per one adult, and that substitute teachers who participate shall be employed on a term contract basis with compensation and benefits as replacement teachers. The entire MOU can be viewed here:

Essential Worker Child Care MOU

Members with specific questions regarding this MOU are encouraged to contact an NLTA Administrative Officer in Programs and Services via email at mail@nlta.nl.ca.