

bulletin

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PRESIDENT
**NOV.
23-27**

VICE-PRESIDENT
**DEC.
14-18**



ONLINE VOTE 2020

VOTE

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Up Front from the President

“If you want to predict the future – Create it!” ~ Abraham Lincoln



As another school year begins we have all had to set priorities, reflect on what it is that we can do and what truly matters to us. This past summer I know many of you were anxiously wondering what this school year would look like. Our students left us, physically, far earlier than any of us were prepared for, but we know it was necessary. All of you took steps to ensure your students' learning continued to the best of your abilities within the confines that were placed upon you. I am very proud of your efforts and you should be too!

As we commence another school year things look very different. Our schools, our classrooms, and our routines are altered as we move to accommodate changes due to COVID-19. There will be challenges. Your Association has been advocating for necessary safety measures, and while there has been some progress, we can all recognize that additional measures are needed. It is important that our collective efforts continue. As you face challenges this school year, I would ask that you reflect on what is important to you both professionally and personally.

Make choices about what you can do with in your own personal situation. Reflect on tasks that you volunteer to take on and evaluate them through the lens of the benefit and the cost of doing them. You do have a choice. You can take control of activities you take on. I heard the following quote early in my career and it has stayed with me, “You can't be good to your job unless you are good to your family, and you can't be good to your family unless you are good to yourself”.

I would be remiss if I didn't take the opportunity to thank three of our long-serving staff members for their extensive service and contribution to the Association. George Tucker (Administrative Officer), Lesley-Ann Browne (Communications Officer) and Joann Russell (Executive Assistance – Governance) have decided to move on to the next chapter of their lives. On behalf of all members of the Association, I want to extend best wishes and thank them for their years of service to the teachers of this province. May they all create the futures that they would like.

Until next time,

THE bulletin

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ATTENTION! NEW TEACHERS

Information for New Teachers is available on the NLTA website at www.nlta.nl.ca. Click “Member Services” and then “Beginning/Early Career Teachers”

If new teachers wish to receive any of the information on the website on a flash drive, please email: newteachers@nlta.nl.ca



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As many of you already may know, I will be leaving my position as Communications Officer with the NLTA this fall. I have accepted a new position as Chief of Staff with the NL NDP Caucus and will be starting with them in early October.



While I am excited about the new opportunities and adventures that lie ahead, there is a big part of me that is sad to say good-bye to an amazing group of staff at the NLTA office, School Representatives, Branch Presidents, members of Provincial Executive and of course, teachers.

It has been my absolute pleasure to work on behalf of teachers, providing advice on communications issues, creating media awareness campaigns like Teachers Change Lives, Invest in Our Kids, and so many other initiatives/projects over the years to support you.

Many things have changed throughout my almost 25 years with the NLTA, and the way we communicate is certainly one of them. I still, however, believe that meeting people one-on-one and communicating in person will always be most effective. Unfortunately, I am unable to say good-bye to every one of you personally, face to face, but I wanted you to know that you and the NLTA have been an important part of my life for many years and that you truly do change lives every day.

Take care!

Lesley-Ann

NLTA Membership Cards

If you require an NLTA membership card, please visit the NLTA website at www.nlta.nl.ca, click on "Forms" and then "Request a Membership Card" or go to "Member Services" and click on "Membership Cards". Cards will be mailed to the home address we have on file for you. If you have had a recent address change, please update your current address.



For further information please contact:

Newfoundland and Labrador Teachers' Association
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mail@nlta.nl.ca

Note: You may need your NLTA membership card to access discounts from the NLTA Teacher Discount List which can be found on the NLTA website at www.nlta.nl.ca. Go to "Member Services".

PROVINCIAL/NATIONAL/INTERNATIONAL
NEWS

PARADISE

NLTA Medal winner announced



Shauna Field

Shauna Field of Paradise is the 2019-20 recipient of the Newfoundland and Labrador Teachers' Association medal. Shauna is a graduate of the Primary/Elementary Education Program at Memorial University and was recently accepted into MUN's Special Education Program. Shauna was also awarded the 2019-20 NLTA Scholarship, which is awarded annually on the basis of academic excellence and character to a senior student enrolled in the Faculty of Education.

The NLTA Medal is awarded annually to an Education student who, during his/her academic career, has made an outstanding contribution to the Faculty of Education and to the University. The recipient must be a graduating student and have a consistently good academic record in the professional courses required for the degree. The award is made by Memorial University on the recommendation of the Dean of Education.

CORNER BROOK

National School Counsellor of the Year Award Winner



Gerard Lowe

Gerard Lowe, a guidance counsellor at Corner Brook Regional High has received the National School Counsellor of the Year Award for 2019-20 from the Canadian Counselling and Psychotherapy Association (CCPA).

Gerard has vast community and school volunteer experience, but he is probably best known for his 10 years as teacher sponsor for Pride Alliance at Corner Brook Regional High. Through advocacy and education with staff and students the Alliance created a safe space for LGBTQ students. They initiated and hosted two provincial high LGBTQ conferences (StandOut 1 and 2) and attended national LGBTQ conferences. Pride Alliance won a provincial youth Rock Award

from the provincial government. Gerard says CCPA really appreciated that he was able to work with six Guidance interns in six years. These interns have since gone on to be registered with CCPA, which is the highest national standard for counsellors.

The School Counselling Award has been established to recognize the work of exceptional school counsellors and to acknowledge their personal and professional commitment to the profession. The award includes a \$300 monetary component as well as a recognition plaque. As the 2020 national conference was cancelled due to the COVID-19 pandemic, CCPA were unable to recognize Gerard this year. They will be celebrating both this year's recipient and next year's winner at their national conference which is scheduled to take place virtually in May 2021.

The deadline to apply for the School Counselling Award is December 1st each year.

NEWFOUNDLAND & LABRADOR

Education Week 20/20 Vision contest winners announced

During Education Week 2020, March 8-14, schools and NLTA members were invited to post their Education Week activities on Facebook and Twitter for a chance to win one of several NLTA Education Week prizes. Due to the shutdown during COVID-19 we decided to postpone the awarding of prizes until the new school year.

We are happy to announce that the winning school for our Education Week 20/20 Vision Contest is Sacred Heart Elementary in Corner Brook. Sacred Heart Elementary has been awarded a \$500 VISA gift card.

The following 15 winning teachers/classrooms have been awarded \$100 VISA gift cards:

- Marsha Alexander, Bayview Academy, St. George's
- Russell Stockley, LeGallais Memorial, Isle aux Morts
- Emily Dalton, St. Gabriel's All-Grade, St. Brendan's
- Danielle Bishop, St. Matthew's School, St. John's
- Thomas Caines, Exploits Valley Intermediate, Grand Falls-Windsor

ON LOCATION

- Stephanie Rice, Macdonald Drive Elementary, St. John's
- Jennifer Whitten, Northern Lights Academy, Rigolet
- Laura Oickle, Brian Peckford Primary, Triton
- Megan Roome, Villanova Junior High, Conception Bay South
- Susan Tobin-Burse, Marystown Central High, Marystown
- Tanya Barron, Whitbourne Elementary, Whitbourne
- Carla Russell, Henry Gordon Academy, Cartwright
- Leanne Ward, Clarenville High, Clarenville
- Hope Fleming, Viking Trail Academy, Plum Point
- Erin Hamilton, Admiral's Academy, Conception Bay South

Congratulations to all our winners!

(Note: Information and school location was accurate upon awarding of prizes.)

CANADA

Gord Downie & Chanie Wenjack Fund (DWF) provides free resources for educators

The Gord Downie & Chanie Wenjack Fund (DWF) is happy to provide free resources to educators to help create a better, more inclusive Canada for Indigenous and non-Indigenous peoples through their Legacy Schools program. Launched in September 2018, the Legacy Schools program is a free national initiative to engage, empower, and connect students and educators to further reconciliation through awareness, education, and action. Last year the program reached an important milestone – Legacy Schools were established in every province and territory.

DWF is part of musician Gord Downie's legacy and embodies his commitment, and that of both the Downie and Wenjack families, to call Canadians to action in solidarity with Indigenous peoples of this land. The goal of the Fund is to continue the conversation that began with Chanie Wenjack's Residential School story and to support the reconciliation process.

Upon signing up as a Legacy School, educators receive a Legacy Schools Toolkit containing resources to engage students, staff and the school community and to act as a catalyst for their commitment to the work of meaningful reconciliation.

Schools are invited to sign up to become a Legacy School with DWF at LegacySchools.ca.

PAID ADVERTISEMENT

Trent LANGDON for NLTA President



Diligent & Decisive Leadership

trentlangdon.blogspot.ca
trentlangdon17@gmail.com
Twitter: @TrentLangdonNL

KIDS EAT SMART BREAKFAST CLUBS ARE A GO...BECAUSE OF YOU!

To all our Teachers, Principals, Volunteers, and School Staff who are making breakfast clubs possible in your school – thank you!

To say this will be a different year is an understatement, but together we will all work to ensure our students have food at school. Our children deserve the best education possible and starting their school days with nutritious food will fuel their bodies and minds.

Since the pandemic was declared, the percentage of households with children reporting food insecurity has increased dramatically. In Canada, it is reported that 1 in 3 children go to school hungry, and we are no different here in Newfoundland and Labrador. Kids Eat Smart Foundation NL is here to financially support you and we are here to assist or help with setting up your new model for your breakfast club in your school. Our entire team, and especially our Regional Coordinators, are here to help.

Knowing the breakfast club is a “grab & go” model, or a basket delivery to the classroom, food items we are suggesting are still consistent with past food items and menus shared. We are always aware and when helping with a menu plan, do consider where the school is located, food availability, and the resources available at the school for your breakfast club; and this may mean volunteers and teachers can help you to prepare these items.

We are suggesting you serve milk every day (white or choc); a healthy whole grain (cereal, cereal bars, toast, crackers with cheese); fruit (fruit cups, whole fruit, also fruit served like orange slices, grapes – and these fruit items must be in a ziploc bag; 100% fruit juice, if a serving of fruit is not available); yogurt tubes, yogurt cups, cheese or cheese strings – and anything else creative and healthy that you can create. Please let us know how we can help.

As the demand for breakfast at school increases throughout Newfoundland and Labrador, we will continue to count on the support of Government, business, service organizations and individuals. Together, we will ensure our children start their days well-nourished to be ready to learn.

Please continue to follow us on Facebook and Twitter @KidsEatSmartNL. Tag us if you post any pictures of your Breakfast Club. We would love to see them.

Thank you again for all your help and support. If you would like more information visit our website at www.kidseatsmart.ca, and you can always reach me: Celina Stoyles, Executive Director, at (877) 722-1996 or email cstoyles@kidseatsmart.ca.



GERALD (TERRY) REID, 1944 – 2020

On July 20, 2020, Terry Reid of Newville passed away peacefully at the age of 76.

Terry was born on February 25, 1944 in Chapel Arm, the third son of A. Robert and Lillian Reid. He married his wife, Ida Holwell, from Herring Neck in 1967. Terry accepted a teaching position on New World Island and they eventually settled in Newville and raised their family of three children.

Terry was a very well-liked and respected teacher. During the last three years of his teaching career he was principal of Coaker Academy High School in Summerford, New World Island, NL.

Throughout his life, Terry's passion was the outdoors and he was an avid hunter, fisher and gardener who enjoyed being in the woods, on the water, and in his gardens. He loved music, often found singing and playing the accordion, and spent many hours sharing this love with others. His commitment to his career, church, and community was admired by all who had the pleasure of knowing him. His greatest joy, however, was spending time with his friends and family.

Terry will be lovingly remembered by his wife, Ida; their daughter, Pauline (Rod) Mercer of Ponoka, Alberta; Stephen (Susan) Reid of Newville; Robert (Sharon) Reid of Virgin Arm; and Vivian (Cyril) Dalley of Durrell. Left to mourn are siblings Harvey (Betty) Reid, Joyce Alcock, Vivian Tiller, Dorothy (Robert) Hogan, Beth (Earl) Ferguson, Robert (Carol) Reid, Charlie (Darlene) Reid, and Jacquie (Leon) Mills, sisters-in-law Maude Reid and Marina Holwell, and brother-in-law Lewis Jones. Terry was a loving grandfather to Heather Reid, Alexander, Nicholas and Gina Mercer, Audrey Ryan and Gabriella Mercer. He will also be fondly remembered by several nieces and nephews and countless friends.

(Submitted by Ida Reid)

EDWARD (TED) TRENCHARD

Ted grew up in Scarborough and moved to Newfoundland and Labrador to study at Memorial University of Newfoundland. It was there that he met Dianne. In 1978 he started teaching at Ascension Collegiate in Bay Roberts and retired in 2012. Ted loved playing ball and was a die-hard Chicago Bears and Chicago Blackhawks fan. He weight trained and jogged for years. (Many locals said they could set their clock by him!). He loved crisscrossing the globe with Dianne. They shared amazing experiences and made dear friends in Australia and South Africa.

Ted leaves to mourn his wife, Dianne, daughter Sheileigh, son Ryan (Amanda), his mother Georgina, brothers Baxter (Laura), David (Maureen) and sister Gloria Jean; brothers-in-law Sean (Monica) and Randy (Glenda); as well as nieces Kim, Kelly, Leanne, Elizabeth, Megan, Rebecca and Robin.

He may be gone but will never be forgotten.
(Submitted by Dianne Trenchard)

BETH-ANN SARAH (PITTMAN) YOUNG, 1980 – 2020

Beth-Ann Sarah (Pittman) Young, devoted wife and loving mother of three beautiful children, passed away on March 25, 2020, at the age of 39, at Western Memorial Hospital in Corner Brook, NL.

She was born on September 2, 1980, in Corner Brook, to John and Georgina Pittman, and on this day her instant and life-long bond was created with her only brother, Christopher.

Upon graduation from high school, Beth-Ann continued on with her studies at Memorial University of Newfoundland where she graduated with a Bachelor of Education (Primary/Elementary) in 2002. After graduation, she moved to Dartmouth, NS, with Michael, where she worked as a school teacher. Beth-Ann primarily worked in primary education and early literacy. She also became a certified Reading Recovery teacher during her time in HRM. She loved working with children, and they loved her back equally. She received ultimate pleasure in seeing her children succeed and took all of their personal education and home life situations to heart.

In 2004, Beth-Ann married her high school sweetheart, Michael. They grew their family and Noah, Olivia and Maggie were born. While rais-

ing a family, working full time and expecting her third child, Maggie, she obtained her Master of Education in Literacy in 2011 from Mount Saint Vincent University.

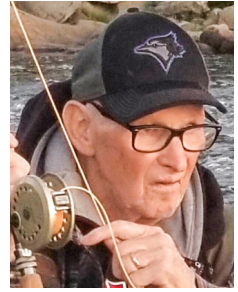
In 2012, the family decided to move home to Deer Lake, NL, so that Noah, Olivia and Maggie could be close to family and spend time and grow up with their grandparents and cousins. Beth-Ann continued to work part-time at the schools in Deer Lake and fully enjoyed her teaching career in NL. Her love of children also inspired her to be a Sunday School teacher and a Girl Guide Leader.

In the past few years Beth-Ann became a board member and active volunteer of the Islaview Foundation in Deer Lake supporting families of children with life-threatening conditions.

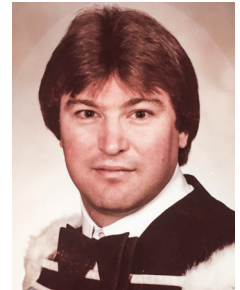
Beth-Ann was predeceased by her father John (December 2011) and her mother-in-law, Jean Young (December 2011). She will be forever loved and remembered by her husband and best friend, Michael, and their precious children, Noah, Olivia and Maggie, by her mother Georgina, and her brother Christopher (Nichole). She also leaves to mourn her father-in-law, Freeman Young (Juanita), brother-in-law Wade Young (Dana), sisters-in-law, JoAnne Peckford (Jay Marche), Jackie Swantee, Jenna Young-Blanchard (Keith) and Shelley Coleman (Drew). Beth-Ann will also be fondly remembered by her nephews Andrew, Ethan, Caden, and Conor and nieces Emily, Allison, Callie, and special cousin Sophie, and extended family and her many dear friends.

Beth-Ann will be remembered for her loving personality, her commitment to her family and her zest for life. Her life motto was 'Always Be Kind.'

(Submitted by Michael Young)



Gerald (Terry) Reid



Edward (Ted) Trenchard



Beth-Ann (Pittman) Young

*In Memoriam
Submission Guidelines*

Submissions to In Memoriam should be a **maximum of 250 to 300 words** and may contain a photo of the deceased. In Memoriams should be submitted within a timely manner – normally within the same school year (if possible) of the death of the teacher.

Please submit to: Michelle Lamarche, Editorial Assistant, *The Bulletin*, mlamarche@nlta.nl.ca, Newfoundland and Labrador Teachers' Association, 3 Kenmount Road, St. John's, NL, A1B 1W1; Fax: 709-726-4302 or 1-877-711-6582 (toll-free in province).

Please be sure to include a contact name, school or business name, mailing address, telephone number and e-mail address.

NLTA TEACHER VOICE FACEBOOK GROUP



The NLTA has created a closed Facebook group, NLTA Teacher Voice, where active NLTA members can express opinions, ask questions and discuss topics of interest.

To join you will need to be a member of Facebook. Search Facebook for NLTA Teacher Voice and ask to join the group.

When you ask to join NLTA Teacher Voice you will be prompted to answer a couple of questions to verify that you are an active member of the NLTA. An active member means you are paying NLTA dues

and we have contact information for you. **You will not be approved to join until we can verify you are an NLTA member.**

NLTA Teacher Voice will be moderated by the NLTA and we will make every effort to address questions through this group; however, please be patient as we also receive numerous emails and phone calls daily.

Community Guidelines for this closed Group can be accessed at www.nlta.nl.ca/nl-teacher-voice-guidelines/.



NEW

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All courses will be offered fully online with biweekly synchronous online meetings. The final course in the program is practicum-oriented where students will gain practical experience while working with individual students and their classroom teachers in school-based settings. Students in this program will begin their studies in the Winter term and complete the program on a part-time basis of one course per semester, over four semesters.

Graduates of this program will be well-positioned to take up many roles, such as reading-related program specialists in school districts or departments of education, school-based reading specialists, literacy support teachers, literacy coaches, classroom teachers and those who work in private practice as remedial reading tutors. The knowledge gained from this diploma may also help to strengthen the training of counselors.

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NLTA Working to Address Teachers' Issues Throughout COVID-19

by STEVE BROOKS

March 13 seems like such a long time ago and so much has happened in our province and in our world. As you will recall, this was the beginning of the COVID-19 response in this province. The provincial government, under the advice of the Chief Medical Officer, began limiting access to recreational facilities and warning about large group gatherings. Your Association raised concerns about how this would impact schools. On March 16, the NLTA publicly questioned the wisdom of continuing in-school instruction when the need for physical distancing was becoming apparent as the best response to the pandemic. The NLTA headline was, *Schools Should Not Be Treated as a Convenience*. On that same day, government announced that in-school classes would be suspended immediately.

Throughout this unprecedented event your Association was guided by four principles: the safety of students, teachers and administrators was paramount; at-home learning plans needed to be flexible and to allow teachers to exercise their professional judgement; members should not be financially disadvantaged as a result of the suspension of in-school instruction; and the best way to minimize member anxiety would be through aggressive communications.

Throughout the spring and summer, your Association was busy both publicly and in meetings with government and school district officials. As return to school plans were being discussed, the NLTA was focused on safety for students, teachers and the school community. The best way to ensure this principle of safety first was for return to school plans to be compliant with all public health precautions. This should have meant that physical distancing of two metres would have been a requirement for all schools and classrooms. Unfortunately on July 6, then Minister of Education Brian Warr and Premier Dwight Ball unveiled a return to school plan that made physical distancing and the wearing of masks optional in schools. This total disregard for the established public health and safety precautions was a shock to the Association and immediate steps were taken to publicly voice concerns over the plan.

Since the July 6 release, your Association has utilized the collective agreements to file policy grievances on the lack of consultation on the return to school plan, government's failure to meet occupational health and safety standards, and the misuse of teacher sick leave in addressing COVID-19 related absenteeism. Members have been provided regular updates on each of these grievances. In addition, the NLTA has been active in developing clear and concise guidance for all members as it pertains to protecting their collective agreement rights as they relate to workload, lunch time, length of work day and how to exercise their right to refuse dangerous work under the Occupational Health and Safety legislation. Administrative Officers have remained busy throughout this period responding to questions, providing advice and representing individual members.

“As return to school plans were being discussed, the NLTA was focused on safety for students, teachers and the school community.”

Unfortunately, Premier Ball and Minister Warr were not receptive to the issues and concerns being brought forward by the NLTA on behalf of members. The NLTA did not stop its advocacy and on August 19, a new Minister of Education was sworn in and your Association was among the first groups to insist upon direct meetings. The NLTA was pleased to achieve additional administrative units and guidance units, something the Association has long advocated for. Likewise, the commitment to hire 70 full-time substitute teachers was seen as a positive step for our larger schools. The NLTA continues to advocate for additional compensation for substitute teachers who were disadvantaged as a result of the suspension of in-school classes and have worked to ensure they have the highest opportunities for employment in the COVID-19 environment.

While these steps were certainly progress, they did not address NLTA concerns regarding optional physical distancing and mask requirements for schools. This became even more troubling as government began imposing even more stringent physical distancing and mask requirements for all other aspects of public life. To add the voice of teachers to that of our President, the NLTA issued a Call-to-Action on August 24 asking all members to email the Premier, the Minister of Education and their local MHAs asking the basic question, "Do you support lower precautionary safety measures for teachers than the rest of the public service?" The next day Minister Osborne announced mandatory masks for 7-12 students in classrooms where physical distancing of one metre could not be achieved. As the week unfolded, additional allocations for student assistants and online teachers were also announced. While these measures did not address all NLTA concerns, especially for K-6 situations, it did indicate how responsive government can be once teachers lend their voice to that of their Association.

Throughout this period NLTA staff have responded to hundreds of questions and concerns from members in a timely fashion. Your Association has moved quickly to provide accurate information and to address misunderstandings. While much has been done, there is more to do. Your Association continues to support the needs and interests of the membership.

Steve Brooks is Executive Director of the NLTA,
sbrooks@nlta.nl.ca.



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Voluntary Activities Making Choices for Work/Life Balance

by STEFANIE TUFF

Life in general is pretty busy for most of us. Sometimes it feels like there is simply not enough time in the day to do everything we need, want or are expected to do. Balancing work commitments and personal responsibilities is important to overall wellness, and this can be difficult to achieve at the best of times, when things are “normal”. NLTA staff hear concerns from members that paint a clear picture of workload demands that continue to increase and intensify. As the 2020-21 school year begins, one that is anything but “normal”, there is an opportunity to reflect on the year that has passed and consider the new reality ahead. Professional and personal decisions should be made with the goal of establishing and maintaining a reasonable work/life balance in mind.

There are always many opportunities for NLTA members to volunteer their time and talents in the workplace. Teachers and administrators contribute as coaches, tutors and chaperones, they give of their time to serve on school and district committees, and they step in as organizers for school functions and activities. Association members take on volunteer roles for both personal and professional reasons. For some, volunteering in an area of interest is a source of personal satisfaction; for others, volunteering fulfills their sense of professional responsibility. Whatever the motivation, and whatever the role, volunteerism is always worthwhile and has a positive impact on school culture. Accordingly, Clauses 29.03, 29.06 and 29.08 of the Provincial Collective Agreement (Clauses 17.02, 17.05 and 17.07 of the Labrador West Collective Agreement) protect the rights of members to choose to volunteer and to choose not to volunteer. Members therefore have the individual discretion to make choices in relation to taking on such responsibilities that respect the need for balance in their lives:

- 29.03: *It is agreed that extra-curricular activities are a desirable part of a well-rounded education. It is also agreed that the principal and staff of each school will*

determine the extra-curricular activities to be provided in their school. Notwithstanding this, a teacher's participation in any extra-curricular activity requires that teacher's consent.

- 29.06: *No teacher shall be required to be present for school duties on Saturday or Sunday.*
- 29.08: *A teacher's participation on a school-based or board-based committee requires that teacher's consent.*

It is important that members understand their rights in this regard. School districts may have policies requiring the establishment of school committees, the presence of teacher chaperones, or the availability of extra help for students; however, this does not mean that a member can be directed to serve on a committee, to coach or supervise students outside the regular work day, or to provide additional tutoring sessions after school or on the weekend. NLTA members cannot be required to participate in extracurricular activities, or to be a member of school or district based committees. Coaching a school team, supervising a school activity, or serving on a school development team are all voluntary, regardless of their teaching assignment. In the context of COVID-19, there are obvious health and safety concerns and new restrictions associated with bringing groups of students together, likely from various cohorts, for additional periods of time. While most committees could likely operate virtually, members should be mindful, this year more than ever, of protecting their personal time and maintaining as reasonable a work/life balance as possible. Teachers should make these decisions based on their own individual circumstances. Having volunteered in the past does not obligate one to continue in this capacity. At no time should members feel compelled to volunteer their time except in pursuit of their own personal or professional interests, and they cannot be penalized for exercising their right to choose not to participate in voluntary professional activities.

It is an understatement that the coming school year will present many new issues, challenges and demands for NLTA members. As professionals, members should consider what they can reasonably take on, prioritize, and feel comfortable exercising the discretion they have to set professional limits on voluntary activities for 2020-21. Members seeking advice or assistance with such matters should contact an NLTA Administrative Officer in Programs and Services (mail@nlta.nl.ca).

.....
Stefanie Tuff is Assistant Executive Director of the NLTA, stuff@nlta.nl.ca.

GOING ON LEAVE? THINGS YOU SHOULD KNOW

Whether going on maternity leave, approved leave without pay, unpaid sick leave, educational leave, or deferred salary leave, it is your responsibility to ensure your desired benefits are maintained while on leave. NLTA members should be aware of the steps which must be taken to maintain these benefits which include NLTA Membership, Group Insurance and Pension service. As well, we are often asked about the impact of such leaves with respect to seniority, pension and salary increments. The table below will assist members in addressing these questions.

NLTA Membership

N1: Payment of \$5.00 per month must be made to the NLTA to maintain membership rights and benefits as per NLTA policy. To discuss payment options, please contact Rita Tee, NLTA Corporate Services, rtee@nlta.nl.ca; 726-3223 or 1-800-563-3599, ext. 236.

N2: Membership dues continue to be paid as normal via deduction from paid salary.

N3: Dues not required in order to maintain membership.

Group Insurance

G1: NLTA members must arrange with Johnson Inc. to pay their share of the group insurance premiums. Failure to do so will result in termination of insurance. If insurance is terminated, the member will be required to apply for coverage, and provide proof of medical insurability subject to policy limitations, should the member wish to resume coverage. **Should a member take more than 39 weeks of maternity/adoption/parental leave, they must arrange with Johnson Inc. to pay by bank deduction both their share and government's share of the group insurance premiums for the additional leave period.** Otherwise, if insurance is allowed to lapse during a period of parenthood leave, medical proof of insurability may be required in order to be reinstated in the plan. As well, members must contact Johnson Inc. within 31 days of the child's birth/adoption in order to add a dependent for group insurance coverage. Beyond 31 days, an application providing satisfactory medical evidence of insurability will be necessary and approval must be granted by the underwriters.

G2: NLTA members must arrange with Johnson Inc. to pay by bank deduction both their share and the government's share (Life, Accidental Death and Dismemberment, and Health plans only) of the group insurance premiums. Failure to do so will result in termination of insurance. If insurance is terminated, the member will be required to apply for coverage, and provide proof of medical insurability subject to policy limitations, should the member wish to resume coverage.

G3: Payment of group insurance premiums continue to be paid via normal payroll deduction and government's contribution of their share continues.

Pension

P1: Pension premium is unpaid and no pension service accrues while on leave. Members may arrange with the Teachers' Pension Plan Corporation (TPPC) to purchase lost pension service within 180 days from return to work. If the service time is purchased within this window, the cost is at current contribution rates matched by government. After 180 days, the cost is at full actuarial value, which is a significant cost increase.

P2: Pension premium continues to be paid on the full salary, not the reduced salary, and full pension service accrues.

Salary Increments

Members' placement on the salary grid is reviewed and changes are made once per year at the beginning of the school year or at the date of initial employment of a member. To determine the number of teaching years for salary increments, all teaching days to the date of calculation are totalled and this total divided by 195, which is the number of days in a school year. A fraction of half a year or more is required to move to the next step on the salary grid.

S1: Credited fully as time taught for the period of leave (maximum 58.5 continuous weeks for maternity/adoption/parental purposes) for the purpose of salary increments.

S2: Most unpaid leave is not credited for salary incremental purposes; however, it is credited fully as time taught when leave is related to upgrading experience and/or qualifications (unpaid educational leave).

S3: Not credited for the purpose of salary increments.

Seniority

Seniority is determined on the basis of the total length of time employed as a member with any school board in the province, schools operated by the Department of Education, schools in Churchill Falls, and schools in Conne River.

SE1: Credited fully as time taught for the period of leave (maximum 58.5 continuous weeks for maternity/adoption/parental purposes) for the purpose of seniority.

SE2: Not credited for the purpose of seniority.

Type of Leave	NLTA Membership	Group Insurance	Pension	Salary Increments	Seniority
Maternity/Adoption/Parental Leave	N1	G1	P1	S1	SE1
Approved Unpaid Leave	N1	G2	P1	S3	SE2
Approved Unpaid Sick Leave	N3	G2	P1	S3	SE1
Paid Educational Leave	N2	G3	P2	S1	SE1
Approved Unpaid Educational Leave	N1	G2	P1	S2	SE1
Deferred Salary Leave	N2	G3	P2	S1	SE1
Injury on Duty (Temporary Earnings Loss)	N3	G3	P2	S2	SE1
Leave to Care for Critically Ill Child/ Family Member or Injured Child	N1	G2	P1	S3	SE1

Inquiries regarding specific circumstances should be directed to an Administrative Officer in Programs and Services at the NLTA at 726-3223 or 1-800-563-3599 or via email at mail@nlta.nl.ca.



Welcome Back from the Employee Assistance Program (EAP) for Teachers

by GAIL M. CARROLL & KENDA RIGGS

Welcome back to all NLTA members. We have been available and in touch with many of you since the onset of the pandemic and understand that this new school year will also be an unprecedented experience for all. We hope that you each had a restful summer despite these unusual times. We wanted to let you know that we are here for you as always in EAP throughout the school year. We are offering continued supports to teachers through mental health assessment and referral to counsellors in your communities. Due to the COVID-19 pandemic and ongoing public health emergency, counsellors are offering services in a variety of different ways: telephone, various virtual platforms, and/or in person (based on the changing public health guidelines, in-person services may or may not be available). This provides many possibilities for all teachers in Newfoundland and Labrador to access a variety of counselling services through different platforms.

Supports for counselling services through the EAP for Teachers work in partnership with benefits available through the NLTA Group Insurance Program. Through the EAP, teachers have access to a career maximum of \$2,000 of funding dispensed at \$40 per counselling hour. The Health plan of the NLTA Group Insurance Program provides coverage of \$1,600 per calendar year for counselling services. If you are referred to a counsellor through the EAP, the counsellor will bill EAP directly for \$40 per hour with the balance payable by you, for which members of the NLTA Group Insurance Health plan can then submit a claim to Johnson Inc. in accordance with the plan coverage (members who do not have health coverage under the NLTA Group Insurance Program may have alternate insurance coverage). Counselling fees in Newfoundland and Labrador typically vary from \$100 to \$200 per hour depending on the professional service provider. EAP referrals can be made to Registered Psychologists, Registered Clinical Social Workers and Certified Canadian Counsellors (CCPA). EAP Coordinators work with a list of approved counsellors for our program who have been carefully screened to provide optimal, quality and timely service to teachers.

We strongly encourage members to look after their own mental and physical health and well-being at all times, but especially throughout this pandemic. Please consider consulting with an EAP Coordinator about possible wellness supports for you personally or at the school level.

A recent television commercial seems to keep re-playing this theme: “We have learned a lot this year from COVID and our quarantine...” While this may feel like a continuous loop these days, EAP Coordinators know from our own experiences and our engagement with NLTA members that this is so true. The conversations we have had with teachers about their individual and collective well-being throughout the pandemic have had such a significant impact on us. We have seen so many creative ideas for promoting and supporting wellness from individual teachers, school staffs, and wellness committees who have drawn upon their unique experiences. We have heard from members who have found valuable support in online meditation experiences, Yoga, Tai Chi and other fitness/wellness classes. We have heard from teacher wellness groups that hosted virtual games, such as Murder Mystery evenings, and other social activities through platforms as fun and creative ways to maintain connections and help keep each other’s spirits up during challenging and isolating times.

With the return to in-school classes, we are offering a few helpful tips and tricks for taking care of yourself as you navigate the different realities of teaching and interacting with students and colleagues this school year. We are hoping they will provide a little guidance to maintaining a healthy work-life balance.

- Set good boundaries for yourself. Remember that you are only human and it is important with all that is going on to be able to feel that you are still in your own driver’s seat. Don’t be afraid to say no to extras people may ask you for at this time, whether it is at work or at home. Don’t over extend yourself. This is a new learning curve for everyone, so be kind to others but be very kind to yourself.
- Ask yourself, “What do I need today?” It is okay to

have your own needs and name them. You might just need a few extra minutes to gather your thoughts. Take time to breathe and be in the moment with your thoughts.

- What are you feeling? It's okay to name your feelings. Some days are good and others are not so good. When you are in the midst of change, some over which you have no control, you may have periods when you feel blue or sad. Know that this is okay and be gentle with yourself. Talk to your family, friends and colleagues about it and ask for help when and where you need it. Empower yourself, and you can reach out to EAP.

- Ask yourself, "What do I have control over?" and, "What don't I have control over?" Where you are able to make changes, exercise that ability in your decisions/choices. Learn to use your self-talk to accept what you don't have control over and what you might need to adjust on your part to move to this acceptance. Your energy is important. Make choices for you and your well-being wisely.

- Enjoy the little things each and every day. Be mindful of this and pay attention to anything that lifts your spirits, puts a smile on your face or makes you happy. Sometimes that could be a nice memory or experience, noticing a new flower that has bloomed in the garden, or simply the perfect cup of tea or coffee. Sometimes noticing just one little thing can get you through the day.

- Say thank you and be kind. Having and showing appreciation for and acknowledging the people and goodness in your life, big or small, is gratitude. More research is focusing on the brain and how the expression of gratitude is associated with improved health outcomes. Pay your gratitude forward. Altruism can make us feel good about ourselves by having a positive impact on others – something teachers do every day. It creates a feeling of connectedness, which can brighten your inner and outer self.

- Take a bit of time for yourself each and every day. Close your eyes and breathe/relax. Visit the COVID-19 Wellness and Mental Health Resources section on the NLTA website and choose a Guided Imagery session of 2-3 minutes for yourself. Do any little thing that gives you a breather and lifts your spirit (within reason that is).

We wish you a safe, happy and well work year!

Gail Carroll and Kenda Riggs are Coordinators with the Employee Assistance Program for Teachers. For confidential assistance contact Gail (ext. 242) or Kenda (ext. 265).

Put Education First!



It's time for real change!

Elect Derek Drover NLTA President

ddrover@nlta.nl.ca

[@DroverDerek](#)



Students Supporting Students Making Your Classroom More Accepting of Autism

by SCOTT CROCKER

Promoting Autism Awareness and Acceptance is a critically important support provided by Autism Society, NL. During the last regular school year, 2018-19, ASNL provided peer autism awareness sessions to more than 10,000 students in schools across Newfoundland and Labrador. We were on track to do even better in 2019-20, before COVID-19. Classroom teachers are our critically important partners in this campaign.

If you are near an ASNL office in St. John's, Clarenville, Grand Falls-Windsor or Corner Brook, we can provide an in-person session. If not, please reach out and contact us. We will find a way to connect with your classroom so children can learn more about being a friend to someone with autism. If you have already had an awareness/acceptance session in past years and are looking for more ways to engage your students in learning about autism, please contact us. We are eager to help with that too!



Students at St. Mary's Elementary became autism aware during the school's Kindness Week celebrations.

Classroom Session Details

ASNL provides 'Autism Awareness, Understanding and Acceptance' sessions to schools, early childhood centres, community organizations and businesses across our province.

- Sessions are tailored to specific age groups and/or

grades.

- Designed to aid a greater acceptance of their peers with Autism Spectrum Disorder.
- Sessions provide an understanding from the point of view of the person with ASD, and what they may be experiencing. Thus, allowing the peers to have a clearer insight and experience through the eyes of another.
- The outcomes are meant to build on encouraging empathy and fostering acceptance for greater diversity.
- All students receive a brochure on autism or a colouring page and an autism sticker. The school will receive a We Are Autism Aware entrance decal.
- Our sessions are free. Why? Because awareness is PRICELESS!

Duration of the Sessions

Each session is tailored to the grade level and time frame:

- K-1: limit is roughly 20 minutes
- 2-3: limit is roughly 30 minutes
- 4-6: limit is roughly 45 minutes
- 7-9: limit is roughly 45 minutes
- 10-12: limit is roughly 45 minutes

Primary

The Kindergarten to Grade 1 session provides students with an introduction to autism through multimedia – books, digital book, video, and colouring page.

- "Sesame Street – We are Super Friends" and video clip
- "What Colour is the Ocean", written by Maggie Parsons of Hare Bay, NL
- "The Invisible Boy", written by Patrice Barton
- Requirements: internet, smart/team board

The Grade 2 to 3 session begins to build upon a student's sense of empathy through looking at similarities and differences of our friends. A PowerPoint story introduces autism and what it is that makes individuals with ASD unique and special.

- Requirements: smart/team board



Kindergarten students at St. Teresa's School learned about different ways we communicate.

Elementary

The Grade 4 to 6 session strengthens the bonds of friendship by providing students with a greater understanding of some of the unique characteristics, challenges, and the strengths that someone with autism may have. Together, we examine anxiety, communication, social behaviour, self-regulation and some famous people with autism.

- Requirements: smart/team board, students have a writing utensil

Intermediate

The Grade 7 to 9 session uses a series of video shorts from individuals with ASD with follow-up discussions. It provides students with a more in-depth explanation of the world of someone with autism. Students learn about the characteristics, challenges and strengths that an individual with ASD may possess.

- Requirements: smart/team board

High School

The Grade 10 to 12 session engages students with a local Newfoundland video production of 'Stay Cat', which focuses on the life of a young woman with autism. The film explores her processing various social situations and how she learns to cope and self-regulate as she navigates this snapshot of her life experiences.

- Requirements: smart/team board

For more information about Peer Autism Awareness Sessions in your classroom, anywhere in the province, please contact Sarah White, Family and Community Services Officer, at our Headquarters (swhite@autism.nf.net).

Scott Crocker is Chief Executive Officer with the Autism Society, Newfoundland & Labrador.

October is World Autism Month

Students and teachers in all schools throughout the province are encouraged to recognize the month by participating in Pipers "virtual" Active for Autism #WalkTheRock when and where they want, alone or with family and friends. If you want to learn more about this year's twist, all information is up on the website: www.autism.nf.net/active-for-autism-2020-walktherock or watch the short video on all ASNL social media channels.



Autism Awareness T-shirt
Sizes S-3XL

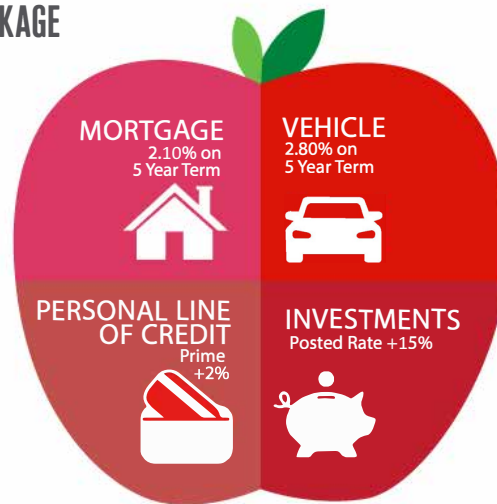
12.⁹⁹

\$5.00 from every sale will be donated to Autism Society of Newfoundland & Labrador



PAID ADVERTISEMENT

CARE PACKAGE



As a teacher, you care for your students. We at NLCU, applaud all that you do, so consider this bundle of special offers a "Care Package" of sorts. You can benefit from any one or all of these special rates.



* Annual Percentage Rate (APR) means the cost of borrowing for a loan expressed as an interest rate. It includes all interest and non-interest charges associated with the loan. Rates subject to change without notice. All loans and rates subject to credit approval.

OF SPECIAL INTEREST...

SPECIAL INTEREST COUNCILS

A Great Way to Get Involved in Your Association

"A teacher assists in the professional growth of colleagues through the sharing of ideas and information."

This statement is found in the NLTA's Code of Ethics and speaks to one of the major tenets of the NLTA as a professional association. While there are many ways that a teacher may support colleagues in their professional growth, as this "ethic" suggests, one of the most effective ways is to become involved in one (or more) of the NLTA Special Interest Councils.

Special Interest Councils are professional learning communities dedicated to life-long learning and the ongoing professional growth of NLTA members. Their mandate includes offering a range of professional development programs, including conferences, institutes, focus groups, teleconferences, and e-learning initiatives. Councils communicate with their membership using a variety of current technologies. As part of their mandate, the councils will respond to curriculum and program concerns, develop position papers on critical issues, work with government on curriculum development and advise the NLTA on matters of importance.

Currently there are twelve Special Interest Councils:

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

If you are working in one of these specialized areas, you may choose to join the appropriate council. By participating in Special Interest Council programming, you can avail of the latest information on methodologies, trends in particular disciplines, and changes in curriculum as they develop and emerge.

Special Interest Councils advertise their programs through *The Bulletin*, the NLTA website, school boards, schools and social media. If you are a member of a Special Interest Council, you will be automatically notified of professional development opportunities. Since helping members become more effective is always an overriding goal of this Association, the activities of our Special Interest Councils are geared to improving classroom practice.

Please make every effort to be an active member of special interest councils that are of interest to you. If you wish to become a member of one of the existing councils, you have only to contact the president of that council (go to the NLTA website for this information), and you will be sent the necessary membership information. Opportunities also exist for you to become an executive member of one of the councils, thereby allowing you to take on a valuable leadership role within the Association. As a Council member, you will be kept current on exciting new learning and discoveries in your field.

SCHOOL ADMINISTRATORS COUNCIL (SAC) DISTINGUISHED ADMINISTRATORS AWARD WINNERS

It is with great pleasure that the NLTA School Administrators Council announces the following administrators who have received Distinguished Administrators Awards for 2019-20:

- **Todd Crane**, Immaculate Conception School, Colliers (Co-winner) – Distinguished Principal of the Year
- **Heather Hanlon**, St. Catherine's Academy, St. Mary's Bay (Co-winner) – Distinguished Principal of the Year
- **Daisy Hardy**, Macdonald Drive Junior High, St. John's (Winner) – Distinguished Assistant Principal of the Year

Winners will be acknowledged in a ceremony in the Fall, providing provincial health regulations at that point in time.

Dale Lambe, Engagement Member, SAC Provincial, says, "On behalf of SAC Provincial, I would like to take the opportunity to thank all those who forwarded nominations packages. Our province's Administrators do outstanding work and this award celebrates the ability to form connections in our communities with all stakeholders."

If you have any questions, concerns or ideas re the NLTA Special Interest Councils, contact:

Ian Crewe, Administrative Officer, Programs & Services, NLTA
icrewe@nlta.nl.ca; Tel: 726-3223 or toll-free at 1-800-563-3599, ext. 232

NEWS & EVENTS

For a full list of conferences and professional development opportunities, visit the NLTA website at www.nlta.nl.ca/pd_opportunities/

Notice for Substitute Teachers

Information for Substitute Teachers is available on the NLTA website at www.nlta.nl.ca.

Click "**Member Services**" and then "**Substitute Teachers**".

For any questions re substitute teacher issues please contact: **Bob Johnston**

Administrative Officer, NLTA Programs and Services
726-3223 or 1-800-563-3599, ext. 239; bjohnston@nlta.nl.ca

ATTENTION! Teaching and Learning Assistants

Information for Teaching and Learning Assistants is available on the NLTA website at www.nlta.nl.ca.

Click "**Member Services**" and then "**Teaching and Learning Assistants**".

For any questions re teaching and learning assistant issues please contact: **Ian Crewe**

Administrative Officer, NLTA Programs and Services
726-3223 or 1-800-563-3599, ext. 232; icrewe@nlta.nl.ca

PRE-RETIREMENT SEMINARS 2020-21

Further information on Pre-Retirement Seminars for 2020-21 will be emailed to NLTA members in the near future.

INVEST IN OUR KIDS NL

2020 Province-Wide Vote Deadlines

October 27, 2020

- Mailing of Election issue of *The Bulletin*.

October 29, 2020

- Final deadline for receipt of nominations for office of President

November 19, 2020

- Final deadline for receipt of nominations for office of Vice-President.

November 23-27, 2020

Province-wide vote for the election of President

November 27, 2020

Run-off ballot for the election of President (if required).

December 14-18, 2020

Province-wide vote for the election of Vice-President.

December 18, 2020

Run-off ballot for the election of Vice-President (if required).

Dates to Remember

October 2020

Oct 15 **Deadline:** PD Fund applications

November 2020

Nov 5 NLTA Provincial Executive Meeting

Nov 6-7 NLTA Joint Council Meeting

Nov 19 **Deadline:** PD Fund applications

December 2020

Dec 4-5 NLTA Provincial Executive Meeting

Dec 17 **Deadline:** PD Fund applications

APPLYING FOR EDUCATIONAL LEAVE?

Applications for Educational Leave for the 2021-22 School Year will be available soon on the NLTA website. Please check back at www.nlta.nl.ca.

Application is made to the District. District deadlines are as follows:

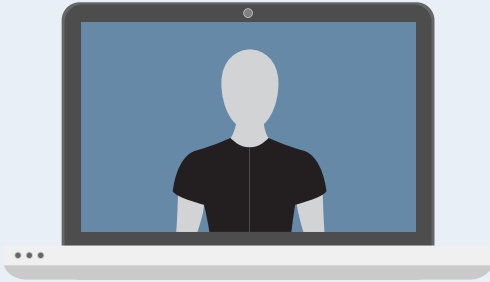
NLESD: January 8, 2021

CSFP: January 15, 2021



2020

NLTA MEMBERS YOU ARE INVITED TO SUBMIT QUESTIONS FOR THE



VIRTUAL CANDIDATES FORUM

**NOV.
7**

Candidates for NLTA **President** and **Vice-President** will address and respond to questions from the membership. Candidates have a maximum of **10 minutes** each for speeches; and **2 minutes** to respond to each question.

**OCT.
16**

The Electoral Committee will preview your submissions and determine the questions to be used during the Forum. Deadline for submissions is **October 16, 2020**. Please send your questions to Steve Brooks, Executive Director, at candidatesforum@nlta.nl.ca

This Virtual Forum will offer members an opportunity to learn more about candidates before voting.

**PRESIDENT
NOV.
23-27**

**VICE-PRESIDENT
DEC.
14-18**



ONLINE VOTE 2020