



**Minutes of the
2019 Biennial General Meeting
of the
Newfoundland and Labrador
Teachers' Association**

April 23-26, 2019

TABLE OF CONTENTS

Adoption of Agenda.....	7
Addresses to Convention:	
NLTA Vice-President-elect	22
Teachers' Pension Plan Corporation (TPPC)	22
Retired Teachers' Association of Newfoundland and Labrador.....	22
Adjournment	35
Awarding of Honorary Membership.....	20
Business Arising	
Report on Resolutions from the 2017 BGM.....	9
Canadian Teachers' Federation Report	22
Committees for Convention Sessions	7, 34
Convention Expenses.....	8
Convention Policies	8
Date of Next Convention	35
Delegates.....	1
Financial Reports	
Auditor's Report – Association.....	19
Auditor's Report – Group Insurance.....	19
Budgets for 2019-20 and 2020-21.....	19, 25, Appendix A
Financial Statement.....	19
Installation of the President	32
Keynote Address – Creating Education Programs That Create Opportunities for Social Mobility, Empower Youth, and Cultivate Healthy Communities.....	18
Minutes of the 2017 Convention.....	9
Pre-Convention Sessions	
Orientation Session for New Delegates	6
Pension and Group Insurance Benefit Statement Information Session	6
Pre-Budget Briefing Session.....	6

Presentation of Association Awards

Bancroft Award.....24
 Barnes Award.....24
 Special Recognition Award24
 Patricia Cowan Award for Support and Promotion of Education.....24
 President’s Award.....20

President's Address7

Proposed Changes to NLTA Policy 30, Appendix B

Report of the Electoral Committee on Election of 2019-21 Executive6, 21, 23

Biennial Report 2017-19.....19

Resolutions

Executive Recommendations on Resolutions.....10
 Category A – Association11, 14, 23
 Category B – Programs and Services.....11, 15, 22, 24, 25, 27
 New Business Resolutions.....34
 Resolutions from the Floor30, 32
 Processing of Resolutions.....9

Rules of Procedure.....8

Summary Report on NLTA Priorities for 2018-2019.....21

APPENDICES

A Proposed Budgets for 2019-20 and 2020-21
 BChanges to NLTA Policy

MINUTES OF THE 2019 BIENNIAL GENERAL MEETING

St. John's

April 23 – 26, 2019

The 2019 Biennial General Meeting of the Newfoundland and Labrador Teachers' Association was held at the Sheraton Hotel Newfoundland, St. John's, April 23-26, 2019. 159 registered – 102 delegates representing Branches; 13 delegates representing Special Interest Councils; 12 Provincial Executive members; 2 Faculty of Education observers; 7 special guests/observers; and 19 staff members.

The following registered:

Executive

Dean Ingram.....President
Trent Langdon..... Vice-President
Derek Drover Table Officer
Gabriel Ryan Table Officer
Maureen Doyle-Gillingham Ochre Pit Cove
Craig Hicks Carmanville
Jamie Jenkins Bay Bulls
Kellie Loch..... Victoria
Joseph Santos Conception Bay South
Colin Short Port aux Basques
Sean Weir Port Hope Simpson
Chesley West Paradise

Branches

(A) = Official Alternate

Appalachia Jeffrey Blundon
Darlene Greenham
Audrey Fortune
Aurora Sharon Young
Megan Green (A)
Baccalieu..... Marlene LeShane
Baie Verte Peninsula..... Amanda Milley
Courtney Kirby (A)
Bay d'Espoir Rebecca Parsons-Burden
Gwen Goodyear (A)

Branches (cont'd.)

Bay Roberts.....	Paul Sheppard Jennifer Pilgrim
Belle Mer	Della Way Lois Applin (A)
Belleoram-Wreck Cove	Derrick Baker Andrea Penney (A)
Bremco	Hollis Cull Megan Fleming (A)
Burgeo.....	Wayne Vivian
Burin-Marystown.....	Heidi Bradbury
Carbonear	Gordon King Brent Davis
Churchill Falls.....	Christopher Ryan
Clarenbridge.....	Heather Wells Jolene Primmer Earle Pike (unfunded alternate)
Coastal Labrador South.....	Mary Ward Ian Spencer (A)
Conception Bay Centre.....	Tyson Bennett
Conception Bay South	Danielle Stanley JoAnne Taylor Scott Fifield Laura Winnett Greg Oliver Jacinta Morgan
Deer Lake.....	Dionne Snow Jan Stephen
Exploits Valley.....	Paul Moore Lori Barry Heather Hayley

Branches (cont'd.)

Fogo Island.....	Susan Crawford Catherine Hoven
Ganova	Clifford Budgell Sheena Vatcher Lee Anne Johnson Russell Stockley (unfunded alternate)
GranForLine.....	Dale Parsons
Green Bay	Kevin Flynn Alex Hutchings
Hamilton Sound	Darren Goodyear Norman Chaulk
Harton	Bernetta Delaney
Humber	Tracey Payne Darren Hutchings Ian Adey Paul May
Ingornachoix	Connie Myers Elizabeth Walters
Labrador West.....	Arlene Johnson Sandy Crowley
Lake Melville	Sharon Mugford Vicki Urquhart
Landfall.....	Not Represented
Long Range.....	Devon Babstock
Marconi	Krista Houlihan Kathleen Breen Cliff Burke Kristyn Coley Susan Bartlett Leah Antle Danielle Vatcher
Northern Light	Amanda Anthony-Chubbs

Branches (cont'd.)

Notre Dame.....	Ambrose Patterson
Nutak Labradorimi.....	Tony Tibbo Deidre Barney
Placentia.....	Sheldon Slaney
Port aux Basques.....	Shonna Ingram
Rameaux	Catherine Cutler
Rushoon-Terrenceville.....	Patrick Whiffen
St. John's Centre.....	Angela Dawe Genevieve Gauci Karen Yetman
St. Mary's Bay.....	Patti Corcoran
Seagaulher.....	Not Represented
Southern Shore.....	Geri-Lynn Devereaux
Table Mountain.....	Heather Brake Courtney Williams
Taylor's Brook.....	Natalie Jackson Donna Fudge
Trinity-Deadman's Bay	Not Represented
Trinity, Trinity Bay.....	Peggy Sacrey Stephanie Fleming
Upper Trinity South	Kim Siegfriedt Robyn Norman
Waterford Valley	Catherine Best Kyran Dwyer Brandon Field Kimberly Fifield Jeff Ivany Stuart MacGillivray Julia Roberts

Special Interest Councils

Counsellors and Psychologists	Kellie Brenton
Health	Kellie Baker
Math/Science	Yvonne Dawe
Music	Michelle Collins
Physical Education	Mike Pittman
School Administrators	Christina Pike
Second Languages	Laun Shoemaker
Small Schools	Chad Horne
Special Services	Sonya Lee
Speech-Language Pathologists	Bianca Jade Kearley
Teacher-Librarians	Leigh Borden Sandra Harnum (SIC Funded)
Technology Education	Megan Roome

Guests/Observers

Chairperson for Convention.....	Don Ash
Canadian Teachers' Federation	Mark Ramsankar Beverley Park
Guest Speaker	Maggie MacDonnell
Chairperson, Electoral Committee.....	Richard Duffy
Electoral Committee	Rhonda French Angela Wilmott
MUN Faculty of Education Observers	Kyle Barron Keanya Miller

Staff

Executive Director	Steve Brooks
Assistant Executive Director.....	Stefanie Tuff
Administrative Staff Officer, Programs and Services.....	Darrin Pike
Administrative Staff Office, Programs and Services.....	Ian Crewe
Administrative Staff Officer, Programs and Services.....	Deana Hatcher
Administrative Staff Officer, Programs and Services.....	Miriam Sheppard
Administrative Staff Officer, Programs and Services.....	George Tucker
Manager of Corporate Services	Wade Rogers
Communications Officer.....	Lesley-Ann Browne
Employee Assistance Program Officers	Judy McCann-Beranger Sophia Slaney
Executive Assistant, Governance.....	Joann Russell
Assistant to Senior Management	Jeanine Warford
Senior Administrative Assistant, Programs and Services.....	Melanie Jaster
Assistant, Programs and Services	Lesley Ball
Assistant, Programs and Services	Janelle Downton
Accountant/Assistant, Corporate Services.....	Rita Tee
Systems Analyst.....	Scott Jackson
IT Administrator	Jason Brenton

Tuesday, April 23, 2019

I. PRE-CONVENTION SESSIONS

A number of pre-Convention sessions were held on Tuesday, April 23, as follows:

A. Orientation Session for New Delegates

During this session, Mr. Steve Brooks, Executive Director, provided information to new delegates on the functioning of the Convention.

B. Pension and Group Insurance Benefit Statement Information Session

During this session, staff members from Programs and Services reviewed group insurance and pension benefit statements with participants who had registered for the session.

C. Pre-Budget Briefing Session

This session was held by the Finance and Property Committee to review and answer questions from delegates on the proposed NLTA Budgets for 2019-21.

II. OPENING SESSION

A. The 2019 Biennial General Meeting was officially opened at 7:00 p.m. on Tuesday, April 23, 2019. The opening session commenced with the singing of "O Canada" and the "Ode to Newfoundland" led by the duo Johnson and Lear, substitute teachers with the NL English School District. Mr. Dean Ingram, NLTA President and Chairperson for this session, welcomed delegates and special guests to the BGM.

B. Election Statements by Provincial Executive Candidates

During this session, which was chaired by Mr. Rick Duffy, Chairperson of the Electoral Committee, candidates for positions on the Provincial Executive Council for 2019-21 were afforded the opportunity to address Convention delegates.

The business session recessed at 8:35 p.m.

Wednesday, April 24, 2019, 8:30 a.m.

III. FIRST GENERAL SESSION

The President informed the assembly that it had been a decision of Provincial Executive to continue to use an independent chairperson for all sessions of the Convention. He then introduced Mr. Don Ash who had agreed to be the Chairperson for Convention.

Chairperson: Don Ash

The Chair introduced President Dean Ingram who read the Land Acknowledgement statement to the assembly.

The Chair welcomed the following observers to Convention from the Memorial University Faculty of Education:

Keanya Miller, President of the Education Society of 2019

Kyle Barron, President of the Intermediate/Secondary Education class of 2019

A. Greetings from the Department of Education and Early Childhood Development

The Chairperson noted that the Minister of Education was not available to bring greetings due to a Provincial election called for May 16, 2019.

B. President's Address

Following an introduction by the Chairperson, NLTA President Dean Ingram delivered his address to delegates. *(The speech is available as a digital recording and a copy is attached to the Official Minutes.)*

IV. SECOND GENERAL SESSION

A. Adoption of Agenda

Slaney/Budgell: That the agenda be accepted as presented.

CARRIED

B. Appointment of Convention Committees

Executive recommended appointment of the following Convention committees:

Electoral Committee

Richard Duffy (Chair)
Rhonda Bowles-French
Angela Wilmott
Deana Hatcher (Staff)

Steering Committee

Dean Ingram (Chair)
Trent Langdon
Derek Drover
Gabriel Ryan
Steve Brooks (Staff)

Resolutions Committee

Sandy Crowley (Chair)
Clifford Budgell
Maurice Smith
Jennifer Pilgrim
Jeff Blundon
Miriam Sheppard (Staff)
Ian Crewe (Staff)

Scrutineers Committee

Darren Goodyear (Chair)
Paul Sheppard
Heather Wells
Greg Oliver
Katie Breen
George Tucker (Staff)
John Veitch (Staff)

Finance Committee

Craig Hicks (Chair)
Chesley West
Kelly Loch
Joe Santos
Wade Rogers (Staff)
Rita Tee (Staff)

Fifield/Payne: That the proposed committee members be accepted as presented.

CARRIED

C. Convention Policies**1. Rules of Procedure**

The Chairperson noted that all sessions of this Convention will be governed by "**Advice on the Conduct of Meetings**", published by the Canadian Teachers' Federation, and **Robert's Rules of Order**.

2. Chairperson of the Finance Committee re Convention Expenses

Mr. Craig Hicks, Chairperson of the Finance Committee, briefly outlined for delegates the various expense guidelines in effect for the Convention.

3. Processing of Resolutions

The Chairperson reviewed with delegates the procedures in place for BGM resolutions received from branches and special interest councils and for resolutions from the floor.

D. Minutes of the 2017 Biennial General Meeting

1. Adoption

Horne/LeShane: That the Minutes of the 2017 Biennial General Meeting be accepted as presented.

CARRIED

2. Business Arising from 2017 Convention

a) Report on Resolutions from 2017 Convention

Discussion took place on the Report on Resolutions from the 2017 BGM, which contained information on the actioning of resolutions that had been accepted or referred to Executive at that BGM. *(A copy of the Report is attached to the Official Minutes.)*

b) Report from the Ad Hoc Committee

Mr. Derek Drover, Chair of the Ad Hoc Committee, addressed the assembly on the Report of the Ad Hoc Committee to Review the Policies, Procedures and Regulations for the Province-Wide Vote for President and Vice-President. **(A copy of the Report is attached to the Official Minutes.)**

He thanked the Ad Hoc Committee members; Douglas Clark, Tiffany Stoodley, Amelia Andrews-Dalton, Jennifer Hatcher, Wade Tibbo, and Stacey Matchem for their work and dedication and extended thanks to staff consultant, Steve Brooks, for his help and guidance. He advised the assembly that the committee was established by Provincial Executive at its June 2017 meeting. The committee was situated in Harbour Breton and met four times throughout the 2017-18 school year, reporting progress regularly.

Mr. Drover directed the assembly to a copy of the Ad Hoc Committee Report, located in their BGM Kit. He repeated the motion brought forward from the floor at the 2017 BGM, as follows:

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

Mr. Drover noted that a two-thirds majority is required in order for by-law changes to be carried. Throughout these proposed changes, additions to current policy appear in **bold print** and deletions appear in ~~strike through~~.

Drover/Ryan: That the By-Law changes recommended by the Ad Hoc Committee to Review the Policies, Procedures and Regulations for the Province-Wide Vote for President and Vice-President be adopted as presented.

CARRIED

Drover/Ryan: That the Policy changes recommended by the Ad Hoc Committee to Review the Policies, Procedures and Regulations for the Province-Wide Vote for President and Vice-President be adopted as presented.

CARRIED

The business session recessed at 10:17 a.m. and reconvened at 10:37 a.m.

Chairperson: Don Ash

The following change in seated delegates were noted: Earle Pike replacing Jolene Primmer for the Clarenbridge Branch

E. Resolutions to the 2019 BGM

Mr. Ash, Chairperson, noted that the Executive recommendations on resolutions to the 2019 BGM had been forwarded to delegates in their Convention kits. He reminded delegates of the current policy of the Association regarding resolutions to BGM in that all resolutions for which the Executive recommendation is to **Carry** or **Amend and Carry** are presented in a block motion. Delegates who wish to discuss any particular resolution within the block must ask to have it removed prior to the motion being passed by the assembly.

Langdon/Short: That the following resolutions be accepted as per the Executive recommendations to Convention: Resolutions 1-4, 11-12, 15-17, 23, 25-29, 31-32, 37, 40-41, 45-46, and 49.

It was agreed to remove Resolutions 25 and 49 from the block of motions.

MOTION AS EDITED – CARRIED

The following resolutions were **CARRIED** or **CARRIED AS AMENDED** as per the Executive recommendations:

Resolutions in Category A – Association

Resolution 1 –

That the NLTA reserve a pool of funds to permit early career teachers to attend BGM as observers, subject to review after BGM 2021. The number of teachers, eligibility criteria, and the application process would be determined by Provincial Executive.

(Appalachia)

CARRIED AS AMENDED

Resolution 2 –

That the NLTA extend an invitation to Memorial University Education student representatives to attend one Joint Council meeting per year and to cover reasonable taxi fare to attend such a meeting. The number of students and amount of funds available would be determined by Provincial Executive. **(Appalachia)**

CARRIED AS AMENDED

Resolution 3 –

That the NLTA reserve a pool of funds, not greater than \$80,000 for 2019-2021, such that branches can apply to fund one observer per branch to one Joint Council meeting over the two-year period. This would be a two-year trial and would be evaluated in 2021 as to its effectiveness and the results presented at the 2021 BGM. **(Appalachia)**

CARRIED AS AMENDED

Resolution 4 –

That the NLTA explore the positive and negative consequences of having the NLTA President and Vice-President serve longer terms, rather than the current two-year term. Once findings are produced they are to be presented to the NLTA membership.

(Appalachia)

CARRIED

Resolutions in Category B – Programs and Services

Resolution 11 –

That the NLTA lobby government to remove the word “pervasive” from all of their documents due to the negative connotation. (With the exception of a PDD diagnosis as it is a medical term). **(Special Services Council)**

CARRIED**Resolution 12 –**

That the NLTA lobby the NLESD and the Department of Education to ensure that teachers have access to the prescribed curriculum resources across all subject areas and grade levels and that, where necessary, these resources be delivered to all schools (existing and new) by the school opening date for teachers to have access to these materials in order to effectively implement the curriculum. **(Music Council)**

CARRIED AS AMENDED**Resolution 15 –**

That the NLTA lobby government to create itinerant French special education allocations to address the needs of our students who struggle with their second language instruction. **(Special Services Council)**

CARRIED AS AMENDED**Resolution 16 –**

That the NLTA continue to lobby government for occupational therapist allocations for the school system. **(Special Services Council)**

CARRIED AS AMENDED**Resolution 17 –**

That the NLTA lobby government to form a committee with representation from EECD, NLTA, NLESD, CSFP, and currently practicing special education teachers from primary, elementary, junior high, and high school to discuss problems and issues with special education, and to work together to problem solve these concerns for our students. **(Special Services Council)**

CARRIED AS AMENDED**Resolution 23 –**

That the NLTA lobby the NLESD and the EECD to revisit the French Immersion cap size such that it is in line with the English class cap. **(Appalachia)**

CARRIED AS AMENDED**Resolution 26 –**

That the NLTA lobby EECD/NLESD for increased allocations for maintenance staff in school buildings and that every effort is made to ensure sufficient staffing levels. **(St. John's Centre)**

CARRIED AS AMENDED

Resolution 27 –

That the NLTA advocate that either the Department of Education and Early Childhood Development or the school district develop, maintain and provide free access to a Virtual School Library Learning Commons and equitable access to digital resources for all Newfoundland & Labrador students. **(Teacher Librarians NL)**

CARRIED AS AMENDED

Resolution 28 –

That the NLTA lobby school districts to allow Primary/Elementary teachers to use drop-down comments for report cards. **(Conception Bay South)**

CARRIED AS AMENDED

Resolution 29 –

That the NLTA lobby school districts and EECD to ensure that each student who requires a specific device to meet their assistive technology accommodations has their own dedicated device for use at school, outside of any group sets of devices available to all other students. **(Conception Bay South)**

CARRIED AS AMENDED

Resolution 31 –

That the NLTA lobby EECD/NLESD to hire more district tech support to deal with the mass amounts of technical supports needed in today's school environment – and to deal with the long wait times for such technical support. **(St. John's Centre)**

CARRIED

Resolution 32 –

That the NLTA lobby school districts to develop and enforce policy to deal with issues of harassment of NLTA members on social media. **(Appalachia)**

CARRIED AS AMENDED

Resolution 37 –

That the NLTA lobby government for caps on SLP-caseloads. **(Special Services Council)**

CARRIED AS AMENDED

Resolution 40 –

That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations, a proposal that substitute teachers have access to previously accrued sick leave as of their first day of work in the school year. Also, substitute teachers should be given access to such sick leave days prior to commencement of employment for a contract as long as they are booked to work. **(Ganova)**

CARRIED AS AMENDED

Resolution 41 –

That the NLTA continue to advocate and lobby for guaranteed preparation time each day for all teachers/teaching and learning assistants. **(St. John's Centre)**

CARRIED AS AMENDED

Resolution 45 –

That the Collective Bargaining Committee consider including in the opening proposals for the next round of negotiations, a proposal for a hard cap on class sizes in all grades/configurations as per NLTA policy. **(GranForLine/Conception Bay South/St. John's Centre)**

CARRIED AS AMENDED

Resolution 46 –

That the Collective Bargaining Committee consider including in the opening proposals for the next round of negotiations, a proposal that teaching experience be considered in the assessment of qualifications during the hiring process. **(GranForLine)**

CARRIED AS AMENDED

F. Resolutions in Category A – Association**Resolution 5 –**

Johnson/Budgell: That the NLTA fund costs for an alternate delegate to attend a Biennial General Meeting from any branch. **(Ganova)**

Langdon/Drover: Motion to table for future time in assembly.

MOTION TO TABLE – CARRIED

Resolution 6 –

Budgell/Vatcher: That the NLTA do an internal review to restructure Joint Council to create a more accurate representative model. **(Ganovia)**

DEFEATED

Resolution 7 –

That the NLTA determine the feasibility of changing the maximum number of terms of office for the President of the Association from two to three terms. **(Green Bay)**

With the concurrence of the assembly, Resolution 7 was **WITHDRAWN**.

Resolution 8 –

Dawe/Gauci: That the NLTA develop an information package for NLTA members who are striving to work at the NLTA as future Administrative Officers that would include, but not limited to expectations of qualifications, education and experience. **(St. John's Centre)**

DEFEATED

G. Resolutions in Category B – Programs and Services**Resolution 10 –**

Blundon/Greenham: That the NLTA strike a committee to solicit ideas/suggestions from teachers on how they wish to be informed and engaged in the union. **(Appalachia)**

Stanley/Winnett: That Resolution 10 be amended to read: "That the NLTA ~~strike a committee to~~ solicit ideas/suggestions from teachers on how they wish to be informed and engaged in the union.

DEFEATED

MOTION AS AMENDED - CARRIED

Resolution 13 –

Lee/Langdon: That the NLTA lobby the government for an updating of all special services language, roles and responsibilities. **(Special Services Council)**

Jenkins/Santos: That Resolution 13 be referred to Executive.

MOTION TO REFER - CARRIED

Resolution 14 –

Lee/Baker: That the NLTA lobby government to improve methods of reporting for special needs students that are more dignified for students and more user friendly for the teachers. **(Special Services Council)**

Blundon/Langdon: That Resolution 14 be referred to Executive.

MOTION TO REFER - CARRIED

Resolution 18 –

Lee/Baker: That the NLTA lobby government to ensure that all teachers and administrators in the education system have completed some training in Special Education. **(Special Services Council)**

DEFEATED

Resolution 19 –

Blundon/Greenham: That the NLTA lobby the Department of Education to provide the leave time and training so that all new teachers (as a part of teacher orientation), and any existing teachers who have expressed an interest, have CPI training at the beginning of each school year. **(Appalachia)**

Flynn/Parsons: That Resolution 19 be amended to read: “That the NLTA lobby the Department of Education to provide the leave time and training so that ~~all new teachers (as a part of teacher orientation), and any existing~~ teachers who have expressed an interest, have CPI training at the beginning of each school year.”

DEFEATED

MOTION AS AMENDED – CARRIED

Debate on the resolution was suspended as the time for the session had been reached.

The business session recessed at 12:30 p.m. and reconvened at 1:30 p.m.

V. THIRD GENERAL SESSION

Chairperson: Don Ash

- A. A minute of silence was observed in memory of the following teachers who had died since the 2017 Convention:

Philomena Abbass	George Day	Charles Hynes
James Abbott	Ruby Decker	Betty Kean
Fred Andrews	John Dillon	Isabel Kelly
Karl Arnold	Victor Duffett	Jennifer Kelsey
Maxwell Badcock	Cynthia Dunphy	Ronald Kieley
Louise Baldwin	Jennifer Fenwick	Gwenanne King
Simeon Barter	Aida Fernandez	Teresa Lee
Daniel Blackmore	Mary Fitzgerald	Donald Leonard
Donald Blundon	Doreen Flight	Cyril Lockyer
William Blundon	Flora Follett	Albert Loveless
Iris Bonnell	Audrey Foster	Ronald Lurie
Evelyn Brown	Frederick Freake	Charles MacPherson
Casimir Browne	Serge Gagnon	Celeste Maddigan
Theresa Bruce	Wayne Gillingham	Jacqueline Maloney
Marion Burke	Maisie Goodyear	Br. Joseph Manning
Byron Bursey	Sr. Perpetua Gosse	Priscilla March
Ross Bussey	Tammy Goudie	George Martin
Elizabeth Butler	James Greene	Jane Martin
Sonjia Byrne	Kimberly Greene	Madeline Martin
Patrick Callahan	Evelyn Griffin	Michael McDonald
Naomi Case	Miriam Griffin	Elizabeth McGrath
Samuel Chaulk	Barbara Hall	Thomas McGrath
George Childs	David Hallett	Gerald Meadus
Ronald Churchill	Shirley Hallett	Bernice Mehaney
Linda Clarke	Ruth Hann	Aubrey Mercer
Maureen Clements	Ron Harris	Alister Mesh
Barbara Coles	Eunice Hatcher	Margaret Molloy
George Collier	Gregory Hatt	Joseph Moore
Catherine Condon	Newman Head	Leo Moriarity
James Cook	Beulah Hobbs	Tobias Moulant
Gregory Cooke	Amelia Hodder	Catherine Murphy
Jean Coombs	Melvin Hong	Donald Murphy
Viola Coupe-Annable	George Horvath	Jessie Myles
Anna Courish	Wilson Horwood	Madeline Nash
Joyce Crim	Edith Houlihan	Robert Newhook
Douglas Dalton	Gilbert House	Brian Nolan
Br. Joseph Darcy	Warren Hudson	Catherine O'Brien
Edward Dawe	Stephen Hurley	Marilyn O'Dea
Mary Dawson	Sr. Josette Hutchings	Joy Paddock
		Gilles Park

Audrey Parry	Olive Sanger	Darren Templeman
Annie Parsons	Kimberly Sharpe-Young	John Thorne
Cecil Parsons	Josephine Shea	Margaret Thorne
Gertrude Parsons	Wileen Sheehan	Ann Tilley
John Parsons	Jean Skanes	Mary Traverse
Mary Parsons	Brenda Smith	Catherine Tremblett
Roland Peddle	Calvin Smith	Roy Trowbridge
Jewel Pelley	David Smith	Netta Vivian
Catherine Pennell	Llewellyn Smith	Gerard Walsh
Kenneth Penney	Ian Sparkes	Michael Walsh
Roberta Pomeroy	Wilbur Sparkes	Raymond Walsh
James Pottle	Peggy Spurrell	Mary Ward
Elizabeth Power	Shirley Squires	Edward Whalen
Richard Power	Wallace Squires	Wayne Wheaton
Veronica Power	George Stanford	Joan Whelan
Norman Purchase	James Starkes	William Whiffen
Elizabeth Quick	John Stephenson	Edward Wilding
Olive Reeves	Gilbert Stone	Jamie Wilkinson
Marjorie Roach	Lloyd Stone	Gordon Williams
Martine Robinson	Paul Stone	Andrew Woodfine
Cecil Roebathan	Roy Stoodley	Donald Woodman
Dallas Rose	Marina Loretta Sullivan	Robert Yetman
Wallace Rowsell	George Sutton	
Ingrid Russell	Clyde Taite	
Kevin Samson	Myrtle Taylor	

B. Keynote Address – Creating Education Programs for Social Mobility, to Empower Youth, and Cultivate Healthy Communities.

The Chairperson introduced Ms. Maggie MacDonnell, Education Consultant, School Board of Nunavik, winner of the Global Teacher Prize, a \$1 Million US award considered to be the Nobel Peace Prize of Education and was recently named one of BBC's top 100 women. Ms. MacDonnell spoke to delegates about creating educational programs which would create opportunities for students on social mobility, to empower youth, and cultivate healthy communities. Through engaging visuals and stories she spoke about her teaching experience in the Inuit community of Salluit, where students faced staggeringly high dropout rates, a youth suicide crisis and disturbing social injustices and how she grounds her teaching practice in feminist, post-colonial and community development theory to allow her students to become masters of their own destiny and develop resiliency through innovative educational programs. Her presentation was followed by a question period. *(Ms. MacDonnell's presentation is available as a digital recording.)*

The following change in seated delegates were noted: Jolene Primmer replacing Earle Pike for the Clarenbridge Branch

Doyle-Gillingham/Hicks: That the Convention move to a closed session and attendance be limited to Delegates, Alternates and NLTA Staff only.

CARRIED

CLOSED SESSION

C. Group Insurance Auditor's Reports and Budgets

Ms. Maureen Doyle-Gillingham , Chairperson of the Group Insurance Managers, informed delegates that the Group Insurance Auditor's Reports for the years ending August 31, 2017 and August 31, 2018 and the budgets for the Group Insurance Managers for 2019-20 and 2020-21 were being presented for the information of delegates. *(Copies are attached to the Official Minutes.)* Questions were then entertained on the documents.

D. Auditor's Reports and Financial Statement

1. Auditor's Reports

Mr. Craig Hicks, Chairperson of the Finance and Property Committee, informed delegates that the Association's Auditor's Reports for the years ending August 31, 2017 and August 31, 2018 were being presented for the information of delegates. *(Copies are attached to the Official Minutes.)* Questions were then entertained on the documents.

2. Financial Statement

The Association's Financial Statement to February 28, 2019 was presented for the information of members. *(A copy is attached to the Official Minutes.)*

E. Tabling of the Proposed Budgets for 2019-20 and 2020-21

Hicks/West: That the proposed NLTA Budgets for 2019-20 and 2020-21 be placed on the table.

CARRIED

Short-Santos: That Convention rise from closed session.

CARRIED

OPEN SESSION

F. Biennial Report 2017-19

The Chairperson reported that the Association's Report to Convention to April 2019 was being presented for the information of delegates. *(A copy is attached to the Official Minutes.)* Questions were then entertained on the contents of the Report.

Chairperson, Don Ash, announced that Lori Barry, Exploits Valley Branch, had her name brought forward for nomination to Provincial Executive 2019-21. The nomination was validated by the Electoral Committee and her name would be added to the list of nominees.

The business sessions for the first day of Convention concluded at 4:05 p.m.

PRESENTATION OF HONORARY MEMBERSHIP AND THE PRESIDENT'S AWARD

The Association's dinner to confer Honorary Membership and the President's Award was held at the Sheraton Hotel Newfoundland. Special guests were welcomed by the President.

Following an introduction by Mr. Wayne Noseworthy, Honorary Membership in the Newfoundland and Labrador Teachers' Association was conferred upon Mr. Edward Hancock. Mr. Hancock then addressed the group.

The President's Award, given to an active member of the Newfoundland and Labrador Teachers' Association who has served at the provincial, executive, branch, or special interest council level, who is recognized as a person who has given of him/herself to the Association and who is an exemplary educator, was presented to Mr. Jeff Blundon, President, Appalachia Branch. Mr. Blundon briefly addressed the gathering.

Thursday, April 25, 2019, 8:30 a.m.

VI. FOURTH GENERAL SESSION

Chairperson: Don Ash

A. Report of the Electoral Committee – Election of Executive

Mr. Rick Duffy, Chairperson of the Electoral Committee, chaired this and all subsequent sessions dealing with the election of Executive. He then introduced the other members of his Committee: Ms. Angela Wilmott and Ms. Rhonda Bowles-French.

Mr. Duffy noted that the election of Executive is governed by By-Law XI., subsections A.(2) and D. which state, respectively:

“The President shall, provided s/he so desires, be an ex officio Executive member for the year following the completion of the President’s term of office.”

“Seventeen Executive members shall be elected biennially, and the 10 who have the greatest number of votes shall, with the President, the Vice-President and a person holding office under XI.A.(2), where applicable, form the Executive Council. The remaining Executive members shall be classified as alternate members.”

He informed delegates that no additional candidates had declared themselves as of the deadline for nominations. He then introduced each of the 14 declared candidates to the assembly.

Mr. Duffy noted that delegates must vote for not more than 10 candidates of their choice and that there are 127 eligible voters.

B. Election of 2019-21 NLTA Executive

Ballots sheets were distributed, and the vote was conducted.

Mr. Ash took the Chair.

C. Summary Report on 2017-19 NLTA Priorities

The Chairperson reported that the Association had set six priorities for the 2017-19 school years. They are: Workload Concerns, Teacher Health and Wellness – Teacher Mental Health, Premier’s Task Force on Improving Educational Outcomes, Promoting the Profession, Inclusive Education/Student Support Services, and Collective Bargaining. These priorities appear on the agenda of each Executive and Joint Council meeting where an update on the progress of each of the priorities is presented and discussed. The priorities were then reviewed on a page-by-page basis

with questions/comments entertained from the assembly. *(A copy of the document is attached to the Official Minutes.)*

D. Resolutions in Category B – Programs and Services (cont'd.)

Resolution 19 –

Discussion continued on the once amended *Flynn/Parsons* motion which had been suspended at the end of the last session. The resolution as amended reads:

“That the NLTA lobby the Department of Education to provide the leave time and training so that **all-new** teachers ~~(as part of teacher orientation), and any existing teachers~~ who have expressed an interest, have CPI training at the beginning of each school year.”

MOTION AS AMENDED – CARRIED

The following change in seated delegates was recorded: Angela Dawe replacing Genevieve Gauci for the St. John's Centre Branch.

The business session recessed at 10:30 a.m. and reconvened at 10:45 a.m.

E. Canadian Teachers' Federation Report

The Chairperson introduced Mr. Mark Ramsankar, President of the Canadian Teachers' Federation, who brought greetings and addressed the assembly on the work of the Federation on behalf of Canadian teachers. *(Mr. Ramsankar's speech is available as a digital recording.)*

F. Address by the Retired Teachers' Association of Newfoundland and Labrador

Following an introduction by the Chairperson, Mr. Albert Legge, President of the Retired Teachers' Association of Newfoundland and Labrador, brought greetings and addressed delegates on behalf of the retired teachers of the province. *(Mr. Legge's remarks are available as a digital recording.)*

G. Address by the Teachers' Pension Plan Corporation (TPPC)

Following an introduction by the Chairperson, Ms. Paula McDonald, CEO, Teachers' Pension Plan Corporation, brought greetings and addressed delegates on behalf of the TPPC. *(Ms. McDonald's remarks are available as a digital recording.)*

H. Address by the Vice-President-Elect

Mr. Trent Langdon, Vice-President-elect for 2017-19, addressed delegates. *(Mr. Langdon's remarks are available as a digital recording.)*

I. Report of the Electoral Committee – Election of Executive (contd.)

Mr. Duffy reported that 127 ballots had been cast in the election of Executive and that there were no spoiled ballots and no ties. He then announced the names and vote totals of all candidates for Executive including the newly elected Executive as follows:

Tracey Payne.....	74
Maureen Doyle-Gillingham	73
Kelly Loch	72
Derrick Baker.....	68
Derek Drover	68
Craig Hicks	68
Gabriel Ryan.....	63
Colin Short.....	56
Sean Weir.....	55
Joseph Santos.....	53

The alternates, in order of votes polled, are as follows:

Chesley West	49
Jamie Jenkins	48
Lori Barry.....	28
Kyran Dwyer.....	27

Mr. Duffy reported that all elections had been completed. He noted, for the information of candidates, that under Association by-laws a recount procedure is available for up to thirty minutes after the adjournment of the session on the second day of Convention. He thanked the other members of the Electoral Committee, the Scrutineers Committee, and the staff members involved with the Committee for their work prior to and during the Convention.

On behalf of the Association, the Chairperson thanked the members of the Electoral Committee for their work during this BGM.

J. Resolutions in Category A – Association (cont’d)

Resolution 5 –

Budgell/Parsons: That Resolution 5 be lifted from the table.

CARRIED

Lee/Horne: That Resolution 5 be amended to read: “That the NLTA fund costs for an alternate delegate to attend a **2021** Biennial General Meeting from any branch **and special interest council with results to be presented at BGM.**”

Santos/Doyle-Gillingham: That Resolution 5, as amended, be referred to Executive.

MOTION AS AMENDED TO REFER - CARRIED

K. Resolutions in Category B – Programs and Services (cont'd)

Resolution 20 –

Jackson/Brake: That teachers be given the option to complete virtual PD from home. **(Taylor's Brook)**

Debate on the resolution was suspended as the adjournment time for the session had been reached.

The business session recessed at 12:30 p.m.

PRESENTATION OF ASSOCIATION AWARDS

The Association's luncheon to present provincial awards was held in the Court Garden of the Sheraton Hotel Newfoundland, St. John's. The Vice-President, Trent Langdon, chaired the luncheon, and informed guests that awards for both 2018 and 2019 would be presented to the recipients.

The Bancroft Award, established by the Association to recognize outstanding service by active members at the branch level, was presented by the President to Donna Reddick, nominated by the Conception Bay South Branch, for 2018, and to Janice House, nominated by the Taylor's Brook Branch, and Paul Sheppard, nominated by the Bay Roberts Branch, for 2019.

The Barnes Award, established by the Association to recognize outstanding professional development service by teachers at the special interest council level, was presented by the President to Heather Godden, nominated by the Teacher Librarians NL Council, for 2018, and to Boyd Perry, nominated by the NL Counsellors' and Psychologists' Association, for 2019.

The Special Recognition Award, instituted by Johnson Inc. to recognize the 100th anniversary of the Newfoundland and Labrador Teachers' Association, was presented by Mr. John Thompson, Senior Vice-President, Business Development and Marketing of Johnson Inc., to Karen Skinner, nominated by the Humber Branch, for 2018, and to Alice Bridgeman, nominated by the Bay Roberts Branch, for 2019. The award is presented annually to an active member of the NLTA who, while a teacher in the province, made a major contribution to the cultural, social and/or community life of Newfoundland and Labrador.

The Patricia Cowan Award for Support and Promotion of Education is named in honour of the first female president of the NLTA. Established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding contribution to teachers and to the teaching

profession either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning, the award is presented at Convention during the final year of a President's term. The President presented the award for 2019 to Mr. Randy Earle for his over 40 years of dedicated service and advice to NLTA Presidents, branches, staff, and teachers as legal council for the Association.

The business session reconvened at 2:30 p.m.

VII. FIFTH GENERAL SESSION

The following change in seated delegates was recorded:

Russell Stockley replacing Lee Anne Johnson for the Ganova Branch.

Courtney Williams replacing Heather Brake for the Table Mountain Branch

Gillingham-Doyle/Hicks: That Convention move to a closed session. Attendance will be limited to Delegates, Alternates and Staff only.

CARRIED

CLOSED SESSION FOR DELEGATES AND TEACHERS

A. Proposed Budgets for 2019-20 and 2020-21

Short-Loch: That the proposed NLTA Budgets for 2019-20 and 2020-21 be lifted from the table.

CARRIED

Hicks/Langdon: That the proposed NLTA Budgets for 2019-20 and 2020-21 be accepted. **(The Budgets are attached to these Minutes as Appendix A.)**

Short/Loch: That Convention rise from closed session.

CARRIED

OPEN SESSION

B. Resolutions in Category B – Programs and Services (cont'd)

Resolution 20 –

Discussion continued on the once amended *Jackson/Brake* motion which had been suspended at the end of the last session. The resolution reads:

“That teachers be given the option to complete virtual PD from home.”

DEFEATED

Resolution 24 –

Stockley/Budgell: That the NLTA lobby the Department of Education to alter the report card format for K-6 report cards. **(Ganova)**

DEFEATED

Resolution 25 –

Budgell/Vatcher: That the NLTA lobby the NLESD and the Department of Education to eliminate paper copies of report cards unless requested by the parent. **(Ganova)**

Ingram/Langdon: That Resolution 25 be amended to read: “That the NLTA lobby ~~the NLESD the school districts and~~ the Department of Education to eliminate paper copies of report cards **for grades 7-12** unless requested by the parent **or guardian, but, continue to print a copy of final reports for the purposes of cumulative records.**”

AMEND AND CARRY

MOTION AS AMENDED - CARRIED

The following change in seated delegates was recorded: Tracey Payne replacing Paul May for the Humber Branch.

Resolution 8 –

Collins/Baker: That Resolution 8 be reconsidered.

Following the vote on the motion to reconsider, division was called. Votes were then counted by a show of hands and the ruling of the Chair that the *Collins/Baker* motion to reconsider was defeated.

MOTION TO RECONSIDER – DEFEATED

Resolution 33 –

Blundon/Greenham: That teachers should not be expected to perform the duties of a Student Assistant on a regular basis. **(Appalachia)**

DEFEATED

Resolution 34 –

Blundon/Greenham: That the NLTA work with Teacher Payroll to develop a method such that those teachers who wish to avail of avoiding the three-week pay period be permitted to have an amount deducted from their cheque to offset the week without pay. This amount would be paid out during the third week of the three-week pay gap. **(Appalachia)**

DEFEATED

The following change in seated delegates was recorded: Andrea Penney replacing Derrick Baker for the Belleoram-Wreck Cove Branch.

The business session recessed at 4:15 p.m. and reconvened at 4:30 p.m.

VIII. SIXTH GENERAL SESSION

Chairperson: Don Ash

The Chairperson advised the assembly that the Fourth General Session discussion of Resolutions calls for a 6:00 p.m. recess. There was a meeting with the Steering Committee on moving to a 7:30 p.m. recess. The Steering Committee decided there would be no need to continue to a 7:30 p.m. recess as any further business after 6:00 p.m. could be dealt with the next day, Friday, April 26, 2019.

C. Resolutions in Category B – Programs and Services (cont'd)**Resolution 35 –**

Lee/Brenton: That the NLTA lobby government for a more organized approach to supporting inclusion and special education within the education system with specific caps on IRT 1 and IRT 2. **(Special Services Council)**

Jenkins/Santos: That Resolution 35 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 38 –

That there be a provision for slander against an administrator so that it can be addressed. **(School Administrators' Council)**

With the concurrence of the assembly, Resolution 38 was **WITHDRAWN**.

Resolution 39 –

Vatcher/Johnson: That the NLTA include in the next opening proposals for contract negotiations that any changes to the school calendar by the board has to be communicated to teachers with a minimum notice of five working days. **(Ganova)**

DEFEATED

Resolution 42 –

Borden/Kearley: That the NLTA advocate for the hiring of teacher librarianship program specialists as part of Phase 2 of the Education Action Plan. **(Teacher Librarians NL)**

Jenkins/Santos: That Resolution 42 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 44 –

That the NLTA advocate for the provision of a 25% teacher librarian allocation in small schools (i.e. those with 50 or fewer students) in upcoming phases on the Education Action Plan. **(Teacher Librarians NL)**

With the concurrence of the assembly, Resolution 44 was **WITHDRAWN**

Resolution 47 –

Flynn/Budgell: That the NLTA should abolish the tactic of presenting items to vote to the membership that only affect early career and future generations of teachers. **(Green Bay)**

Parsons/Budgell: That Resolution 47 be amended to read: “That the NLTA should ~~abolish the tactic of presenting~~ **no longer present** items to vote to the membership that only **negatively** affect early career and future generations of teachers.”

DEFEATED

MOTION AS AMENDED – DEFEATED

Resolution 48 –

Fifield/Field: That the NLTA provide adequate training to branch financial officers. **(Waterford Valley)**

Jenkins/Santos: That Resolution 48 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 49 –

Stanley/Winnett: That the NLTA Collective Bargaining Committee include in the opening proposals for the next round of negotiations, a proposed clause that will provide for an increase in salary to match the rate of inflation. **(Conception Bay South)**

Jenkins/Short: That the NLTA Collective Bargaining Committee **include consider including** in the opening proposals for the next round of negotiations, a **proposed clause proposal** that will provide for an increase in **salary teacher salaries to match that at least matches** the rate of inflation.

AMEND AND CARRY

MOTION AS AMENDED – CARRIED

Resolution 52 –

Blundon/Fortune: That the NLTA lobby the NLESD such that CDLI teachers are provided the same professional development opportunities as per the Collective Agreement. **(Appalachia)**

Jenkins/Santos: That Resolution 52 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 54 –

That the Department of Education and NLESD reinstate Instructional Resource Teacher hours to meet the demands of the new policy on assessment that is being introduced to the schools. **(Waterford Valley)**

With the concurrence of the assembly, Resolution 54 was **WITHDRAWN**.

Resolution 55 –

Stockley/Budgell: That the NLTA lobby government to ensure that substitute teachers become eligible to pay into the Teachers' Pension Plan (TPP) and that they pay into the TPP at the same rate as teachers that are employed on a permanent or fulltime basis. **(Ganovia)**

West/Loch: That Resolution 55 be referred to Executive.

MOTION TO REFER - CARRIED

Resolution 56 –

That there be recognition of the importance of mental health for administrators and care be given to support. **(School Administrators' Council)**

With the concurrence of the assembly, Resolution 56 was **WITHDRAWN**.

The business sessions for the second day of Convention recessed at 6:00 p.m.

Friday, April 26, 2019, 8:30 a.m.

Chairperson: Don Ash

IX. SEVENTH GENERAL SESSION**A. Proposed Policy Changes from Executive/Joint Council**

1. Policy on Committees of NLTA
2. Policy on Land Acknowledgement Protocol
3. Policy on Group Insurance Managers
4. Policy on Branch Funding
5. Policy on President and Vice-President Expenses

A copy of the Policy Changes since the 2017 BGM are attached to the minutes as Appendix "B"

Budgell/LeShane: That the proposed changes to NLTA policy be accepted as presented.

CARRIED

B. Resolutions from the Floor**Resolution 1 –**

Budgell/Johnson: That the NLTA Collective Bargaining Committee consider for inclusion in the next round of Provincial Agreement opening proposals, one additional paid leave day per 100 teachers in a branch for branch presidents.

CARRIED

Resolution 2 –

Budgell/Vatcher: That the NLTA Collective Bargaining Committee consider for inclusion in the next round of opening proposals, a proposal to enable teachers with dependants (e.g., children, parents) to

access their sick leave when the dependant is receiving care from a medical professional.

Cusick/Bradbury: That Resolution 2 be amended to read: “That the NLTA Collective Bargaining Committee consider for inclusion in the next round of opening proposals, a proposal to enable teachers with dependants (e.g., children, parents) to access their sick leave, **without a medical certificate**, when the dependant is receiving care from a medical professional.”

Wells/Primmer: That Resolution 2 be amended to read: “That the NLTA Collective Bargaining Committee consider for inclusion in the next round of opening proposals, a proposal to enable teachers ~~with dependants (e.g., children, parents)~~ to access their sick leave without a medical certificate when ~~the dependant a~~ **family member is ill, injured or is** receiving care from a medical professional.”

MOTION AS AMENDED - CARRIED

Resolution 3 –

Budgell/Johnson: That the NLTA enable a delegate from a branch with no alternate to exercise the branch voting rights of absent delegate(s) from the same branch.

Flynn/Houlihan: That Resolution 3 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 4 –

Blundon/Greenham: That the NLTA survey its members regarding the desirability of moving BGM to August, instead of holding it during the Easter break.

DEFEATED

Resolution 5 –

Crowley/Kearley: That the NLTA lobby the DEECD and school boards to address the issue of adequate and inconsistent workspace for assessors in the school environment.

CARRIED

The business session recessed at 10:30 a.m. and reconvened at 10:50 a.m.

X. FINAL SESSION

A. President's Closing Remarks

B. Remarks from Retiring Executive Members

The President thanked Mr. Chesley West, member of the 2017-19 Provincial Executive and Mr. Jamie Jenkins, member of the 2018-19 Provincial Executive who would not be returning to Executive, for their service to the Association. Mr. West and Mr. Jenkins briefly addressed the assembly.

The following change in seated delegates was recorded: Earle Pike replacing Jolene Primmer for the Clarenbridge Branch.

C. Installation of the President

The Chairperson administered the Oath of Office to Mr. Dean Ingram, NLTA President for 2017-19, who then briefly addressed delegates.

D. Resolutions from the Floor (cont'd.)

Resolution 6 –

Kearley/Crowley: That the NLTA continue to lobby DEECD and school boards to address the issue of recruitment and retention of school-based speech-language pathologists in this province.

CARRIED

Resolution 7 –

Lee/Flynn: That the NLTA lobby the DEECD and school boards to provide all teachers with professional development opportunities during the workday to help ensure that they are familiar with the specific exceptionalities of their students.

It was agreed to add the words “during the workday” after the word “opportunities”.

MOTION AS EDITED - CARRIED

Resolution 8 –

Parsons/Clifford: That any unfilled BGM funded delegate or alternate positions be offered to other branches and SICs as alternate positions.

Ingram/Langdon: That Resolution 8 be referred to Executive.

MOTION TO REFER – CARRIED

Resolution 9 –

Johnson/Crowley: That the NLTA distribute fewer print copies of “The Bulletin” to schools.

Collins/Moore: That Resolution 9 be amended to read: “That the NLTA give teachers a choice to receive digital or print copies of “The Bulletin”.”

MOTION AS AMENDED – CARRIED

Resolution 10 –

Johnson/Crowley: That the NLTA lobby government to require school districts to take a stronger approach in imposing consequences for students who exhibit extreme and/or chronic misbehavior or absenteeism.

MOTION TO REFER – CARRIED

Resolution 11 –

Ryan/Dawe: That the NLTA inquire with teacher organizations across the country to see what, if any, professional development in the capacity of leadership programs they offer to teachers interested in applying for such roles in the future.

It was agreed to delete the words “administrative officer” after the words “capacity of”.

MOTION AS EDITED – CARRIED

Resolution 12 –

Fifield/Stanley: That the NLTA prepare an article in The Bulletin that explains in detail the rationale behind the sick leave decision made in the 2006 Collective Agreement.

Santos/Loch: That Resolution 12 be amended to read: “That the NLTA ~~prepare an article in The Bulletin~~ **hold private consultations with teachers** that explain in detail the rationale behind the sick leave decision made in the 2006 Collective Agreement”.

Borden/Horne: That Resolution 12, as amended, be referred to Provincial Executive.

MOTION TO REFER AS AMENDED - CARRIED

Resolution 13 –

Horne/Borden: That the NLTA lobby school boards and the DEECD to ensure equitable access to curriculum professional development opportunities for teachers in small schools.

CARRIED

E. Convention Committee Reports

1. Scrutineers Committee

Mr. Darren Goodyear, Chairperson of the Scrutineers Committee, reported that the election of Executive had been carried out in accordance with the Association's by-laws and no irregularities had been reported. He thanked the members of his Committee and the Electoral Committee for their work during the Convention.

Goodyear/Sheppard: That the ballots from the election of the 2019-20 Executive be destroyed.

CARRIED

2. Resolutions

Ms. Sandy Crowley, Chairperson of the Resolutions Committee, reported that all resolutions, with the exception of New Business resolutions, had been dealt with. She thanked the members of her Committee for their assistance during Convention.

3. Steering

Mr. Dean Ingram, Chairperson of the Steering Committee, stated that all business had been completed with the exception of New Business resolutions, the acceptance of the date for the next BGM and the closing of Convention. He thanked the members of his committee for their assistance during Convention. In particular, he thanked Mr. Don Ash for taking on the role of the Chairperson of Convention.

E. New Business Resolutions

The Chairperson noted that in order for New Business resolutions to be dealt with at BGM there must be unanimous consent of the assembly. Unanimous consent was not reached, and New Business Resolutions were not dealt with.

F. Date of the Next Biennial General Meeting

Ingram/Langdon: That the 2021 Biennial General Meeting of the Newfoundland and Labrador Teachers' Association take place from April 6-9, 2021, or at a time designated by the Provincial Executive.

CARRIED

G. Closing of Convention

Mr. Ash thanked all delegates for their attendance at the BGM and wished all a safe journey home.

XI. ADJOURNMENT

Short/Doyle-Gillingham: That the meeting be adjourned.

CARRIED

The Chairperson declared the 2019 Biennial General Meeting of the Newfoundland and Labrador Teachers' Association closed at 11:45 a.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

NOTE: All sessions of the Biennial General Meeting were digitally recorded and are on file at the NLTA Office.