
Newfoundland and Labrador Teachers' Association



**Priorities for 2019-21
Summary Report**

At its first meeting in August 2019, your Provincial Executive established six priorities. Contained within each of these priorities was a specified goal, as follows:

Priority 1: Collective Bargaining

Goal: To achieve a Provincial and Labrador West Collective Agreement ratified by the membership

Priority 2: Teacher Health and Wellness – Teacher Mental Health

Goal: To promote teacher health and wellness, including teacher mental health

Priority 3: Workload Concerns

Goal: To improve the working conditions of teachers generally and to address individual teacher workload concerns

Priority 4: Communication/Membership Engagement

Goal: To continue to take opportunities to promote the teaching profession

Priority 5: Premier’s Task Force on Improving Educational Outcomes

Goal: To take actions aimed at ensuring that the implementation of the Task Force recommendations are in keeping with NLTA objectives

Priority 6: Protection of Teachers

Goal: To take actions aimed at protecting individual teachers, and the membership in general, with respect to their contractual rights/benefits and overall employment context.

The purpose of this report is to provide a summary of the activities on each of these priorities and objectives from September 2019 to March 2021.

Priority #1: Collective Bargaining

- The Collective Bargaining Committee was established with Derek Drover as Chair and John Veitch as Staff Consultant. The main task of the Committee is to develop opening proposals for the next round of provincial contract negotiations. The first meeting of the Committee was held on October 4-5, 2019 in Lewisporte. The Executive Director was in attendance. The Committee has since had four further meetings and the sub-committee has begun its work on drafting the specific collective agreement language to reflect the priorities established for the opening proposals. A further meeting of the sub-committee took place from January 10-11, 2020.
- A survey was sent to all NLTA members on September 12, 2019, to solicit their opinions and priorities for submission to the Collective Bargaining Committee. The Committee is also soliciting submissions from Branches and Special Interest Councils. The Committee has reviewed submissions from Branches and Special Interest Councils as well as Resolutions to the Biennial General Meetings of 2017 and 2019. The Committee has also considered recommendations from other NLTA committees and feedback from Town Hall meetings.
- Following an information session with members in Labrador West on September 26, 2019, the Labrador West Tentative Agreement (2016-2020) was ratified on October 2, with 81% of members voting to accept. The Agreement was signed on January 30, 2020.
- The Chief Negotiator for the multi-union bargaining team for the Labrador Benefits Agreement is now Earl Hann of NAPE (a new appointment due to the departure of Bert Blundon). The former Chief Negotiator for the employers/government, Sarah Anthony, has also moved on to a new position with the NLESD. A request has been sent to government to arrange for a meeting with their new Chief Negotiator. A tentative agreement has now been reached. Information on the tentative agreement was sent to all teachers in Labrador on November 18, 2019. Provincial Executive approved the tentative agreement to go to NLTA members in Labrador for a ratification vote, which was held on December 3, 2019. The Agreement was ratified by all bargaining agents and signed on February 10, 2020.
- An article was prepared for the Sept/Oct 2019 edition of *The Bulletin* correcting misinformation regarding new transfer and posting of vacancies language in the Provincial Collective Agreement.
- The President, Executive Director and Assistant Executive Director met with the President and Secretary/Treasurer of NAPE to discuss the general bargaining climate and anticipated timelines for collective bargaining.
- An information session on collective action in the context of provincial bargaining was included in the new Branch Leadership Seminars.

- On December 19, 2019, the President, Executive Director and Assistant Executive Director, on invitation from the Minister of Finance, met with the Minister and senior HRS staff to discuss the possibility of an MOA to extend the current Collective Agreement with amendments similar to that arrived at with NAPE. On January 6, 2020, the Executive Director and Assistant Executive Director met with senior HRS staff to receive clarification on what was included in the NAPE MOA. A special Executive Meeting was held on January 10, 2020, to consider government's draft framework for discussions on a possible MOA and determine a response, which was provided to government on January 12, 2020. The Executive Director and Assistant Executive Director had a further meeting with HRS officials on January 29, 2020 and a revised draft framework document was received from government on February 5, 2020. The Association's concerns with the revised draft were communicated to HRS officials. Executive and Joint Council received a full update/briefing at their March meetings.
- The Collective Bargaining Committee has completed its mandate and presented draft opening proposals to Provincial Executive on January 31, 2020. The priorities developed by the Collective Bargaining Committee were presented to Joint Council on March 6, 2020.
- The members of the NLTA Negotiating Team for the next round of Provincial Collective Agreement bargaining were approved by Provincial Executive on January 10, 2020. A Bargaining Brief was sent to all members on January 16, 2020. The team had its first meetings in St. John's on February 6-7, 2020, which included training sessions and a full briefing on the status of discussions regarding government's proposed framework for an MOA to extend the current Collective Agreement.
- Discussions have begun with the Labrador West Branch to commence the process for developing opening proposals for the next round of negotiations on the Labrador West Collective Agreement.
- A survey was sent to all NLTA members in the Labrador West Branch on March 9, 2020, to solicit their opinions and priorities for submission to the Collective Bargaining Committee.
- The Labrador West Branch has solicited expressions of interest from its members to serve on the Collective Bargaining Committee and the Negotiating Team.
- Further action and decisions on Provincial and Labrador West negotiations are on hold given the ongoing implications of the COVID-19 pandemic and Public Health emergency. As per a motion carried at the March 19, 2020 Executive meeting, "NLTA will defer opening negotiations until such a time as it is appropriate."
- Further to the NLTA Provincial Executive motion, all actions associated with serving notice to open on the Provincial and Labrador West Collective Agreements have been put on hold until further notice.

- A Bargaining Brief and video presentation to inform members regarding the government template for a two-year Collective Agreement extension and the Association's response to this was sent to all members on June 15, 2020.
- On May 21, 2020, the President and Assistant Executive Director attended a video-conference meeting with representatives from CUPE, AAHP and IBEW to discuss government's template proposal on integration of the PSPP and TPP with the enhanced CPP, with a corresponding reduction in pension premiums.
- A Bargaining Brief was sent to all members on August 20, 2020.
- The Association served notice to open negotiations for both the Provincial and Labrador West Collective Agreements on June 15, 2020. A response was received on June 24, advising that Erin Delaney, Staff Relations Specialist with the Human Resource Secretariat, Collective Bargaining Division, would be the Chief Negotiator for Government and inviting the Association to contact Ms. Delaney to set a date for the exchange of opening proposals. The Assistant Executive Director contacted Ms. Delaney on June 26, proposing a number of possible dates in late July for the exchange of opening proposals. The response was that, despite the requirements of the Teachers' Collective Bargaining Act (the Act), the school board negotiating committee had not yet been appointed. The recommended individuals had been identified and submitted to cabinet for approval, but the process was "ongoing". However, Ms. Delaney indicated that she expected this to be finalized soon and suggested that dates in the second or third week of August might be possible. Despite repeated subsequent requests for updates on the status of the school board committee appointments, the response from government officials, including the Deputy Minister for HRS and former Minister of Advanced Skills and Labour (the government department then responsible for the administration of the Act), Christopher Mitchelmore, were that the process was still ongoing. The President wrote to former Minister Mitchelmore on July 17, 2020 and requested a meeting with the new Minister of Immigration, Skills and Labour, Hon. Gerry Byrne, whose new department assumed responsibility for the administration of the Act, on August 20, 2020. Minister Byrne did not respond, and the President wrote to Premier Furey on this matter on September 8, 2020. NLTA instructed legal counsel to prepare a court application to seek enforcement of the Act, to be filed during the week of September 14, 2020. The Assistant Executive Director then contacted the Deputy Minister of Immigration, Skills and Labour on September 11, 2020, who subsequently advised that the school board committee had been appointed.
- The exchange of opening proposals on the Provincial Collective Agreement took place on September 29, 2020. A Bargaining Brief was sent to all members on September 17, 2020. Due to the COVID-19, Public Health emergency, in-person branch meetings cannot be held to share the opening proposals. Paper copies of the joint Association and employer opening proposals document have been mailed to all schools and it is available online as well. A video presentation with additional information and explanation of the opening packages was sent to all members on

November 4, 2020, has been shared in the NLTA Teacher Voice Facebook group and is posted to the NLTA website.

- NLTA Programs and Services staff are coordinating with the new President of the Labrador West Branch on recommendations for members of the Collective Bargaining Committee and Negotiating Team for the Labrador West Collective Agreement, as well as Committee meeting dates to develop opening proposals.
- The Collective Bargaining Committee for the Labrador West Collective Agreement has been established with Amanda Downey, Labrador West Branch President, as Chair and John Veitch as Staff Consultant. The main task of the Committee is to develop opening proposals for the next round of contract negotiations for the Labrador West Collective Agreement. The first meeting of the Committee was held on October 16-17, 2020, in Labrador City. The next scheduled meeting of the Committee was on October 27, 2020, with the goal of finalizing the opening proposals for consideration and approval by Provincial Executive at their November meeting.
- The members of the NLTA Negotiating Team for the next round of Labrador West Collective Agreement bargaining were approved by Provincial Executive on September 25, 2020.
- The Collective Bargaining Committee for the Labrador West Collective Agreement completed its mandate and submitted draft opening proposals to Provincial Executive. Executive approved the opening proposals for Labrador West at its November 5, 2020 meeting. No dates have been established yet for negotiations for the Labrador West Collective Agreement.
- A Bargaining Brief was sent to all members on September 17, 2020.
- A Bargaining Brief was sent on November 4, 2020, to inform all provincial bargaining unit members that negotiations for a new Provincial Collective Agreement commenced on September 29, 2020 with an exchange of opening proposals. Dates for future negotiations were provided in this communiqué.
- A Bargaining Brief was sent to members in Labrador West, November, 2020, to provide an update on negotiations for the Labrador West Collective Agreement.
- The Executive Director, Assistant Executive Director, and Administrative Officer John Veitch attended the inaugural virtual meeting of the CTF Teachers Bargaining Network on December 9, 2020, with representatives from other CTF member organizations. The next meeting has been scheduled for March 17, 2021.
- Future dates for negotiations for the Provincial Collective Agreement were confirmed as follows: January 20-22, February 18-19 and March 18-19, 2021.

- The President contacted Premier Furey's office on January 6, 2021, to express concern regarding rumours of an election being called and the impact on bargaining for teachers. The President spoke with the Premier on January 11 and Minister Crocker, who is responsible for Treasury Board Secretariat, called the President in the afternoon on January 11, indicating that the template for a two-year collective agreement extension was back on the table, without the previous proposal regarding the Teachers' Pension Plan removed. The final language for the extension offer was confirmed by government late in the afternoon on January 12, 2021.
- The Provincial Negotiating Team met on January 14, 2021, to review and discuss a proposed agreement for a two-year extension of the Provincial Collective Agreement. The Team made a recommendation that Provincial Executive accept the two-year contract extension as a Tentative Agreement to be put to the membership for a ratification vote. Provincial Executive met on January 14 and 15 and passed a motion to hold a ratification vote on the proposed Tentative Agreement for a two-year extension of the Provincial Collective Agreement.
- Joint Council met on Friday, January 22, 2021 and were presented with details of the Tentative Agreement Extension and voted on a motion regarding the wording of the ballot that would be put to members of the Provincial Collective Agreement. Joint Council passed a motion to recommend the tentative contract extension agreement for acceptance by members. The ratification vote took place electronically, from February 16-19, 2021.
- A communication including details and a copy of the tentative extension agreement was sent to all members covered by the Provincial Collective Agreement by email immediately following the Joint Council meeting on January 22, 2021.
- A recorded presentation explaining the provisions of the Tentative Agreement and Association processes and considerations in reaching a decision to recommend it was released to members on February 2, 2021. Due to ongoing Public Health restrictions, virtual Q&A sessions were held on February 4, 9, 11 and 15 at which the President, Provincial Executive members and Association staff were available to discuss and respond to members' questions regarding the Tentative Agreement.
- The Labrador West Negotiating Team met on January 14, 2021, to review the same extension agreement that was offered for the Provincial contract. The Labrador West negotiating team engaged in thorough deliberations during the afternoon/evening of January 14 and resumed their discussions for several hours on the morning of January 15. Ultimately, the Labrador West Negotiating Team decided not to recommend that the proposed contract extension be put to members in the Labrador West bargaining unit for a vote. Negotiations for a new Labrador West Collective Agreement will proceed, no bargaining dates have yet been set. A Bargaining Brief was sent to all members of the Labrador West bargaining unit on January 19, 2021.

- During the week of February 15-19, 2021, several communications/reminders were sent to members of the Provincial Collective Bargaining unit reminding them that the vote on the ratification of the contract extension was being held (electronically) during the week. This communication was sent directly to members in addition to reminders through Branch Presidents and School Representatives. The Tentative Agreement for a two year extension of the Provincial Collective Agreement was ratified at 86%.

Priorities #2: Teacher Health and Wellness – Teacher Mental Health

- Programs and Services staff continue to provide assistance to teachers making requests for accommodations, including accommodations related to the COVID-19 pandemic.
- Programs and Services staff continue to inform teachers of assistance available through EAP and referred teachers to available staff.
- Programs and Services staff provided assistance to teachers with concerns about changes to teaching assignments. One grievance has been filed. Others may be forthcoming.
- Programs and Services staff provided assistance to teachers with payroll concerns, including substitute teachers who were involved in a significant payroll error. The error was brought to the attention of staff on October 3, 2019 and was corrected on October 4, 2019.
- Programs and Services staff provided assistance to teachers with occupational health and safety concerns, including but not limited to communicable diseases, COVID-19, violence and radon levels in schools.
- EAP Coordinators have provided wellness sessions/PD to a number of schools.
- EAP Coordinators have provided support to teachers at schools impacted by the death of a colleague on staff.
- The Executive Director and Assistant Executive Director have entered into discussions with the NLESD Director and Associate Director to explore ways to address concerns with the hiring process. An initial meeting was held on September 27, 2019 and follow-up meetings on December 17, 2019, January 29, 2020 and February 12, 2020. A further meeting was held on February 21, 2020. Discussions have been ongoing NLTA provided a draft MOU document the week of March 10-13, 2020, which was not accepted by the NLESD.
- An article on EAP and the new Medaca program (through Group Insurance) for supporting mental health needs was published in the Sept/Oct 2019 edition of *The Bulletin*.
- An article on voluntary activities and work/life balance was published in the Sept/Oct 2019 edition of *The Bulletin*.
- Programs and Services staff attended national meetings for Teacher Disability Plan Portfolios. Mental Health supports for teachers are a priority for all teacher organizations who attended.

- The Teachers' Pension Plan Sponsor Body met with the Teachers' Pension Plan Corporation on September 19, 2019 to review the investment plan and to get an update on plan funding. The estimated funding of the pension plan is 106%.
- The Teachers' Pension Plan Sponsor Body met on September 19, 2019 and on January 8, 2020. One of the items discussed was making changes to plan text to provide greater opportunity for retirees to substitute in areas that do not have adequate availability of regular substitute teachers. This was further discussed at the August 26, 2020 meeting of the Sponsor Body and changes were subsequently approved in December 2020.
- On September 27, 2019, the Executive Director and Assistant Executive Director met with the Deputy Minister of Education, Director of Education (NLESD) and the Associate Director of Education (NLESD) to discuss concerns regarding the substitute teacher shortage.
- The Assistant Executive Director and Administrative Officer, Ian Crewe, met with the Dean of the MUN Faculty of Education on November 13, 2019, to discuss ways to address the shortage of teachers, including substitutes, in the province with respect to Faculty graduation rates and recruitment efforts.
- EAP Coordinators continue to update and enhance mental health information and support resources available on the EAP section of the NLTA website.
- An article on Seasonal Affective Disorder was published in the Nov/Dec 2019 edition of *The Bulletin*.
- An article on abuse of teachers and what is required of the employer in terms of response and support for teachers was published in the Nov/Dec 2019 edition of *The Bulletin*.
- Programs and Services staff have facilitated a number of financial wellness sessions for teachers during school PD days.
- Programs and Services Administrative Officers and EAP coordinators have facilitated a number of mediations to assist members with professional relations matters and conflict resolution.
- On November 22, 2019 an administrative officer attended a national meeting on "The case for investigation in K-12 staff Well-Being" and facilitate a round table discussion.
- On October 16, 2019, the Executive Director and staff met with Dr. Kimberly Maich on the progress of the NLTA funded research on the social emotional health of teachers and administrators. At the time, Dr. Maich indicated that the research design and materials were ready but the study had not yet cleared the Ethics Committee at the University. Since that meeting the Ethics Committee has given approval. The researchers engaged with the NLESD in hopes of getting consent to use school time. The District has put conditions on that consent which are not

acceptable to NLTA. A meeting occurred with Dr. Maich's team on December 2, 2019, to discuss other options. It was agreed that the researchers would discontinue trying to get NLESD approval and conduct research outside of school hours. Preliminary results have been provided to the NLTA and a meeting was held with the research team on February 25, 2020, to discuss findings and next steps. No further action has been taken due to the ongoing impact of COVID-19.

- Programs and Services staff conducted an information session for substitute teachers in St. John's on December 12, 2019.
- An article on issues related to school weather closures will appear in the Jan/Feb 2020 edition of *The Bulletin*.
- Programs and Services Administrative Officers have worked with members to resolve professional relations matters.
- On November 18, 2019, an administrative officer provided a workshop on difficult conversations to Assistant Principals in Avalon Region.
- On February 13, 2020, an administrative officer provided a workshop to pre-service teachers on Work Life Balance and NLTA Services.
- Information on the redundancy/reassignment/layoff process was published in the Jan/Feb 2020 edition of *The Bulletin*.
- An article on the impact of school closure days on substitute teachers, attendance requirements and leaves was published in the Jan/Feb 2020 edition of *The Bulletin*.
- A memorandum regarding the impact of school closure days on substitute teachers was sent to all members on January 28, 2020.
- Programs and Services staff are providing assistance to teachers on a number of issues, including but not limited to payroll concerns, hiring, wellness, substitute issues, work expectations, school re-entry plans, Employment Insurance matters and Public Health directives.
- An article on violence in the workplace appeared in the Mar/Apr 2020 edition of *The Bulletin*.
- On March 13, 2020 an administrative officer provided a workshop at a school professional development day on how to have productive (difficult) conversations.
- A Financial Wellness session was facilitated at Stella Maris on March 13, 2020 during a PL close-out day.

- An article on positive collegial relationships was published in the Mar/Apr 2020 edition of *The Bulletin*.
- An EAP article on work/life balance was published in the Mar/Apr 2020 edition of *The Bulletin*.
- Information on the availability of EAP supports, including telephone/video counselling referrals, was provided in the Mar/Apr edition of *The Bulletin* and was posted on the NLTA Teacher Voice Facebook page.
- On March 14, 2020, the Executive Director and Assistant Executive Director met with the Deputy and Assistant Ministers, Department of Education and the Director and Associate Director of Education, NLESD. During this meeting concerns were raised by NLTA about the advisability of opening schools for students and teachers on March 17, 2020.
- On March 16, 2020, the President publicly questioned the advisability of keeping schools open and how this appeared to be counter to the Public Health directives on physical distancing. Later on March 16, the government closed schools for students.
- EAP Co-ordinators are experiencing high contact volumes related to COVID-19 concerns and stressors and are working closely with counsellors/psychologists to ensure access to alternate format sessions via telephone and/or video conferencing platforms. Available online resources for support are also being explored and information updated on the NLTA website if/as needed.
- March 16 – May 31, 2020, the Executive Director and Assistant Executive Director have been in regular contact with senior Department of Education and NLESD staff reviewing and providing feedback on Department of Education and NLESD announcements.
- The Association established the COVID-19 Substitute Relief Grant, which was launched on April 6, 2020. Uptake on applications began almost immediately and payments to approved applicants began as of April 7, 2020.
- On April 1, 2020, the Executive Director participated in a conference call with the Premier's Office, the Minister and Deputy Minister, Department of Education and the Directors of the NLESD and CSFP. NLTA position was that prescriptive approaches such as those used in Ontario to address the suspension of in-school classes were not appropriate.
- As of April 7, 2020, the TPPC received 95 pension applications. Five of those applications were from teachers retiring at the end of April 2020.
- The Executive Director met regularly with the NLESD Director of Education and the Department of Education Deputy Minister regarding planning for September 2020.

- Information was sent to all members on May 1, 2020, regarding the availability of EAP supports as well as a list of free online mental health and wellness supports specific to addressing COVID-19 related stressors/anxiety. This list of supports is available on the NLTA website and is reviewed/updated regularly by the EAP Coordinators.
- An article on mental health and wellness during the COVID-19 pandemic was published in the May/June 2020 edition of *The Bulletin*.
- An article on available supports and Association advocacy efforts on behalf of substitute teachers during COVID-19 was published in the May/June 2020 edition of *The Bulletin*.
- The President sent further correspondence to the federal and provincial government Ministers advocating for financial supports for substitute teachers on May 19, 2020 and February 18, 2021.
- Programs and Services staff provided assistance and created guidance documents for teachers who have occupational health and safety concerns.
- The President, Executive Director and Assistant Executive Director attended multiple meetings with Premiers Ball and Furey, Ministers Warr and Osborne, Dr. Janice Fitzgerald, senior staff with the Departments of Education, Health and the school districts. NLTA continued in these meetings to raise concerns regarding the school re-entry plans and the Public Health guidance for schools.
- The President has maintained a high media presence throughout the COVID-19 Pandemic publicly raising concerns regarding school re-entry plans and the lack of available resources. As a result of meetings and public pressure, the NLTA has seen an increase in government allocations for school administrators, guidance counsellors, cleaners and student assistants.
- EAP Co-ordinators are working closely with counsellors/psychologists to ensure access to alternate format sessions via telephone and/or video conferencing platforms. Available online resources for support are also being explored and information updated on the NLTA website if/as needed.
- Programs and Services staff are providing advice and assistance to members seeking support regarding exercising the right to refuse dangerous work. NLTA guidance information on this subject was updated November 2020 and February 2021 and is regularly reviewed.
- Regular updates on federal benefits (CERB, EI) available to substitute teachers have been provided to members as information has become available.
- EAP Co-ordinators provided a Professional Development Workshop with the CSFP Provincial Group on Self-care, Wellness and Work-life Balance on September 3, 2020.

- EAP Co-ordinators wrote an article on EAP and Mental Health and Wellness for Teachers in the Sept/Oct 2020 edition of *The Bulletin*.
- EAP Co-ordinators presented to the Group Insurance Managers on EAP and current trends in EAP for the August 2020 meeting.
- EAP Co-ordinators developed EAP/ Mindfulness Resources – Mandala Workbooks in both English and French for Wellness Promotion.
- EAP Co-ordinators attended the International Trauma Informed Care...Trauma and Mind Virtual Conference to support teachers during COVID-19- July 2020.
- EAP Co-ordinators developed competencies for offering virtual platforms to reach teachers requiring support during COVID-19.
- EAP Co-ordinators are engaged in ongoing work with the Francophone Board (CSFP) to ensure a stronger EAP/ Wellness presence.
- An article on the Impact of Secondary Traumatic Stress on Teachers appeared in the Nov/Dec 2020 edition of *The Bulletin*.
- Two grievances on the timing of pay for substitute teachers proceeded to arbitration in August 2020. The NLTA was successful on all points in arbitration. The employer is not seeking judicial review and an article to inform members of the decision appeared in the Jan/Feb 2021 edition of *The Bulletin*.
- EAP Coordinators are working with SAC to offer workshop sessions on wellness related topics to administrators.
- To date, policy grievances and approximately 70 individual grievances have been filed on the issue of teachers who are able to work being forced to use sick leave as a result of COVID-19 screening and protocols.
- Policy grievances were also filed on the COVID-19 return to work plan for grades K-12, raising issues with the Occupational Health and Safety context, as well as a lack of consultation. Arbitration dates have been set for May and June 2021.
- August-September 2020, the President and Executive Director met with the Premier and Minister of Education along with officials from school boards and Public Health regarding the inadequate public health precautions planned for schools as compared to the rest of the community.
- On October 1, 2020, the Executive Director and Assistant Executive Director met with senior officials with both the NLESD and the Department of Education to discuss concerns including

regarding technology, flu shot availability, lack of cleaning in schools, public health information sharing and extracurricular activities.

- Individual grievances on the issue of asymptomatic teachers forced to use sick leave when directed to self-isolate because of contact with family members who have COVID-19 symptoms are being held in abeyance. They are to be addressed following the arbitration ruling on the policy grievance regarding symptomatic teachers forced to use sick leave.
- Individual grievances are pending for asymptomatic teachers forced to access sick leave after accessing out-of-province medical treatment.
- Programs and Services staff are working with the Equity Issues Committee on a Bulletin article promoting and highlighting the importance of mentoring and relationship-building amongst staff members at various stages in their careers.
- Programs and Services staff are engaged in sessions focused on Social Justice with a lens on equity and advocacy for Indigenous students and teachers.
- Programs and Services staff have completed training and received certificates in “Strategies for Workplace Conflicts.”
- NLTA issued a press release on November 13, 2020 and the President has spoken out publicly on concerns regarding the NLESD decision to increase access to schools for extra-curricular activities. Updated guidance to members regarding the voluntary nature of such activities and the importance of making personal choices for work/life balance was sent to all members in November 2020.
- Virtual Pre-Retirement Seminars were held on November 12-13, 19-20, 30-December 1, 10-11 with the final session held on January 14-15, 2021. Interest was high and all sessions were filled to capacity. Feedback on the virtual format and the seminars in general has been positive.
- EAP Coordinators conducted Zoom sessions in Spring 2020 on wellness with the staff from East Point Elementary School.
- EAP Coordinators prepared an article for the Jan/Feb 2021 edition of *The Bulletin* on resilience and practical tips in relation to the pandemic in particular but which can be applied to all crises and/or change.
- The President wrote to the Premier on December 14, 2020 to advocate for teachers to be prioritized for the COVID-19 vaccination immediately following those who are most vulnerable and health care workers. This correspondence has been shared with members.

- EAP Coordinators have had to take measures to deal with the high volume of calls and emails coming in to the program. Voicemails and emails reflect to members that it may be 1-3 business days for someone to get back to them. The issue is not internal to EAP, but stems from the lack of availability of qualified counsellors in the community. Most private counsellors are working at over capacity since the Fall of 2020 as COVID-19 restrictions and cleaning protocols limit the number of clients they are able to accommodate in a day. The strain on counsellors has received recent media attention:
https://www.cbc.ca/news/canada/newfoundland-labrador/therapist-burnout-casey-foss-1.5898919?_vfz=medium%3Dsharebar
- EAP made a submission to the Jan/Feb 2021 edition of *The Bulletin* on the 7 Principles of Resilience.
- EAP has a planned workshop for teachers at Eastpoint Elementary on Coping with Stress and Balancing Work and Life which was scheduled since last March. Outside of this workshop, EAP has put a temporary halt on new workshop requests (starting February 2021) due to the high demand for clinical service that has to be the priority.
- The President, Vice President, Assistant Executive Director and Programs and Services Staff participated in a virtual Q and A session with the Council of Student Services SIC (COSS) regarding requirements and expectations for staff during the “Circuit Breaker” period. The session was held on the evening of Sunday, February 14, 2021 and was attended by more than 250 members.
- Programs and Services staff worked with a large number of teachers/members via email, phone calls, Zoom calls, etc. to address issues related to changes in teaching assignments and working conditions during the February 2021 suspension of in-school classes and the resultant impact on teacher mental health.
- Programs and Services issued a memo to all members on February 5, 2021 regarding voluntary PL and the importance of maintaining work/life balance.
- Programs and Services staff issued a memo to all TLAs in February 2021, to provide information and advice regarding the impact of temporary substitute teaching in a regular teaching position on pensionable service, payroll and Group Insurance premiums.

Priority #3: Workload Concerns

- Programs and Services staff have assisted retired teachers by liaising with Department of Education officials to address individual requests and make improvements to the substitute list approval process going forward. Approvals were extended to October 15, 2019 and NLESD expects to have further approvals in place for remainder of school year before then. NLTA has provided RTANL contact information to NLESD in support of efforts to recruit retiree substitutes. Discussions are ongoing with the Department of Education regarding potential increases to the rate of pay for emergency supply teachers. NLESD is actively recruiting substitute teachers/TLAs, including retirees and emergency supply, both within and outside the province. NLTA and NLESD have approached the MUN Faculty of Education regarding enrollment and graduation rates and the shortage of teachers in NL. The TPP Joint Sponsor Body is working on amendments to the pension plan text to reduce restrictions on retirees as substitutes. NLESD continues to explore the possibility of hiring a “full-time” substitute on a pilot basis for an area in need, but there are some logistical challenges. These issues were also discussed with District Trustees at the October 22, 2019, SBTLC meeting. A grievance has been filed, regarding whether the District has made every effort to ensure that substitute and replacement teachers are available to replace teachers absent for valid reasons in a particular area of the province.
- The Assistant Executive Director and Administrative Officer Ian Crewe met with the Dean of the MUN Faculty of Education on November 13, 2019, to discuss ways to address the shortage of teachers, including substitutes, in the province with respect to Faculty graduation rates and recruitment efforts.
- Programs and Services staff met with Department of Education officials August 12, 2019, followed by further discussions regarding NLTA’s request for information on substitute teacher leave.
- Programs and Services staff assisted teachers experiencing difficulties getting approved to substitute early in the school year.
- Programs and Services staff provided assistance to teachers with concerns about changes to teaching assignments. One grievance has been filed. Others may be forthcoming.
- Programs and Services staff provided assistance to teachers with concerns about the handling of funds collected in classrooms.
- Programs and Services staff and the President met with teachers at a metro school to discuss concerns about class composition and inadequate staff allocations. Assistance was provided to a number of teachers in drafting correspondence to the District detailing their concerns about delivering the curriculum in a safe and caring environment in light of inadequate human resources.

- The President, Executive Director and Assistant Executive Director met with the Progressive Conservative caucus on September 18, 2019 and the New Democratic Party caucus on September 20, 2019 to discuss issues in education. Focus was placed on the importance of decreasing class size and addressing class composition issues, the need for improved teacher allocations (including administrative and guidance time) and the rising incidences of violence in schools.
- The Administrator Workload Committee met on September 27, 2019 and on January 10, 2020. Issues discussed included: financial requirements; school traffic safety protocols; District/Admin communications; email expectations; substitute shortages. A further meeting is being planned for the Spring. A communication to administrators, via SAC, on the status/progress of this initiative is being prepared.
- The Teachers' Pension Plan Sponsor Body met on September 19, 2019 and on January 8, 2020. One of the items discussed was making changes to plan text to provide greater opportunity for retirees to substitute in areas that do not have adequate availability of regular substitute teachers. This was further discussed at the August 26, 2020 meeting of the Sponsor Body, and was subsequently approved in December 2020.
- The President, Executive Director and Assistant Executive Director met with the Minister of Education and senior Department of Education staff on September 10, 2019. Items discussed included concerns over class sizes, supply of substitute teachers, administrative concerns, the Responsive Teaching and Learning Policy and the need for a review of the teacher allocation formula.
- On September 27, 2019, the Executive Director and Assistant Executive Director met with the Deputy Minister of Education, Director of Education (NLESD) and the Associate Director of Education (NLESD) to discuss concerns regarding the substitute teacher shortage.
- The President, Executive Director and Assistant Executive Director met with the President and Executive Director of the NL Federation of School Councils on November 13, 2019. One of the issues discussed was NLFSC support for the NLTA "Class Size Matters" initiative.
- A meeting of the Teacher Certification Committee occurred on November 28, 2019.
- A memo from Programs and Services was sent to all teacher in schools affected by ongoing federal copyright litigation on December 13, 2019.
- Programs and Services Administrative Officers continue to assist members with workload issues related to the length of the school year and Schedule D.
- A survey of Phase I and II Schools was administered throughout December 2019 and January 2020. The survey was sent to all individual email addresses of members in Phase I and II schools (~1947) and saw a 48% response rate with equal numbers from both Phase I and Phase II. The survey results are currently being analysed with the intent to present findings to Joint Council and Department of Education officials.

- Programs and Services staff continue to provide advice and assistance to members regarding Collective Agreement and workload issues.
- On December 17, 2019, the Executive Director and Assistant Executive Director met with the NLESD Executive Director and the Associate Director to discuss issues experienced during the summer regarding the hiring process. NLTA made several suggestions on how the NLESD could improve its process and ensure timely hiring.
- On December 19, 2019, the Executive Director met with the provincial steering committee for the Education Action Plan. A draft model of integrated service delivery was presented.
- Members were provided instructions on how to participate in the EngageNL public survey being conducted as part of the pre-budget consultations. Members were strongly encouraged to participate.
- A meeting occurred on January 16, 2020, with the Newfoundland and Labrador Federation of School Councils and the Executive Director to investigate opportunities for cooperation when promoting teacher issues.
- On January 16, 2020, the President, Executive Director and Assistant Executive Director met with the President and Executive Director of the Newfoundland and Labrador Federation of School Councils to discuss possible collaboration on information sessions on the importance of school council advocacy.
- The Executive Director and Assistant Executive Director have entered into discussions with the NLESD Director and Associate Director to explore ways to address concerns with the hiring process. An initial meeting was held on September 27, 2019, and follow-up meetings on December 17, 2019, January 29, 2020 and February 12, 2020. A further meeting was held on February 21, 2020. Discussions have been ongoing. NLTA provided a draft MOU document the week of March 10-13, 2020. The MOA was rejected by the NLESD.
- Programs and Services staff are providing assistance to teachers on a number of issues, including but not limited to payroll concerns, hiring, wellness, substitute issues, work expectations, school re-entry plans, Employment Insurance matters and Public Health directives.
- On March 3, 2020, the Assistant Executive Director communicated NLTA's concerns regarding NLESD interpretation of Clause 28.01 of the Provincial Collective Agreement. The concern arose out of NLESD messaging when metro area schools, which had scheduled PL and report card preparation days, were closed due to weather. A group grievance was filed.
- The Executive Director and Assistant Executive Director are liaising regularly with the Department of Education and school district officials to ensure that work expectations for

members during the suspension of in-school classes due to COVID-19 remain reasonable, with maximum flexibility and respect for teachers' professional judgment.

- On March 14, 2020, the Executive Director and Assistant Executive Director met with the Deputy and Assistant Ministers, Department of Education and the Director and Associate Director of Education, NLESD. During this meeting concerns were raised by NLTA about the advisability of opening schools for students and teachers on March 17, 2020.
- On March 16, 2020, the President publicly questioned the advisability of keeping schools open and how this appeared to be counter to the Public Health directives on physical distancing. Later on March 16, the government closed schools for students.
- March 16 – May 31, 2020, the Executive Director and Assistant Executive Director were in regular contact with senior Department of Education and NLESD staff reviewing and providing feedback on Department of Education and NLESD announcements.
- On April 1, 2020, the Executive Director participated in a conference call with the Premier's Office, the Minister and Deputy Minister, Department of Education and the directors of the NLESD and CSFP. NLTA's position was that prescriptive approaches such as those used in Ontario to address the suspension of in-school classes were not appropriate.
- Programs and Services staff liaised with Teacher Certification and the Districts to determine contingency plans for police checks for new teachers if these remain unavailable from police into the Fall of 2020. Contingency plans have been developed and are being communicated to teachers.
- Programs and Services provided clarification to members regarding expectations for teachers re-attending schools for work when buildings re-open for teachers and other staff as of June 1, 2020.
- A communication on teacher allocations for 2020-21 was sent to all members on May 12, 2020. Association staff have liaised with Department of Education officials regarding the disproportionate allocation of teaching units to support Phase III implementation, as compared to Phases I and II, of the draft RTL policy and Education Action Plan. In particular, concerns have been raised regarding allocations for LRT and TLA supports, as well as supports for small schools.
- The Executive Director met regularly with the NLESD Director of Education and the Department of Education Deputy Minister regarding planning for September 2020.
- Programs and Services staff continue to assist members with issues around teaching assignments and consultation.

- Programs and Services staff continue to assist members with issues around supervision duties and consultation in the context of the pandemic.
- Programs and Services staff have been liaised with the Department on timeliness of retiree substitute approvals and readiness for the 2020-21 school year. The Department confirmed that individuals who received an early severance payout will no longer require a waiting period before being permitted to substitute. Staff sought confirmation if this applied to those who received severance at the time of retirement in June 2020 as well. Any retired teacher who was approved for the 2019-20 school year was approved for the 2020-21 school year. The Department received requests to approve approximately 125 retired teachers and committed to processing any further requests in a timely fashion.
- The Association negotiated an MOA with the school districts addressing a number of issues related to COVID-19 and school re-entry including: paid leave for asymptomatic members directed not to attend school; LIL for principals; sick leave note requirements related to COVID-19 symptoms; cleaning protocols; professional development; term substitute positions; and protecting the length of the workday.
- Programs and Services staff assisted SAC with a submission to NLESD outlining concerns regarding the District's draft return to school plan.
- Programs and Services staff have developed detailed guidance documents for members, as it relates to school re-entry plans, on the topics of: Sick Leave, Occupational Health and Safety, Workplace Accommodations, Length of the Work/Instructional Day, Length of Teacher Lunch Periods, Enhanced Cleaning of Schools and School Equipment, Extra-curricular Activities and Committees, Changes to Teaching Assignments and Non-Curricular Duties, Screening Protocols, Home Schooling, Length of the School Year/Report Card Preparation/Teacher Directed PD, Supervision of Students and Availability of Substitute Teachers. This information is reviewed regularly and was updated in November 2020 and February 2021.
- The President, Executive Director, and Assistant Executive Director attended multiple meetings with Premiers Ball and Furey, Ministers Warr and Osborne, Dr. Janice Fitzgerald, senior staff with the Departments of Education, Health and the school districts. NLTA continued to raise concerns regarding the school re-entry plans and the Public Health guidance for schools.
- The President has maintained a high media presence throughout the COVID-19 Pandemic publicly raising concerns regarding school re-entry plans and the lack of available resources. As a result of meetings and public pressure, the NLTA has seen an increase in government allocations for school administrators, guidance counsellors, cleaners and student assistants.
- An Administrative Officer met (virtually) with a group of teachers in a metro school to discuss lack of student assistants and the impact on student safety, teacher workload and supervision.

- On October 22, 2020, the Executive Director and an Administrative Officer met with the Provincial Steering Committee for the Education Action Plan. Results of the NLTA Survey of Phase I and II schools were shared and concerns over teacher workload sustainability were raised.
- On October 1, 2020, the Executive Director and Assistant Executive Director met with senior officials with both the NLESD and the Department of Education to discuss concerns including technology, flu shot availability, lack of cleaning in schools, Public Health information sharing and extracurricular activities.
- Programs and Services staff are working to have HR at NLESD address issues related to substitute shortages in the St. John's metro area and in all other geographical regions of the province. This includes approving qualified teachers and retirees in a timely manner.
- Programs and Services staff assisted a number of administrators in drafting a letter to potentially be sent to the School Board Trustees as an official complaint around workload and expectations exacerbated by COVID-19.
- NLTA issued a press release on November 13, 2020 and the President has spoken out publicly on concerns regarding the NLESD decision to increase access to schools for extra-curricular activities. Updated guidance to members regarding the voluntary nature of such activities and the importance of making personal choices for work/life balance was sent to all members in November 2020.
- Programs and Services staff have addressed members concerns regarding PD (voluntary) being offered during lunch and after school. NLESD has confirmed that all required PD, including topics/sessions on online/virtual teaching and learning will be provided during regular work hours with appropriate leave time.
- The President has spoken publicly on issues related to the shortage of substitute teachers.
- NLTA representatives on the TPP Joint Sponsor Body successfully advocated for changes to the Plan text to increase the number of days retiree substitutes can work during a school year (increase from 65 to 90 days) and to improve the process for approving hiring of retirees for hard to fill term positions.
- Programs and Services staff have challenged school district plans to resume Kinderstart sessions during the pandemic. While the program is going ahead, changes were made to the timing and parent access to classrooms was rescinded. With the move to Alert Level 5 in February 2021, Kinderstart sessions have again been postponed.
- Programs and Services issued a memo to all members on February 5, 2021 regarding voluntary PL and the importance of maintaining work/life balance.

- Programs and Services staff participated in “Consultations for the Action Plan of the Canada-Newfoundland and Labrador Agreement” in January 2021 to promote programs and support teachers in French Second Language and French Minority Language.
- Programs and Services staff fielded a large volume of calls/emails from members with many questions around workload given the recent “circuit breaker” and resultant move to online/virtual instruction.
- The President, Executive Director and Assistant Executive Director met (virtually and via phone) on numerous occasions with the Minister of Education, NLESD chairperson and senior NLESD and Department officials to discuss issues related to the February 2021 outbreak, suspension of in-school classes and the “circuit breaker” put in place throughout the province and the resulting shift to online instruction for all schools/students.
- Programs and Services guidance documents regarding school re-entry during the pandemic are regularly reviewed and were updated in November 2020 and February 2021.
- In response to questions posed to political party leaders by NLTA in February 2021 (Bulletin, Leaders Forum), all parties have stated commitment to an independent review of the Teacher Allocation Model, if elected.

Priority #4: Communication/Membership Engagement

- The Developing Success Schools (DSS) Institute was held at Mount Allison University in Sackville, N.B., on July 2-5, 2019. Twenty-nine applications were received; the most in memory. NLTA sent its full delegation of ten members and two staff officers. The Institute was a great success. The NLTA delegation were totally engaged and a credit to the Association.
- CONTACT was held at the University of N.B. campus in Saint John, on August 6-9, 2019. Thirty-nine applications were submitted. In the end, eighteen members attended plus the NLTA conference presenter, Glenn Cake, and two staff officers. The CONTACT agenda was fabulous! Glenn Cake's workshop, "Edutainment: Educational Technology for the Classroom", received rave reviews. In fact, Glenn has been approached to present at future conferences in all three Atlantic Provinces. The NLTA delegation was a delight to work with and for.
- On September 17-18, 2019, NLTA hosted the CAPTTO PD Officers in St. John's. The extensive agenda explored many topics that are of the utmost importance to our members. Topics included: CONTACT 2020, DSS 2020, Teacher Certification, Immigrant Students, Teacher Recruitment/Retention, Teacher PL initiatives, etc.
- On September 26-28, 2019, NLTA in concert with the Faculty of Educ. (MUN), the NLESD and the Department of Education, hosted a literacy conference at MUN, the NLESD – District Conference Centre and the Holiday Inn. The Literacy Conference - LIFT-NL (Literacy Innovations for Today) engaged some 225 teachers and presenters. Additional information regarding the conference can be located at www.LIFTNL.ca
- A Financial Information Seminar (FIS) was facilitated at Lewisporte High School on September 30, 2019 as one of the agenda topics during their PL close-out day. Since the NLESD sanctioned the FIS presentations at PL sessions, the demand for the seminars increased and Programs and Services staff facilitated a number of other such sessions during the Fall of 2019.
- A Financial Information Seminar (FIS) was facilitated at Crescent Collegiate on November 18, 2019, as one of the agenda topics during their PL close-out day.
- A new seminar program focused on branch leadership and engagement has been developed and has replaced the former School Rep Seminars. NLTA staff delivered three Branch Leadership Seminars during the Fall of 2019. Feedback from participants was overall very positive and has been thoroughly reviewed in preparation for the continuation of this program in future.
- Professional Learning for new Teaching and Learning Assistants in the province took place Sept 12 -13, 2019. NLTA staff took part in the planning and facilitation of this PL. As part of this event, the NLTA hosted a social at 3 Kenmount Road for new TLAs, their administrators and Department of Education/District staff.

- Programs and Services staff and the President met with teachers at a metro school to discuss concerns about class composition and inadequate staff allocations. Assistance was provided to a number of teachers in drafting correspondence to the Board detailing their concerns about delivering the curriculum in a safe and caring environment in light of inadequate human resources.
- The first SBTLC meeting for 2019/20 was held on October 22, 2019. This was the first meeting under the new, provincial SBTLC structure as negotiated in the new Collective Agreement. All previous NLTA members of the prior SBTLCs were invited to attend this first meeting as a transitional measure, with the final membership (6 teacher representatives plus the President, Executive Director and Assistant Executive Director) to be determined for subsequent meetings. Topics discussed at the October 22 meeting included student accommodations, NLESD Conflict of Interest policy, Review 360, IT supports for schools, student assistant time/duties, substitute teacher shortages and holdback units.
- The first SBTLC with the Conseil scolaire francophone provincial (CSFP) for 2019/20 was held on December 9, 2019 in St. John's. Topics discussed at the meeting included First Aid and CPI training, teacher input into professional development, IT supports, teacher recruitment, substitute teacher shortages and employee recognition.
- The President, Assistant Executive Director and Administrative Officer Ian Crewe attended provincial SAC meetings in Gander on October 4-5, 2019. Issues discussed included: hiring delays, workload, bargaining and protections/representation of administrators charged with criminal offences.
- A Teacher Induction Ceremony for new graduates took place on October 17, 2019 in St. John's.
- The SIC Leadership Conference took place November 14-15, 2019 in St. John's. Topics addressed included leadership, running effective meetings, an update on SIC activities and a sharing session on ideas for PL initiatives.
- The Beginning Teachers' Conference was hosted in two locations in 2019-2020 in order to facilitate greater opportunities for teacher participation – the St. John's event took place on December 9-10, 2019 and the event took place in HVGB on January 16-17, 2020.
- The Executive Director presented to SAC Region 6 on September 24, 2019.
- The President and Executive Director attended CAPTTO meetings on September 30-October 1, 2019.
- Town Hall sessions took place on October 17, 2019 for St. John's, Grand Falls, Gander, Deer Lake, Corner Brook, Stephenville, Goose Bay, Labrador City, Spaniard's Bay and Clarenville.

- A new Branch Leadership Seminar (BLS) has been developed to replace the existing School Representative Seminar. BLS sessions were scheduled in the rotation for 2019 in St. John's, Corner Brook and Grand Falls.
- On January 13, 2020, the Executive Director met with the new Dean of the Faculty of Education, Dr. Karen Goodnough, to discuss possible cooperative projects between the Faculty and the Association.
- The Teachers' Change Lives and Invest in Our Kids Campaigns have continued and we introduced a Class Size Matters Initiative with buttons distributed to all teachers in the province. Teachers were encouraged to display/wear the button and requests have been filled for additional requests for buttons from teachers and parents.
- Teachers were encouraged to update their member information through a series of emails that offered weekly prizes among those who updated their information.
- The dates/locations for the 2019 Pre-Retirement Seminars were as follows:
 - ✚ October 24-25, 2019 Grand Falls-Windsor (Mount Peyton Hotel)
 - ✚ November 6-7, 2019 Corner Brook (Greenwood Inn & Suites)
 - ✚ November 14-15, 2019 St. John's (Sandman Hotel)
 - ✚ November 28-29, 2019 St. John's (Sandman Hotel)
 - ✚ December 12-13, 2019 St. John's (Sandman Hotel)

The Pre-Retirement Seminars were well-attended and very well received.

- Programs and Services staff provided professional development on leadership to the SICs.
- Programs and Services staff provided professional development on courageous conversations to the SAC region 10.
- A NL Teacher Voice Facebook page was developed to provide members only the opportunity to raise concerns, ask questions and be provided clarification.
- On October 16, 2019, the Executive Director and staff met with Dr. Kimberly Maich on the progress of the NLTA sponsored research on the social emotional health of teachers and administrators. At the time, Dr. Maich indicated that the research design and materials were ready but the study had not yet cleared the Ethics Committee at the University. Since that meeting the ethics committee has given approval. The researchers engaged with the NLESD in hopes of getting consent to use school time. The District has put conditions on that consent which are not acceptable to NLTA. A meeting was held with Dr. Maich's team on December 2, 2019 to discuss other options. It was agreed that the researchers would discontinue trying to get NLESD approval and conduct research outside of school hours. Preliminary results have been provided to the

NLTA and a meeting was held with the research team on February 25, 2020 to discuss findings and next steps. No further action has been taken on this matter due to the impact of COVID-19.

- On November 27, 2019 the Executive Director and Communications Officer meet with Dr. Darron Kelly to discuss a pre-research grant he had received from the Gardiner Institute on public policy development and the NLTA.
- A Financial Wellness session was facilitated at Macdonald Drive Elementary on November 18, 2019 during a PL close-out day.
- Programs and Services staff conducted an information session for substitute teachers in St. John's on December 12, 2019.
- Programs and Services staff submitted a brief report on francophone education in the province to the Canadian Teachers' Federation.
- The next phase of Invest in Our Kids was rolled out by mid-February with emphasis on class size and mental health.
- NLTA Service Recognition Pins were provided to all eligible teachers in December 2019.
- The public NLTA Facebook page, NLTA twitter and website are used to provide information to the membership as well as email and print publications.
- An Administrative Officer virtually presented to MUN students in March and July 2020-regarding Legal Issues in Education. Another session took place in November.
- Members were provided instructions on how to participate in the EngageNL public survey conducted as part of the 2019 pre-budget consultations. Members were strongly encouraged to participate.
- A Financial Information Seminar (FIS) was scheduled to be facilitated at Villanova Junior High on March 3, 2020, as one of the agenda topics during their PL close-out day. PD was cancelled due to weather.
- An Administrative Officer presented an information session for Education interns and new teachers in March 2020 at a Metro area school.
- Administrative Officers were present at meetings regarding school restructuring in March 2020, and will provide assistance as required as that process unfolds.
- The Group Insurance Committee launched a new group insurance web site in March 2020.

- On February 18, 2020, the President and Executive Director met with representatives of the Taylor's Brook branch to discuss the Branch's continued viability under NLTA by-laws. At the March 5, 2020 meeting of Provincial Executive, the Taylor's Brook Branch was amalgamated with the Deer Lake Branch effective August 31, 2020.
- On February 20, 2020, the President and Executive Director met with representatives of the Rameaux branch to discuss the Branch's continued viability under NLTA by-laws. At the March 5, 2020 meeting of Provincial Executive, the Rameaux Branch was amalgamated with the Burgeo Branch effective August 31, 2020.
- The Class Size Matters Initiative buttons were distributed to all teachers in the province, postcards and petitions were put on hold due to COVID-19. NLTA is prepared to start the initiative again at the appropriate time. However, concerns regarding class size and composition were posed to political party leaders via the Election Bulletin and the NLTA Leaders Forum during the Provincial Election Campaign in January 2021.
- Planning on the next phase of Teachers Change Lives and Invest in Our Kids is continuing, however, the main ads/posts have been put on hold during the current situation with COVID-19.
- Education Week 2020 took place during the week of March 8-14, 2020. Online posts by teachers and schools and participation in the contest was high. The plans for next year will start soon by the Communications/Political Action Committee and a full review will take place of 2020. The Communications/Political Action Committee has started discussing how Education Week 2021 will look.
- The next phase of the NLTA Service Recognition Pins was scheduled to take place in the Spring of 2020, but distribution was delayed due to school closures due to COVID-19. Currently reviewing the best approach to the service pins for the next phase.
- On February 25, 2020, the Executive Director and staff met with Dr. Kimberly Maich to receive the preliminary findings on the NLTA funded research on the social emotional health of teachers and administrators. The researchers raised concerns about the low number of teachers engaging in the survey and feel that this negatively impacted the validity of the study. The researchers provided a summary of their preliminary findings at the March 6, 2020 Joint Council.
- In light of COVID-19 response measures and restrictions, CAPTTO reps have been communicating periodically over the last few weeks vis-à-vis the status of CONTACT & DSS which are both scheduled for the Summer of 2020. During a Zoom meeting held on April 8, 2020, the reps from the respective CAPTTO organizations decided, given the uncertainty caused by the COVID-19 crisis and to help mitigate the venue costs associated with hosting the two summer initiatives, that both CONTACT & DSS would be CANCELLED for 2020.

- Programs and Services staff are providing ongoing communications to members to address issues related to EI and CERB benefits and conditions as they relate to the COVID-19 pandemic. Staff are liaising with the EI Commissioner for Workers and with CTF to address common issues.
- In February 2020, Administrative Officer, Deana Hatcher, attended the CTF Francophone Symposium in Saskatchewan with francophone liaison counterparts as part of CTF initiatives in French First Language Education.
- Regular and timely information updates and other communications related to the COVID-19 Public Health emergency have been sent to members via email, school representative updates, the NLTA website and Facebook pages (main NLTA FB page and NLTA Teacher Voice).
- Planning on the next phase of Teachers Change Lives and Invest in Our Kids is continuing, however, the main ads/posts have been put on hold during the current situation with COVID-19. A Reassurance ad was produced and aired the week of May 15, 2020 on NTV and through social media posts.
- The Pre-Retirement Seminar Report for 2019 was completed and sent to the MBS Committee who will make a recommendation to the Provincial Executive.
- Programs and Services staff have liaised with Service Canada to address inquiries related to COVID-19 related EI and CERB inquiries. A number of memos are available to members and an article in the May/June issue of *The Bulletin* will provide an overview of benefit options.
- Program and Services staff provided a professional learning session to Memorial University education students on May 22, 2020, on their “Journey to Teaching” as they prepare to graduate this Summer.
- Planning on the next phase of Teachers Change Lives and Invest in Our Kids is on hold however the websites are still active. NLTA included questions on an Omnibus Survey in early September to assist with the planning and next steps.
- The Service Pin Recognition Program took place in Fall 2020.
- NLTA Teacher Voice closed Facebook Group for NLTA members was launched in late November 2019. NLTA Teacher Voice has been used extensively to get information to the membership during the COVID-19 pandemic. Currently there are about 2,500 members.
- The public NLTA Facebook page, NLTA twitter and website continue to be used to provide information to the membership as well as email and print publications.

- Program and Services staff provided professional learning sessions to Memorial University education students virtually on March 23 and July 13, 2020, on Education: The Legal Context. An additional session was offered on November 20, 2020.
- Programs and Services hosted a NLTA (virtual) session for all TLAs on October 14, 2020. This session covered Programs and Services (benefits) available to TLAs.
- NLTA supported and participated in the “Safe September” rally held at Confederation Building on September 1, 2020.
- NLTA initiated a public petition and member call to action regarding concerns with government’s school re-entry plan. The petition garnered over 12,000 signatures and was presented to the Opposition Parties Education Critics.
- On August 31, 2020, NLTA issued a Call-to-Action asking members to email the Premier, Minister of Education and local MHA’s regarding Public Health precautions for teachers. 1466 emails were sent by 650 members.
- NLTA launched its “Prosper NL” initiative in June 2020.
- NLTA has provided, through email, the following detailed updates to members: : Overview of EI/CERB/CRB benefits (February 16, 2021); TLA/Substitute Teacher Memo (February 16, 2021); Voting on Tentative Agreement (February 15,16,17,18,19, 2021); COVID-19 Updates (February 10, 12, 14, 2021); Voting on Tentative Agreement (February 9, 2021); Memo re: Voluntary Professional Learning and Work/Life Balance (February 5, 2021); Appointment of Administrative Officer (February 1, 2021); Tentative Agreement Q&A Sessions (February 1, 2021); Vaccines for Teachers (January 27, 2021); Jan/Feb Bulletin (January 26, 2021); Message to members of the Provincial bargaining unit re: Tentative Agreement details (January 22); Labrador West Bargaining Brief (January 19, 2-21); Message from the President re: Tentative Agreement for a two-year extension of the Provincial Collective Agreement (January 15, 2021); Claiming Home Office Expenses – Tax Deduction 2020 (January 5, 2021); Holiday Greeting (December 17, 2020); NLTA Media Release (December 10/11, 2020); NLTA Survey regarding Communications (December 9, 2020); Employment Opportunity: Administrative Officer (December 7, 2020); Appointment of Assistant Executive Director (December 7, 2020); Bargaining Brief (November 30, 2020); 2020 Nov-Dec Bulletin (November 30, 2020); NLTA President Elected (November 27, 2020); Electronic Voting for President (November 23-26, 2020); NLTA Vice-President Elected by Acclamation (November 20, 2020); updated COVID-19 School Re-entry Guidance (November 18, 2020); advice/information from Programs and Services re Extra-curricular Activities and Committees (November 16, 2020); media release on NLTA concerns re NLESD announcement on extra-curricular activities (November 12, 2020); Message from President Dean Ingram – Executive Director Retirement (October 19, 2020); System Test for Electronic Voting for President and Vice-President (October 19, 2020); New Communications Officer – Message from President Dean Ingram (October 15, 2020); COVID-19 – Sick Leave Grievance Update (October 14, 2020); CBC Survey Media Guidance

(October 9, 2020); Sept-Oct Bulletin (October 2, 2020); Memo from RTANL President (October 2, 2020); Pre-Retirement Seminars 2020 Registration Now Available (October 2, 2020); NLTA Update for Substitute Teachers: CERB transition to new EI benefit plan (September 2, 2020); Teaching Certification Upgrading (September 21, 2020); COVID-19 and Sick Leave (September 18, 2020); NLTA Bargaining Brief (September 17, 2020); Reminder: Application for Exemption Public Sector Compensation Transparency Act (September 11, 2020); Return to School Message from NLTA President Dean Ingram (September 8, 2020); Nominations for the Office of President and Vice-President (September 4, 2020); School Re-entry Guidance for NLTA Members – UPDATED (September 4, 2020), Policy Grievance Update (September 3, 2020), Occupational Health and Safety and the Right to Refuse Unsafe Work: A “Step by Step” Guide for NLTA Members (September 2, 2020), Update on Call to Action (September 2, 2020) Call to Action: Health and Safety of Teachers and the Public Education System (August 31, 2020), NLTA Supports Safe September NL Rally (August 31, 2020), Important Update for NLTA Members re: Sick Leave Policy Grievance (August 27, 2020), Reminder: Petition Regarding Re-opening of Schools (August 20, 2020), NLTA Signs Memorandum of Agreement with NLSBA (August 18, 2020), NLTA Statement to Media by Dean Ingram (August 17, 2020), Media Advisory: NLTA Media Briefing Live on Facebook (August 17, 2020), Media Advisory: NLTA President to Respond to NLESD Re-Entry Plan (August 17, 2020), Media Release: NLTA Questions The Rising Interest in Home Schooling (August 13, 2020), Member Update (August 12, 2020), Member Update (August 11, 2020), Petition Regarding Re-opening of Schools (August 7, 2020), Member Update: Letter to Premier Designate Dr. Andrew Furey re: K-12 Re-entry Plan (August 6, 2020), Update for Substitute Teachers: CERB to Transition to New EI Benefit Plan (August 5, 2020), Member Update – Government’s K-12 Education Re-entry Plan (July 31, 2020), Memo to Substitutes – Questionnaire re: Impact on Suspension of In-School Classes (July 22, 2020), FAQ Memo – Change to School Year Start Date (July 22, 2020), Follow-up to Correspondence Sent June 15 and July 6 (July 21, 2020), Change to the Start Date of the 2020-21 School Year (July 20, 2020), Member Update (July 15, 2020), COVID Media Guidance (July 10, 2020), Member Update re: K-12 Education Announcement (July 7, 2020), Media Statement from NLTA President re: K-12 Education Announcement (July 6, 2020), Media Advisory: NLTA President to Respond to Government’s K-12 Education Re-Entry Plan (July 6, 2020), Message from NLTA President re K-12 Education Announcement (July 5, 2020), COVID-19 Substitute Teacher Relief Grant Fund Information/Application Form (DEADLINE IS JULY 31, 2020), NLTA Office Reopening July 6, 2020, Message from NLTA President re: Statement from Government (June 29, 2020), Update from NLTA President re: Planning for 2020-21 School Year (June 25, 2020), Media Release: Public Education System Will Face Disruptions If Substitute Teacher Shortage Not Addressed (June 25, 2020), Message from NLTA President: Call to Action re Substitute Teacher Shortage (June 24, 2020), Group Insurance Update (June 22, 2020), Memo re: Storage of Materials for the Summer (June 19, 2020), Prosper NL – Message from NLTA President Dean Ingram (June 19, 2020), Update for Substitute Teachers: Canada Emergency Response Benefit (CERB) Extended (June 17, 2020), Message from NLTA President: Call to Action (June 16, 2020) and Media Release: NLTA Responds to Comments by Minister of Education (June 16, 2020).

- On October 16, 2020, an Administrative Officer met with a group of teachers in a metro school to discuss lack of student assistants and the impact on student safety, teacher workload and supervision.
- Programs and Services staff presented to first year MUN Education classes (virtually) on the topic of The NLTA and You – services and benefits provided by the NLTA, Code of Ethics and a general Q&A session. There were 3 sessions that took place over the Fall and Winter semester.
- On September 18, 2020, an administrative officer presented to Memorial University ED5000 class on Beginning the Journey to Teaching.
- Spring 2020, Programs and Services staff coordinated consultation meetings between all Special Interest Councils and senior NLESD staff in the development of the District’s plan for re-entry to school for September.
- Programs and Services staff coordinated a meeting on June 16, 2020 of the Substitute Teachers Committee, NLTA senior staff and President Ingram to update the committee on what is being done by the Association and seek input on next steps.
- Special Provincial Executive meetings were held on July 15 and August 11, 2020, to hear updates on the government’s return to school plan.
- A special Joint Council session was held on July 16, 2020, to provide a detailed update regarding the government’s return-to-school plan.
- Programs and Services staff have engaged partners to reimagine and plan a hybrid model Beginning Teachers’ Conference for 2020-21.
- NLTA partnered with MUN Faculty of Education to present a virtual Dialogue Series. The first session, entitled *COVID-19: Finding New Opportunities in a New Normal*, occurred on October 28, 2020. The second session, entitled *Why Should We Care about Social and Emotional Learning (SEL)? Creating Healthy Schools and Communities*, took place on February 24, 2021.
- The NLTA Second Language Special Interest Council received a \$10,000 grant from government to create/host/facilitate sessions with teachers during the 2020-21 school year interested in writing the DELF exam next Spring. This will benefit 20 teachers this school year. The DELF exam is a criteria often used by NLESD in hiring French teachers.
- Programs and Services staff provided a professional learning session to teachers in an Avalon school on November 27, 2020, on Education: the Legal Context. This session also incorporated parts of the presentation on Dealing with Difficult Situations.

- Pre-retirement seminars began mid-November 2020 using Zoom. Some members have indicated they prefer the virtual option.
- Programs and Services Staff have been in contact with both the Faculty of Education and the NLTA Small Schools Special Interest Council regarding the possibility of a partnership around PL opportunities for teachers in small schools.
- Programs and Services staff are assisting two newly established SICs (English Language Arts, Gender and Sexual Diversity) with initial start-up meetings and plans.
- The Programs and Services case file summary report for 2019-20 was sent to all schools with the Nov/Dec 2020 issue of *The Bulletin*.
- Programs and Services staff provided a professional learning session to teachers in an Avalon school in January 2021, on Education: The Legal Context, particularly with reference to student support services matters.
- Administrative Officer, John Veitch, attended a virtual meeting of the CTF Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education on November 26, 2020. A second meeting occurred on February 23, 2021.
- A survey to collect information from the membership on preferred methods of communication from the Association was conducted in December 2020. Approximately 1,000 members participated.
- Two media releases regarding public health concerns in schools were issued in December 2020 - NLTA Urging Government to Explain School Operation Decisions to Parents, Students and Teachers; NLTA Questions Why Schools Remain Open in Harbour Breton When Public Health is Unsure of COVID Community Spread – which received a great deal of media attention and engagement on social media.
- Education Week 2021 took place during the week of January 17-23, 2021. Schools and classrooms participated in a social media contest, posting Education Week themed activities. The contest closed February 12. The draw for winners has been delayed due to the suspension of in-class instruction.
- An article outlining the different processes for pension transfer and outside service credit appeared in the Jan/Feb 2021 edition of *The Bulletin*.
- Administrative Officers John Veitch and Darlene Johnson have been appointed as the NLTA representatives for consultation sessions with the Department of Education on the Action Plan of the Canada-Newfoundland and Labrador Agreement on Minority-Language Education and Second Official-Language Instruction 2020-21 to 2022-23.

- On January 12, 2021, an administrative officer met with a group of teachers in a metro school to discuss concerns around teacher liability in the context of student support services.
- The following media releases were issued in January/February 2021: NLTA Supports Suspension of In-School Instruction; NLTA Questioning Decisions for Schools After Confirmed Community Spread of COVID-19; NLTA Concerned About Impact of Recent COVID-19 Cases Confirmed in School Community; Media Advisory re Leaders Forum on Education; It's Education Week in Newfoundland and Labrador; NLTA Reaches Tentative Agreement.
- NLTA undertook several Provincial Election related activities, including publishing and distributing a special Election Bulletin, as well as hosting a Leaders Forum on Education on February 1, 2021, which included three major party leaders and was streamed live online. Several NLTA members participated in posting questions to the Leaders during the Forum.
- On February 4, 2021, programs and services staff presented (virtually) to MUN Education students on the topic "Professionalism in the Teacher Profession".
- Programs and Services staff prepared an article in the Jan/Feb 2021 edition of *The Bulletin* to assist members with common misunderstandings and inquiries related to credit of outside service for salary increments, pension credit and/or sick leave accrual. A number of members have since contacted staff for further advice.
- On February 23, 2021 programs and services staff presented their annual report of francophone education in the province as part of the virtual FCE/CTF Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education.
- The first SBTLC with the Conseil scolaire francophone provincial (CSFP) for 2020/21 was held on February 9, 2021. Due to the ongoing pandemic, the meeting was held virtually. Topics discussed at the meeting included First Aid and CPI training, IT supports, teacher recruitment and retention, substitute teacher shortages and preparations for potential moves to scenario 3. The NLESD SBTLC meeting scheduled for January 13, 2021 had to be cancelled due to meetings related to the tentative agreement for a two year extension of the Provincial Collective Agreement. Discussions are ongoing regarding rescheduling.
- Programs and Services staff updated information relevant to the current pandemic (notably the recent "circuit breaker" shut down) and related teacher matters on the COVID-19 section of the NLTA website. A memo was also sent to all members on February 12, 2021 to inform them that these updates had been made including web-links to this information.
- An article outlining how members can claim home office expenses as an Income Tax Deduction in 2020 due to COVID-19 appeared in the Nov/Dec 2020 edition of *The Bulletin*.

- Programs and Services staff prepared a memo on February 6, 2021 giving an overview of Employment Insurance and Canada COVID-19 Relief Programs for Substitute and Part-Time Teachers.

Priority #5: Premier's Task Force on Improving Educational Outcomes

- The first meeting of the Career Education Advisory Committee was held on October 7-8, 2019. This committee has been established to oversee the development and implementation of the recommendations in Chapter 8 of the Premier's Task Force on Improving Educational Outcomes. Administrative Officer, John Veitch, is the NLTA representative on this Committee.
- Professional Learning for new Teaching and Learning Assistants in the province took place Sept 12-13, 2019. NLTA staff took part in the planning and facilitation of this PL. As part of this event, the NLTA hosted a social at 3 Kenmount Road for new TLAs, their administrators and Department of Education/District staff.
- Staff have been in communication with the Department of Education re the most recent version of the draft RTL policy (version 3.0) that has been sent to Phase I and Phase II schools. Staff will continue to monitor the implementation and feedback on this new policy (draft).
- On July 17, 2019, the Assistant Executive Director and Administrative Officer, Ian Crewe, were given a brief overview by Department of Education staff of the new Student Case Management system currently being developed as per the Premier's Task Force Report recommendation.
- On October 15, 2019, the Executive Director met with the Deputy and Associate Deputy of Education to discuss implementation of the Education Action Plan. NLTA raised concerns over the lack of resources for small schools, workload concerns associated with the RTL policy and the role of Teaching and Learning Assistants.
- On October 31, 2019, the Executive Director met with the Deputy Minister and the Associate Deputy Minister of Education. During this meeting the Department expressed concern over the NLTA memo to members regarding class size and junior kindergarten. NLTA took the opportunity to highlight its own concerns.
- On December 14, 2020, NLTA was asked to provide feedback on a Multicultural Education Framework document, "Dedicated to Diversity". Feedback was provided.
- On December 19, 2019, the Executive Director met with the Provincial Steering Committee for the Education Action Plan. A draft model of integrated service delivery was presented.
- The NLTA has conducted a member survey on the implementation of the Responsive Teaching and Learning policy in Phase I and II schools. Teachers in those schools were strongly encouraged to participate. The survey results were reviewed and presented to Provincial Executive and Joint Council in March 2020. A presentation on the results was delivered to Department of Education officials. On October 22, 2020, the results of the survey were provided to the Provincial Steering Committee for the Education Action Plan.

- Programs and Services Administrative Staff have been part of a committee examining Atlantic Canada Standards of Practice for School-Based Administrators.
- The Executive Director and Assistant Executive Director met with the Department of Education Deputy Minister and Associate Deputy Minister of Education on February 13, 2020, to discuss the status of the Education Action Plan implementation, including PTF recommendation #10 (re SLPs and Ed Psychs) and the recent NLTA survey of staff in Phase I and Phase II schools.
- Programs and Services Administrative Staff attended a 2 day session (Feb. 18-19, 2020) as part of the Working Group for TLA implementation. Work continued on revising the draft framework with a focus on having this ready for Phase III.
- Programs and Services Administrative Staff continue to communicate with the Department of Education who are working on revisions and resultant PL around the draft RTL policy.
- Programs and Services Administrative Staff participated in a Mathematics Advisory Committee meeting on March 4, 2020, examining PTF recommendations including the establishment of Standards of Practice for Math Teachers.
- Programs and Services staff attended meetings (virtual) to continue discussions and editing regarding the draft TLA Framework document being developed in association with the implementation of the TLA position in Phase Schools. These meetings took place over parts of several days including April 28 to May 1, 2020 inclusive, as well as May 19 and 26, 2020.
- Association staff have liaised with Department of Education officials regarding the disproportionate allocation of teaching units to support Phase III implementation, as compared to Phases I and II, of the draft RTL policy and Education Action Plan. In particular, concerns have been raised regarding allocations for LRT and TLA supports, as well as supports for small schools.
- Administrative Officer, Ian Crewe, met with Kerri Whalen of the Department of Education to discuss his involvement in the working group for the new student information system/database that is being developed as per the PTF Report on Improving Student Outcomes. The new system is being piloted in 4 schools (tentative start date sometime in October 2020). If the new system took place in October we should change this to say ... The new system was piloted in four schools as of October 2020.
- Programs and Services staff attended/co-facilitated TLA PL that was held (virtually) for 90+ new TLAs in the system prior to the start of the 2020-21 school year. A follow up session with TLAs took place on September 23, 2020 to provide information and answer question regarding programs and services available to them under the Collective Agreements and through the NLTA. This session was hosted (virtually) by the NLTA and was a voluntary after school session.

- The Executive Director, Assistant Executive Director and Administrative Officer Ian Crewe met with Department of Education officials on August 12, 2020, regarding the implementation of the draft RTL Policy and concerns regarding Phase schools. Issues re: sustainability of the RTL Policy and workload associated with implementation in Phase schools, particularly those in Phase III, were the focus. The Department committed to postponing the main, 2-day PL for Phase III schools until October in light of the many demands on school staff related to school re-entry in September.
- On October 14, 2020, the Executive Director and an Administrative Officer met with the Professional Development Alliance to discuss participation in the David Dibbon leadership Institute.
- Programs and Services staff continue to monitor the implementation of recommendations from the PTF Report in Phase III schools. A survey of membership re: the draft RTL Policy in particular (similar to that done in December 2019) is planned for February/March 2021.
- The PTF TLA working group, of which Administrative Officer Ian Crewe is a member, met on November 30, December 15, 2020 and January 11, 2021.
- The Multicultural Education Advisory Committee, of which Administrative Officer Miriam Sheppard is a member, met on December 14, 2020.
- Administrative Officer Darrin Pike has been appointed as the NLTA representative on the committee being struck by the Department of Education to develop a professional learning plan for administrators, as well as a working group to develop a self-assessment tool.

Priority #6: Protection of Teachers

- The Assistant Executive Director and Administrative Officer, John Veitch, attended the CAPTTO Economic Welfare meetings in Charlottetown on September 24, 2019. The agenda included issues related to hiring, discipline, substitute teachers and teachers charged with criminal offences.
- Programs and Services staff assisted members with issues related to consultation and teaching assignments at the beginning of the 2019-2020 school year. At least one grievance has been filed and more may be forthcoming.
- Programs and Services staff assisted teachers with payroll issues, securing cash advances and timely correction of errors.
- A number of teachers were incorrectly offered permanent transfers based on mistakes in the assessment of seniority and qualifications. Programs and Services staff addressed concerns from members, clarified the proper application of the Collective Agreements and assisted in having positions filled correctly.
- On October 8, 2019, a grievance was filed on the issue of failure to hire a permanent part time, qualified teacher for available substitute time; instead a replacement teacher was hired. This was settled on a without prejudice basis. There were also concerns about permanent teachers on leave or who owned partial permanent positions being screened out of consideration for replacement positions. As a result of district confirming its position, a policy grievance was filed on the matter. Discussions are ongoing. The policy grievance remains open, no resolution on this at this time.
- Programs and Services staff responded to a large volume of inquiries from unsuccessful applicants seeking information on whether job competitions were filled in accordance with the Collective Agreements. Some District errors were corrected as a result.
- Staff provided assistance to teachers as part of a harassment complaint and investigation.
- Staff provided assistance to teachers filing grievances on payroll practices.
- A grievance filed in relation to issues around required qualifications for Department Head Positions has been settled. A Masters degree will be indicated as an asset on department head postings for all areas except student support services until April 1, 2022, at which point it will become a required qualification. For Student Support Services Department Head positions, the current required qualification of a Bachelor's Degree in Special Education or equivalent, will continue. The District may change the qualifications for Student Support Services Department Head positions by providing one year notice to teachers.

- A policy grievance was filed challenging the Employer's requirement that teachers in one region of the province identify their reasons for taking family leave was settled, with the District rescinding that requirement and returning to past practice.
- Two grievances relating to the timing of required payment to substitute teachers were heard at arbitration in August 2020. The NLTA was successful on all counts and a Bulletin article has been published on the decision.
- Two grievances have been filed regarding changes to teaching assignments after the start of the school year without consultation.
- A grievance was filed and resolved on the non-payment of a substitute teacher when cancelled.
- A grievance was filed and settled regarding the District requirement to make every effort to assure that replacement and teachers are available to replace teachers who are absent for valid reasons.
- Staff advised members on protections available to address inaccurate public comments made by parents.
- Staff provided advice to teachers with classroom safety concerns and lack of resources in place. Staff assisted with correspondence to Board on same.
- Programs and Services staff have provided representation to a number of teachers in employer discipline investigations.
- Teachers have been provided legal counsel through the Legal Assistance policy as a result of criminal investigations and charges arising out of their work as teachers.
- Programs and Services staff provided representation and assistance to teachers involved in Module 3 of the NLESD evaluation policy.
- The President, Executive Director and Assistant Executive Director met with both the PC and NDP caucuses (respectively) in September 2019 to discuss issues in education. Focus was placed on the importance of decreasing class size and addressing class composition issues, the need for improved teacher allocations (including administrative and guidance time) and the rising incidences of violence in schools.
- The Executive Director and Assistant Executive Director entered into discussions with the NLESD Director and Associate Director in the Fall 2019 to explore ways to address concerns with the hiring process. A second meeting took place on December 17, 2019 and a further meeting took place on January 29, 2020.

- A liaison meeting between Programs and Services and NLESD HR staff (6, 8&9 Committee) occurred on October 9, 2019.
- The Administrator Workload Committee (NLESD) met on September 27, 2019 and on January 10, 2020. Issues discussed included: financial requirements; school traffic safety protocols; District/Admin communications; email expectations; substitute shortages.
- The Executive Director and Assistant Executive Director met with Teacher Payroll representatives on October 7, 2019 to discuss payroll concerns. A further meeting was held on November 25, 2019.
- The Executive Director and Assistant Executive Director met with the Deputy Minister of Education, Director of Education (NLESD) and the Associate Director of Education (NLESD) to discuss concerns regarding the substitute teacher shortage.
- Programs and Services staff have provided advice and assistance to a number of individual and groups of teachers with respect to student violence, COVID-19 concerns, safe environments for learning and the right to refuse unsafe work, etc.
- An article on abuse of teachers and what is required of the employer in terms of response and support for teachers was published in the Nov/Dec 2019 edition of *The Bulletin*.
- On October 15, 2019, the Executive Director met with the Deputy and Associate Deputy of Education to discuss implementation of the Education Action Plan. NLTA raised concerns over the lack of resources for small schools, workload concerns associated with the RTL policy and the role of Teaching and Learning Assistants.
- On October 31, 2019, the Executive Director met with the Deputy Minister and the Associate Deputy Minister of Education. During this meeting the Department expressed concern over the NLTA memo to members regarding class size and junior kindergarten. NLTA took the opportunity to highlight its own concerns.
- A number of grievances have been filed as the result of terminations of teachers' employment. All grievances were resolved.
- A policy grievance was filed regarding inconsistent hiring practices under the pilot SmartFind call-in system for substitute teachers. Programs and Services staff met by teleconference on May 15, 2020, with HR to address ongoing SmartFind concerns and discuss plans for the upcoming school year. The District is working to address some of the concerns identified and staff met on June 25, 2020 with NLESD HR personnel to discuss progress and plans for the 2020-21 school year.
- Issues regarding hiring of retired versus regular substitute teachers were addressed and resolved with no grievances required.

- Programs and Services staff provided advice and assistance to members with severance issues. A number of teachers have had their issues resolved as a result of NLTA intervention.
- On December 2, 2019, the Executive Director, Assistant Executive Director and two Programs and Services Administrative Officers attended a consultation meeting with the Deputy Minister and other Department of Education representatives to discuss the ongoing review of the Schools Act 1997. A written submission on recommendations for changes to the Act was submitted by the Association in March 2019, as part of the call for submissions by government. The first consultation meeting took place in May 2019.
- Administrative Officer, George Tucker, facilitated a Financial Information Seminar to a group of 25 teachers from the Waterford Valley Branch at Waterford Valley High on Tuesday, Feb. 11, 2020, from 4:00 PM – 6:15 PM. Branch President, Kimberly Fifield, and her Executive promoted the seminar and provided the venue and refreshments.
- Severance calculation for members seconded to Department of Education management positions was not applied correctly, resulting in reduced benefits. The Association became aware of and resolved the issue before individual and policy grievance timelines expired. Benefits for those members have been recalculated and additional benefits paid out to impacted members.
- Programs and Services staff assisted a member who was denied severance benefits. A review of the teacher's paystubs disclosed a payroll error in 2017-18 service calculation. Information was presented to Teacher Payroll and teacher will receive benefits. Review of 2017-18 information is underway and any other members impacted will be reassessed.
- Programs and Services staff assisted members experiencing difficulties claiming severance with Service Canada (EI claims), including with the EI internal review process. Discussions with Commissioner continued during the Summer to resolve systemic issues. Recent changes to EI include measures that were in the recommendations from the Association to the Federal government. Memos were sent to teachers regularly as changes to CERB, EI and eligibility criteria occurred, up to and including information provided to members in February 2021.
- Programs and Services staff have assisted members with issues related to certification levels and pay scales.
- Administrative Officer, George Tucker, facilitated a "Productive Discussions" workshop for the Assistant Principals from the central region in Gander on Tuesday, February 25, 2020.
- Programs and Services staff are providing assistance to teachers on a number of issues, including but not limited to payroll concerns, hiring, wellness, substitute issues, work expectations, school re-entry plans and Public Health directives.

- An article on violence and what is required of the employer in terms of response and support for teachers was published in the Mar/Apr 2020 edition of *The Bulletin*.
- Programs and Services staff assisted and advised substitute teachers on cancellations during school closures, due to the January 2020 State of Emergency and the COVID-19 Public Health emergency, both through communications to membership and resolution of individual cases.
- Programs and Services staff met with District HR, Department Payroll and Department Teacher Certification to address systemic issue of delays in payment of allowances (Department Head etc.) to members.
- Programs and Services staff assisted a teacher with severance denial, leading to discovery of an error at Teachers' Payroll. All members with similar circumstance were re-checked automatically.
- Programs and Services staff attended meetings for school staffs across the province and provided assistance to members who may be impacted by School Board motions to close or reconfigure some schools for September 2020.
- In April 2020, the Association negotiated an MOU with the Department of Education and the NLESD regarding a childcare program in schools for the children of essential workers. The MOU provides for contract duration and workday parameters, compensation and stipulates that the participation of substitute teachers and school administrators in the childcare program is voluntary.
- The Executive Director and Assistant Executive Director entered into discussions with the NLESD Director and Associate Director to explore ways to address concerns with the hiring process. An initial meeting was held on September 27, 2019 and follow-up meetings on December 17, 2019, January 29, 2020 and February 12, 2020. A further meeting was held on February 21, 2020. Discussions have been ongoing. NLTA provided a draft MOU document the week of March 10-13, 2020. The MOA was rejected by NLESD.
- Programs and Services staff are providing assistance to teachers on a number of issues related to workload expectations during the COVID-19 pandemic.
- On March 3, 2020, the Assistant Executive Director communicated NLTA's concerns regarding NLESD interpretation of Clause 28.01 of the Provincial Collective Agreement. The concern arose out of NLESD messaging when metro area schools, which had scheduled PL and report card preparation days, when schools in the region were closed due to weather. A group grievance has been filed.
- The Executive Director and Assistant Executive Director are liaising regularly with Department of Education and school district officials to ensure that work expectations for members during the

suspension of in-school classes due to COVID-19 remain reasonable, with maximum flexibility and respect for teachers' professional judgment.

- On March 14, 2020, the Executive Director and Assistant Executive Director met with the Deputy and Assistant Ministers of the Department of Education and the Director and Associate Director of Education, NLESD. During this meeting concerns were raised by NLTA about the advisability of opening schools for students and teachers on March 17, 2020.
- On March 16, 2020, the President publicly questioned the advisability of keeping schools open and how this appeared to be counter to the Public Health directives on physical distancing. Later on March 16, the government closed schools for students.
- On April 1, 2020, the Executive Director participated in a conference call with the Premier's Office, the Minister and Deputy Minister, Department of Education and the Directors of the NLESD and CSFP. NLTA position was that prescriptive approaches such as those used in Ontario to address the suspension of in-school classes were not appropriate.
- Programs and Services staff are providing assistance to teachers on a number of issues related to redundancies, reassignments and layoffs, accommodation requests and hiring.
- Programs and Services staff have assisted teachers with issues related to increasing their certificate level and pay scale through Teacher Certification.
- Programs and Services staff are providing assistance to teachers on issues related to probation and tenure.
- Grievance meetings and timelines that were postponed due to the pandemic, resumed as of mid-May 2020, with meetings being held via video-conference. Further timeline extensions have been secured in relation to the February 2021 outbreak and suspension of in-school classes.
- As a result of the pandemic and working from home, Programs and Services staff have assisted a number of teachers with inquiries about their rights to make changes to maternity leave request dates.
- Programs and Services staff have assisted teachers with requests for position exchanges between schools.
- March 16 –May 31, 2020, the Executive Director and Assistant Executive Director were in regular contact with senior Department of Education and NLESD staff reviewing and providing feedback on Department of Education and NLESD announcements.

- The Executive Director met regularly with the NLESD Director of Education and the Department of Education Deputy Minister regarding planning for September 2020, and the subsequent suspension of in-school classes in February 2021.
- Programs and Services staff continue to assist members with issues around teaching assignments and consultation.
- Programs and Services staff continue to assist members with issues around supervision duties and consultation in the context of the pandemic.
- Programs and Services staff coordinated consultation meetings between all Special Interest Councils and senior NLESD staff in the development of the district's plan for re-entry to school for September 2020.
- Programs and Services staff coordinated a meeting on June 16, 2020 of the Substitute Teachers Committee, NLTA senior staff and President Ingram to update the committee on what is being done by the Association and seek input on next steps.
- Programs and Services staff have been in regular communication with the District regarding issues and concerns that have arisen during the first 3 days back to school.
- Programs and Services staff have assisted members who were unable to attend school for PL on September 2-4, 2020 with requests to complete sessions virtually or to obtain paid leave based on individual circumstances.
- Programs and Services staff have assisted members to correct District errors posted for interview summaries on their NLESD profiles.
- Programs and Services staff have assisted members to correct NLESD errors related to exemptions for DELF qualifications for French teaching positions.
- Policy and individual grievances have been filed with the Department of Education and the NLESD regarding lack of consultation and OHS violations with respect to government's school re-entry plan and with respect to government's position that teachers who are directed not to attend school due to COVID-19 symptoms must access sick leave even if they are well enough to work. The policy grievances against the Department have been moved to arbitration – the consultation/OHS matter were heard in May/June 2020; hearings for the sick leave arbitration were held on November 12-13, 20, 23-24, 2020 and we are awaiting the decision. The individual and District sick leave grievances are being held in abeyance pending the outcome of the arbitration on the DOE sick leave policy grievance.

- Policy and individual grievances (as needed) were filed regarding return of sick leave when schools were closed during the pandemic.
- Notice filed for arbitration over violations when hiring substitute teachers using SmartFind.
- A detailed and updated guidance document for members regarding issues related to school re-entry was sent to all members on August 19, 2020 followed by the updated version, including step-by-step information on the right to refuse dangerous work under OHS legislation, on September 4, 2020. Further updates were prepared and sent to members on November 18, 2020 and February 12, 2021.
- Programs and Services staff have assisted teachers with issues arising from the late announcement of an earlier start to the school year. A detailed FAQ document on this matter was sent to all members on July 22, 2020.
- The Association negotiated an MOA with the school districts addressing a number of issues related to COVID-19 and school re-entry including: paid leave for asymptomatic members directed not to attend at school; LIL for principals; sick leave note requirements related to COVID-19 symptoms; cleaning protocols; professional development; term substitute positions; and protecting the length of the workday.
- The President, Executive Director and Assistant Executive Director attended multiple meetings with Premiers Ball and Furey, Ministers Warr and Osborne, Dr. Janice Fitzgerald, senior staff with the Departments of Education, Health and the school districts. NLTA continued in these meetings to raise concerns regarding the school re-entry plans and the Public Health guidance for schools.
- The President has maintained a high media presence throughout the COVID-19 Pandemic publicly raising concerns regarding school re-entry plans and the lack of available resources. As a result of meetings and public pressure, the NLTA has seen an increase in government allocations for school administrators, guidance counselors, cleaners and student assistants.
- Two policy grievances pertaining to the implementation of the severance payout were also filed. These were ultimately withdrawn without prejudice to teacher's individual right to grieve, based on legal advice.
- Programs and Services staff met with HR officials by video conference on October 14, 2020. The purpose of the meeting was to get an update on ongoing SmartFind concerns and to discuss plans for the upcoming school year. Several problematic issues were identified and discussed including, how Smartfind is programmed to identify the qualification required to replace a teacher on leave, how substitutes are prioritized for contact purposes, as well as, the application of clause 6.11 in the Smartfind system.

- Programs and Services staff released a memo in September 2020 to the membership outlining recent changes to EI, the introduction of other special COVID-19 related benefit programs and the phasing out of CERB. Many of these measures reflect the recommendations from the Association to the Federal government. A further update was provided in February 2021.
- Programs and Services staff have assisted members with service errors on their online hiring profile.
- To date, policy grievances and almost 70 individual grievances have been filed on the issue of teachers who are able to work being forced to use sick leave as a result of COVID screening and protocols.
- Grievances were also filed regarding non-payment of Department Head allowances, hiring issues, recall issues and harassment of a teacher.
- A grievance relating to abuse of a teacher by parents was settled.
- Arbitration dates were set for early December 2020 regarding violations when hiring substitute teachers using SmartFind.
- An Administrative Officer participated in a webinar in November 2020 aimed at Anti-Black Racism entitled: *From Obligatory Statements to Transformative Change: Elementary Teachers' Federation of Ontario Action Plan on Addressing Anti-Black Racism*.
- Programs and Services staff have assisted and supported teachers with requesting exemptions to the publication of their salary under the Public Sector Compensation Transparency Act.
- Programs and Services staff assisted teachers with issues related to credit of outside service and retroactive application of changes.
- Programs and Services staff addressed inquiries from members related to inconsistencies in job posting qualifications across various subject areas.
- Programs and Services staff addressed concerns with discretionary hiring of replacement substitutes for PASS teachers. Policy grievance was avoided as District later agreed to Association's interpretation.
- Programs and Services staff assisted members in addressing inconsistencies and changes in qualifications for English Second Language postings. Positions were reposted, as needed and future changes to hiring requirements will come into effect for positions beginning in September 2021.

- Two grievances on the timing of pay for substitute teachers proceeded to arbitration in August 2020. The NLTA was successful on all points in arbitration. The employer did not seek judicial review, notification of the decision has been published in the Bulletin.
- Individual grievances on the issue of asymptomatic teachers forced to use sick leave when directed to self-isolate because of contact with family members who have COVID-19 symptoms are being held in abeyance. They are to be addressed following the policy grievance arbitration ruling on symptomatic teachers forced to access sick leave.
- An individual grievance was settled on a violation of clause 6.11(b) for the improper consideration and hiring of a pool 3 candidate when there were qualified pool 2 candidates available.
- Programs and Services staff are currently looking into implications of TLAs being given unpaid leave in order to work as substitute teachers and the impact on those individuals with respect to pension contributions and other benefits. A communication on findings and advice from Programs and Services was prepared and sent to TLAs in February 2021.
- Programs and services staff are engaging with District staff on plans for access to devices for TLAs and replacement teachers in the event of a move to virtual or hybrid teaching and learning models.
- Programs and services staff are assisting members in administration with implementation of the leave-in-lieu secured in the COVID-19 MOA.
- Programs and Services staff are providing representation to a number of teachers in employer discipline investigations.
- Programs and Services has provided detailed and updated guidance to members on the following teacher welfare issues as they relate to COVID-19: Sick Leave, Occupational Health and Safety, Workplace Accommodations, Length of the Work/Instructional Day, Length of Teacher Lunch Periods, Enhanced Cleaning of Schools and School Equipment, Extra-curricular Activities and Committees, Changes to Teaching Assignments and Non-Curricular Duties, Screening Protocols, Home Schooling, Length of the School Year/ Report Card Preparation/Teacher Directed PD, Supervision of Students, Availability of Substitute Teachers.
- Several teachers have exercised their right to refuse unsafe work in the context of the COVID-19 pandemic. Another teacher exercised their right to refuse due to environmental sensitivities. (Three separate situations, in total, since September 2020.) Advice and support are provided in such cases by Programs and Services staff.

- Individual and policy grievances are pending on the issue of teachers being forced to repay the gross amount of overpayments when CRA regulations allow for the repayment of net only.
- Individual grievances are pending for asymptomatic teachers forced to access sick leave during required COVID-19 isolation periods after accessing out-of-province medical treatment.
- An individual grievance was settled for an approved accommodation request that was not acted upon in a timely manner.
- Programs and Services staff are assisting members experiencing delays in receipt of payment for allowances both through advocacy for improvements and with grievances. NLTA staff worked with District and Department officials and improvements were made to the process for approving Department Head allowances. Staff continues to advocate for improvements to the approval process for guidance counsellor and other allowances. A meeting on this same topic was held with staff from Programs and Services, NLESD payroll and Department payroll. Work continues on this issue.
- Programs and Services staff have met with Government representatives on the issues of recovery of overpayments when teachers are approved for workers compensation benefits and the gross versus net recovery of overpayments. Grievance extensions have been procured for both issues.
- The President, Executive Director and Assistant Executive Director met (virtually and via phone) on numerous occasions with the Minister of Education, NLESD chairperson, senior NLESD and Department officials to discuss issues related to the February 2021 outbreak, suspension of in-school classes, and the “circuit breaker” put in place throughout the province and the resulting shift to online instruction for all schools/students.
- The February 2021 acquittal of an NLTA member on criminal charges of assault and uttering threats has reinforced the importance of the NLTA and CTF advocacy efforts to maintain the protections provided by section 43 of the Criminal Code of Canada.
- Programs and Services staff issued a memo to all TLAs in February 2021 to provide information and advice regarding the impact of temporary substitute teaching in a regular teaching position on pensionable service, payroll and Group Insurance premiums.