

The Newfoundland and Labrador Teachers' Association

**2021 BGM
BIENNIAL
GENERAL
MEETING**

A G E N D A

April 7-8 • 2021

Wednesday, April 7

- 9:00 a.m.
- 9:45 a.m. **ORIENTATION SESSION**
For all delegates, alternates and observers

- 9:45 a.m.
- 10:30 a.m. **BUDGET BRIEFING SESSION**

- 10:30 a.m. **BREAK**

- 10:45 a.m. **OPENING SESSION**
 - A. O Canada/Ode to Newfoundland and Labrador
 - B. Election Statements by Provincial Executive Candidates

- 12:45 p.m. **LUNCH BREAK**

- 1:30 p.m. **FIRST GENERAL SESSION**
Chairperson for Convention: Don Ash
 - A. Chairperson's Remarks
 - B. Welcome and Acknowledgements – Dean Ingram, President
 - C. Greetings from the Canadian Teachers' Federation – CTF President Shelley Morse
 - D. Adoption of Agenda
 - E. Appointment of Convention Committees
 - F. Convention Policies
 - 1. Rules of Procedure
 - 2. Convention Expenses
 - 3. Processing of Resolutions
 - G. Minutes of 2019 BGM
 - 1. Adoption
 - 2. Business Arising from 2019 Convention
 - a) Report on Resolutions from BGM 2019
 - H. Proposed By-Law Changes
 - 1. From Branches
 - Number of Voting Delegates in Branches**
(Appalachia Branch)
By-Law X. – Convention
 - Term of Office of the President**
(Appalachia Branch)
By-Law XIII A (3). – Duties of Officers
(Office of the President)
 - I. Discussion of Resolutions

- 3:15 p.m. **BREAK**

- 3:30 p.m. **SECOND GENERAL SESSION**
 - A. Moment of Silence in Memory of Deceased NLTA Members

- Closed Session – Delegates/Teachers**
 - B. Tabling of 2021-22 and 2022-23 Budgets
 - C. Policy Changes from Executive/Joint Council and Reconfirmation of the NLTA Policy Handbook
 - D. Discussion on Resolutions

5:00 p.m. **RECESS**

Thursday, April 8

- 9:00 a.m. **THIRD GENERAL SESSION**
 - A. Report of Electoral Committee
 - B. Election of 2021-23 NLTA Executive
 - C. Discussion on Resolutions
 - D. Report of Electoral Committee (*cont'd*)

- 10:00 a.m. **BREAK**

- 10:15 a.m. **FOURTH GENERAL SESSION**

- Closed Session – Delegates/Teachers**
 - A. 2021-22 and 2022-23 Budgets

- 11:30 a.m. **LUNCH BREAK**

- 12:15 p.m. **FIFTH GENERAL SESSION**
 - A. Discussion on Resolutions
 - B. Resolutions from the Floor

- 2:15 p.m. **BREAK**

- 2:30 p.m. **FINAL SESSION**
 - A. President's Closing Remarks
 - B. Installation of 2021-23 President – *Trent Langdon*
 - C. Reports
 - 1. Scrutineers Committee
 - 2. Resolutions Committee
 - 3. Steering Committee
 - D. New Business
 - 1. _____
 - 2. _____
 - 3. _____
 - E. Date of Next Convention
 - F. Closing of Convention

Committees for Convention

Electoral Committee

Sean Noah (Chair)
Lynette Snook
Heidi Williams
Stefanie Tuff (*Staff*)

Steering Committee

Dean Ingram (Chair)
Trent Langdon
Derek Drover
Craig Hicks
Stefanie Tuff (*Staff*)

Finance Committee

Craig Hicks (Chair)
Derrick Baker
Kelly Loch
Joe Santos
Wade Rogers (*Staff*)
Rita Tee (*Staff*)

Scrutineers Committee

Darren Goodyear (Chair)
Kim Siegfriedt
Matt White
Sharon Young
Darlene Johnson (*Staff*)
John Veitch (*Staff*)

Resolutions Committee

Sandy Crowley (Chair)
Shana Bentley
Paul Moore
Sharon Mugford
Chris Wilson
Bob Johnston (*Staff*)
Miriam Sheppard (*Staff*)

Parliamentarian

Stefanie Tuff

NLTA Provincial Executive Council 2019-21

Table Officers

Dean Ingram President
Biology/Science E-Teacher (*on leave*)
CDLI, Clarenville

Trent Langdon . . . Vice-President
Guidance Counsellor
St. Peter's Junior High, Mount Pearl

Derek Drover Teaching Principal, French & English
Victoria Academy, Gaultois

Craig Hicks Vice-Principal/Librarian and
Classroom Teacher
Phoenix Academy, Carmanville

Executive

Derrick Baker . . . Classroom Teacher
Conrad Fitzgerald Academy,
English Harbour West

**Maureen Doyle-
Gillingham** Instructional Resource Teacher/
Career Development 2201
Baccalieu Collegiate, Old Perlican

Kelly Loch Vice-Principal
Persalvic School, Victoria

Tracey Payne Classroom Teacher
Corner Brook Regional High,
Corner Brook

Joseph Santos . . . Skilled Trades/Occupational
Health & Safety/Technology
Resource Teacher
O'Donel High, Mount Pearl

Colin Short Classroom Teacher
St. James Elementary,
Channel-Port aux Basques

Sean Weir Vice-Principal, Multi-grade
Classroom Teacher,
Teacher-Librarian
Bayside Academy, Port Hope Simpson

Chesley West Classroom Teacher
Macdonald Drive Junior High,
St. John's

Duties of Convention Committees

Finance

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

Resolutions

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

Scrutineers

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

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

Steering

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

Parliamentarian

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

Electoral

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

Convention Expenses 2021

Expense Guidelines for BGM 2021

While BGM 2021 is being held virtually the Association is aware that many delegates may require child/dependent care to participate fully in the virtual BGM.

Child/Dependent Care

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

Children/Dependents Left at Home

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

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

If you have any questions regarding the above, please contact:
Wade Rogers
Manager of Corporate Services
wrogers@nlta.nl.ca

Candidates for Provincial Executive

Derrick Baker

Education

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



NLTA Involvement

- 1991-98: School Representative
- 2001-02: Secretary, Belleoram-Wreck Cove Branch
- 2003-07: Vice President, Belleoram-Wreck Cove Branch
- 2007-19: President, Belleoram-Wreck Cove Branch
- 2014-16: Chair, School Board-Teacher Liaison Committee
- 2018-19: Member, School Board-Teacher Liaison Committee
- 2019-21: Member, Provincial Executive
- 2019-21: Chair, Substitute Teacher Committee
- 2019-21: Member, Finance and Property Committee

Statement

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

This past year has no doubt, been an exception and one that will always be remembered in our teaching careers. The Covid challenges faced by your Association, administrators and all classroom teachers, including myself, for offering a safe classroom and safe return to work for all teachers and students, were enormous indeed. I want to thank each and every one of you, for the time and effort that was put into reopening schools for our students. My role on Executive Council was no different, with Covid challenges and planning taking up most of my time and efforts.

For those of you that do not know me, for the past 26 years, I have held positions as an administrator, vice principal, and classroom teacher and have experienced firsthand the challenges that teachers face in this demanding educational system. Overcrowded classrooms, increased workload, lack of resources, teacher health and wellness and workplace violence are just a few that come to mind. These concerns are the same all over the province, in both urban and rural schools.

I personally believe that all teachers share a common

goal and strive for the best for our students. My passion and commitment to the Association and to the teachers of this province compels me to work harder to bring these issues to the forefront. As an association, we must stand together and work together to show unity and strength. We have achieved great strides in the past, and together we can achieve many more.

I humbly ask for your support again and commit to working on your behalf. I want to bring your issues and concerns to the forefront. I want to make a difference in the lives of teachers every day.

Thank You.

Lori Barry

Education

- B.A. English/Linguistic
- B.Ed. Elementary
- B.Sp.Ed
- M.Ed Literacy



NLTA Experience

- Member of COSS Special Interest Council (2008-12, 2018-present)
- School Representative (2014-present)
- School Rep Seminar 2016
- Branch Leadership Seminar 2019
- DSS 2017
- Member at Large, Exploits Branch (2019-Present)
- BGM Delegate 2019

Dear Colleagues,

I am honored to be nominated for a position on the NLTA Provincial Executive. For the past 6 years I have been on the Provincial Executive for the NL Federation of School Councils. We have worked diligently lobbying the Government and meeting with the School District concerning the important issues facing our schools. On many occasions we have worked in partnership with the NLTA. We all know there is strength in numbers and through this partnership I was able to experience firsthand the hard work and dedication of the NLTA. I would love nothing more than to be a part of that team.

This year has been a unique year for our schools and teachers. One thing that we have learned from this year is how particularly important it is for us to support each other and stand strong together. Our Association is only as

strong as its membership, and I believe it is important that every teacher feels valued and that they have a voice.

There are many challenges facing teachers in our system right now: excessive workload, lack of admin, IRT and Guidance time, and increased class sizes. As a result of these challenges, teachers are under increased stress which is affecting their mental health and overall well being. We need to continue to advocate for working conditions that will improve the mental health of our teachers which will have a direct affect on their teaching.

Violence in our schools continues to be a concern throughout our province. As a Special Education teacher, I have experienced this firsthand on many occasions. It is Important that our teachers know their rights and that the rights of every teacher to have a safe working environment are protected. Four years ago, I and two other teachers, with tremendous support from the NLTA, were able to exercise our right to refuse work until the proper procedures were followed and plans put into place to protect us and our students. This was an extreme measure and may not be the answer in every case; however, the NLTA was there to support and guide us. We need to provide opportunities to help teachers understand their rights and know what supports are available to them.

We also need to support our new teachers. Too many amazing educators are leaving our profession due to frustrations with securing positions in our beautiful province. Plans need to be put into place to help these young teachers deal with the issues facing them and make our profession a place they want to stay.

I am very passionate about my job, very passionate about the teaching profession and very passionate about working hard for the teachers of our province as a member of the NLTA Provincial Executive. I respectfully ask for your support. Thank you.

Clifford Budgell

NLTA Experience

- President, Ganova Branch (2016-Present)
- Member, School Board-Teacher Liaison Committee (2018-Present)
- Member, BGM Resolutions Committee (2019)
- Member, Joint Council Steering Committee (2016, 2019)
- Delegate, BGM (2013, 2015, 2017, 2019)
- Treasurer, Ganova Branch (2011-16)



Education Experience

- B.Sc. (Mathematics and Economics) 2007
- B.Ed. (Int/Sec) 2008
- M.Ed. 2012

Teaching Experience

- Int/Sec Mathematics, Riverwood Academy, Wing's Point (2008-09)
- Int/Sec Mathematics, Phoenix Academy, Carmanville (2009-10)
- Int/Sec Mathematics, J.M. Olds Collegiate, Twillingate (2010-11)
- Intermediate Math and Social Studies, St. Paul's Intermediate, Gander (2011-17)
- Mathematics Department Head, St. Paul's Intermediate, Gander (2017-Present)

First, I would like to thank Ganova Branch for nominating me for Provincial Executive.

I believe that the NLTA should play a role in the professional lives of all teachers. I became active with the Association early in my career – attending meetings as a member, accepting the position of treasurer, and finally, working as the President of Ganova Branch. I've been active in bring forward issues from the teachers of the Ganova area, speaking at Biennial General Meetings, Joint Council meetings, and as a part of the School Board-Teacher Liaison Committee.

One of the primary issues that I'm concerned with is teacher workload, which has increased immensely. We are continually being expected to do more, while we constantly lose resources. Members are feeling overwhelmed and this is affecting their wellness. The pandemic is an example of this; we are treated differently than the general public, given less safety measures, and still expected to teach through all of the challenges. It is an unreasonable demand. Our Association has done an immense amount of work to battle this, and I would like to continue this work at an executive level.

Besides workload, I also believe we need to strive for improvements in areas like mental health supports, equitable deployment of resources, and the ability to advocate fully for our members. Teacher engagement in NLTA activities has been my focus throughout my term as branch president, as I believe that it is only with the involvement of more teachers that we will succeed in our efforts to improve working conditions for all teachers. We need to support our own community, so that we can continue to change lives through education.

I would like to ask for your support for this important

role so I can bring a strong voice to the NLTA. Thank you for your consideration.

Hollis Cull

NLTA Involvement

- 2000-02: Secretary, Bremco
- 2002-03: Vice President, Bremco
- 2003-10: President, Bremco
- 2010-16: School Rep
- 2016-Present: President, Bremco; School Board-Teacher Liaison Committee member (three terms, including the current term); Joint Council Member; BGM Delegate; Collective Bargaining Negotiating Team



Education

- B.Ed., 1993
- B.Sp.Ed., 2003
- M.Ed., 2005

It is with great pride and honour that I accept the nomination from the Bremco Branch of the NLTA for the upcoming Provincial Executive. Being an active member of my branch, serving as a school rep, secretary, vice president and president since 2000, I feel I have the necessary skills and experience to bring a strong voice to the table as a member of the Provincial Executive.

I am proud to be a teacher. While other professions certainly have their merits, none of them exist without teachers. It is teachers that inspire students and open doors to them to become nurses, truck drivers, doctors, police officers, crane operators, lawyers, social workers, mechanics, carpenters, etc., and while all these occupations have their own unions/associations, without teachers, they just would not subsist. So, am I proud to be a teacher? You bet I am! And, I am not ashamed to say so and let our government know that we are the most important asset to them and should be acknowledged and treated as such. I am not afraid to speak up on our behalf and will bring that attitude and mindset to the Provincial Executive.

While teacher issues are certainly our focus, I have the unique opportunity to hear insight from students as well, as I have children in elementary school (Grade 4), junior high (Grade 8) and senior high (Grade 11). This perspective allows me to 'see what they see' and it is through this lens that sometimes allows me to see things in a more wholesome light. I feel this unique view gives me an added advantage in bringing issues to focus.

I am seeking your support in this election, and ask that

you reach out to me with any questions/concerns/issues that are pertinent to you. You may contact me at hollis-cull@nlesd.ca, (709) 457-2430 (W), (709) 457-3350 (H), or (709) 457-7353 (C). See you online at BGM!!

Angela Dawe

- BMus, BMusEd (K-12),
- MEd (Leadership Studies)



Employment History with NLESD

- Permanent Teacher: Music, Art, Home Economics, Social Studies (Primary and Intermediate) (2007-Present)
- Substitute Teacher/Replacement Teacher (2006-08)

NLTA Involvement

- NLTA St. John's Centre Branch President (2017-present)
- NLTA Music Educators' Association Conference Professional Learning Presenter (2018)
- NLTA Inside the Classroom Panelist (2017-18)
- NLTA Professional Issues Committee (2017-18)
- NLTA CONTACT Delegate (2017)
- NLTA School Board-Teacher Liaison Committee (2016, 2017)
- NLTA St. John's Centre Branch Exec (2015-16)

Other Employment History

- Office Administrator/Paralegal (2004-06)
- Director, The Music Conservatory (2002-04)
- Private Music Teacher (1996-Present)

Further Education Highlights

- Theology Diploma (2021)
- Emergency First Aid/AED Training (2018)
- ASD and Behavioural Intervention (2015)
- Crisis Prevention Institute Training (2015)
- Psychological Health and Safety in the Workplace (2015)
- Occupational Health and Safety Training (2011)
- Stephen Covey Training (2009)
- Stitt Feld Handy Group Negotiation Diploma (2009)
- Sewing/Textiles Diploma (2007-09)
- Child Psychology Diploma (2006)
- Catering/Gourmet Cooking Diploma (2005)
- Office Administration Diploma (2004)

Professional Interests

- Advocate for better teaching and learning conditions and resourcing in today's complex classroom
- Advocate for those affected by or subjected to violence/sexual assault/sexual harassment in the workplace

- Occupational Health and Safety in the Workplace
- Psychological Health and Safety in the Workplace

About Angela

I am a fearless advocate for attempting to right the wrongs within our profession. I am not satisfied to settle for the status quo. I ask questions and I dig deeper when such questions go unanswered or require further clarification. I thrive on helping others and I thrive on getting answers and making progress.

Our job and job responsibilities have experienced much change in recent years – and while positivity is an integral part of change, the challenging realities cannot be ignored and go unaddressed. We must work together as a team to lift our members and to work strategically to narrow any perceived divide. All that we do to improve the lives of our membership will directly relate to the improvements and benefits of our students.

I wish to be at the table when discussions are being had and decisions are being made. I will unapologetically speak the truth and ultimately carry the voices of those that I represent. I can promise you passion, persistence, and my ear and voice. I humbly ask for your support when considering all candidates for the NLTA Provincial Executive.

Women belong in all places where decisions are being made. ~

RBG

Speak the truth even if your voice shakes. ~ Maggie Kuhn
angeladawe78@gmail.com

Derek Drover

Education:

B.A., B.Ed., M.Ed. (Educational Leadership)

Teaching Experience

Primary, Elementary, Intermediate, High School

NLTA Experience

- Provincial Executive (2007-present)
- Table Officer (2010-present)
- Chairperson, Collective Bargaining Committee (2019-20)
- Teacher Collective Bargaining Conference (June 2019)
- Chairperson, Ad Hoc Committee Province-Wide Vote for President and Vice-President and Remuneration for Vice-President and Executive (2017-19)
- Building Professional Negotiation Skills, Gardiner Centre (2017)



- Ad Hoc Committee Policy Review (2016-17)
- Canadian Teachers' Federation (CTF) AGM Delegate (2011-20)
- Council of Atlantic Provinces and Territory Teachers' Organizations (CAPTTO) AGM Delegate (2011, 2013-18)
- Teacher Certification Committee (2015-18)
- Membership Engagement Committee (2014-17)
- DEECD Graduation Requirements Focus Group (2015)
- Education International 7th World Conference (2015)
- Chairperson, Staff Negotiations Committee (2013-19)
- Chairperson, Pooled Investment Committee (2010-11)
- Finance & Property Committee (2009-11)
- Group Insurance: Trustee (2007-09); Chairperson (2009-11)
- International Foundation's Annual Canadian Employee Benefits Conference (2008, 2009, 2010)
- Education Forum of the Rural Secretariat (2009)
- Chairperson, EAP Coordinating Committee (2007-09)
- International Foundation's Trustees 2 Group Benefits Course (2008)
- Seagaulher Branch: President (1999-2007), Vice-President (1997-98), Political Action Officer (1993-97), School Representative

Colleagues,

Once again BGM is upon us and it is time to elect the 2021-2023 NLTA Provincial Executive. No doubt the challenges ahead may appear daunting as our province journeys into troubled waters. Despite the uncertainties ahead, the message must be clear that the path to economic recovery requires investing in education to build the foundation for sustainable socio-economic growth. That process also requires holding our elected officials accountable as empty political rhetoric and disingenuous political platitudes are not to be tolerated.

My friends, while the government's education action plan provided some resources, there is still much needed and much to do. We have seen many reports and reform initiatives throughout the years promising a better future for education, but the issues of workload, work-related stress compounded further by Covid-19, class size and composition, and other issues... persist.

During these unprecedented and challenging times, being resolute and unwavering in solidarity for all our members is paramount. Our voice of solidarity must be heard! Investing in education is vital to teacher and student wellness, economic recovery, and a sustainable future for our province. As such, we must avail of every opportu-

nity to advance the cause of our members – education. We must push forward together to demand the respect education deserves. Together, we are stronger! At BGM 2021, I humbly and respectfully ask for your support.

Stay safe and stay well colleagues!
Kindest regards.

Stephanie Drover-Edmunds



Education

- Master of Education (Counselling Psychology)
- Bachelor of Special Education
- Bachelor of Education (Intermediate/Secondary)
- Bachelor of Arts
- Bachelor of Post-Secondary Education

Teaching Experience

- School Counsellor – Holy Redeemer Elementary, Spaniard’s Bay
- Instructional Resource Teacher – Holy Redeemer Elementary, Spaniard’s Bay; Amalgamated Academy, Bay Roberts
- Instructional Resource Teacher – White Hills Academy, St. Anthony
- Substitute Teacher – Avalon West

NLTA Experience (Member)

- 2020 NLTA Negotiating Team for the Provincial Collective Agreement
- Membership Benefits and Services Committee
- Council of Special Services (COSS)
- Newfoundland and Labrador Counsellors’ and Psychologists’ Association (NLCPA)

Statement

Thank you to the members of the Bay Roberts Branch for my nomination for NLTA Provincial Executive.

My 20 year teaching experience has provided me with an informed and valuable perspective. I have worked alongside passionate teachers and Teaching and Learning Assistants (TLAs) who provided exceptional educational opportunities for students while maintaining safe, collegial, and respectful working conditions. I spent nine years as a substitute teacher trying to obtain that elusive “permanent” position. In my ninth year, I moved over 1000 kilometers from home to obtain that permanent status only to have the position become redundant the following

year. I spent another year in a partial permanent position and substituted to supplement my income. Subsequently, I worked in two schools to obtain 100% permanent status. Thus, I understand the struggles of many teachers.

It seems that with each passing year teachers have become increasingly stressed in woefully under-resourced workplaces while trying to implement new and ever-changing curricula and policies. Working through a pandemic, teachers now have the added responsibility of providing additional support for the mental wellbeing and physical safety of students and their families. Teachers also have the added demands of learning new technologies. This has all had a drastic impact on the mental health of teachers. Added to the stress is the never ending concern of large class sizes and teachers being called on to do work outside their normal work days. Teachers must remember that PL offered outside normal working hours is purely voluntary. The NLTA must continue to lobby NLESD to address these growing issues. At the end of the day, we need to establish a safe work environment, and a reasonable work-life balance.

I believe my professional and personal experience, along with my dedication to teaching and learning, will enable me to make a positive contribution to all teachers in Newfoundland and Labrador. Thank-you.

Darryl George



Dear Colleagues,

Everyone working together on the common goal of improving the condition of all.

This is the very essence of collective organizations. The NLTA, of which I have been a proud member since 1992, has continuously demonstrated its merit as just such an organization. Through the hard work, determination, ingenuity, and dedication of our volunteer leaders at the school, branch and provincial level, along with the support of the professional staff, the NLTA has been successfully protecting and enhancing the professional lives of members. I have witnessed this over my teaching career and more intimately over the past number of years through involvement with several NLTA committees and as the NLTA School Rep for Crescent Collegiate.

This past year has been more challenging than most. The Covid-19 pandemic has added unprecedented levels of stress to teachers lives, personally and professionally.

Throughout, the NLTA has played a vital role in advocating for its membership. The uncertainty we face in the years ahead creates many challenges for teaching as a profession. I am confident in the great strength and unity of purpose of our membership. We are equipped to successfully address adversity. Moving forward, our membership will need to continue to work together for the health and strength of the teaching profession while fighting for the integrity of our education system.

Advocacy is more important than ever, demanding we work to address issues teachers face on a daily basis, including: teacher workload, proper classroom resourcing, class size, workplace violence and harassment, teacher health and welfare, teacher allocations, and collective bargaining, just to name a few. Building on the strong foundation of collective action established by those who have gone before, our primary goal must be to embody the wishes and desires of members.

I have served in a wide range of roles. Early in my career I was a substitute and replacement teacher. I was then a classroom teacher, before spending the last fifteen years as an assistant principal. These experiences have provided insight that I feel can be of value to our association at the executive level,

I would like to thank members of the NLTA Upper Trinity South Branch for supporting my nomination for the NLTA Provincial Executive. Thank you to delegates for considering my candidacy. I look forward to meeting you at BGM.

Kelly Loch

NLTA Experience

- Provincial Executive (2017-21)
- Finance and Property Committee (2017-21)
- Equity Committee Chair (2017-19)
- Membership Benefits and Services Committee Chair (2019-21)
- CTF Advisory Committee on the Teaching Profession (2018-19)
- CTF Women's Symposium Delegate (2018, 2019)
- Executive Liaison: Rushoon-Terrenceville, GranForLine, Burin-Marystown, Carbonear; Music Special Interest Council
- Carbonear Branch President, School Representative, Secretary
- Curriculum and MBS Committee
- BGM Delegate



Education

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

Teaching Experience

- Kindergarten Teacher/IRT/Reading Specialist/Vice-Principal, Persalvic School, Victoria (2007-Present)
- Principal/IRT: Acreman Elementary, Green's Harbour (2005-06)
- Music K-9/IRT: Cabot Academy, Western Bay (2002-05)
- Carbonear Collegiate, Carbonear (2000-02)

Dear Colleagues,

I am honored to accept a nomination from Carbonear Branch teachers as a candidate seeking a third term as a Provincial Executive Member.

This past school year (2019-2020) has been like no other. The amount of anxiety related to Covid-19 has been unprecedented. The online workload, stress of learning new technologies, and the worry for our family, students and friends with a deadly virus floating around has been a lot to bear. Teachers must make their mental health and well-being top priority! This is becoming a crisis in our education system. We must continue to advocate for major improvements that will support teachers in their teaching, learning and well-being. As you all know, other major concerns that we face daily are increased class sizes, teacher workload, behavior concerns of students, and school/home relations. We must continue to advocate for better teaching and learning conditions.

Negotiations are our paramount concern for NLTA members. Government continues to try and "chip away" at the very foundations of collective agreements that were fought for over the years. This cannot continue. We have waited too long for a salary increase! We will need to stand strong and united as we fight for our rights. When called upon, the members must rise together in solidarity.

I look forward to connecting with you during BGM 2021. Please feel free to contact me if you would like to discuss any issues. If re-elected, I will bring a strong voice to discussions and decisions made at the provincial level for the teachers of Newfoundland and Labrador. I believe my experience and commitment will continue to make a positive impact at the Provincial Executive table. Thank you all for your consideration.

Tracey Payne

Education

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



NLTA Experience

Provincial Experience

- Provincial Executive Member
- Group Insurance Manager
- Chair, Equity Committee
- Member, Math Science Special Interest Council
- CONTACT Attendee, PEI
- Member, Provincial Negotiating Team
- Atlantic and International Group Insurance Conferences
- International Health and Wellness Conference *Humber Branch*
- Member at Large
- Chair, Awards Ceremony
- Chair, Social Committee
- Chair, Scholarship Committee
- Chair, Retirement Committee
- Professional Development Officer
- Vice-President
- President
- Joint Council Representative
- School Board-Teacher Liaison Committee
- BGM Delegate

Statement

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

We continue to face challenges.

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

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

Class size and class composition has impacted the workload of teachers and administrators.

Collective Bargaining is a priority. The next round of negotiations must focus on wage increases, protection of post-retirement benefits, teacher wellness, both physical and mental, class size/class composition, and safe, healthy schools for our teachers.

We need to do the following:

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

We must be prepared to react to Ms. Greene's Report. We all know what happened in England and our Association, in collaboration with other unions, must resist cuts to the public sector.

I look forward to conversing with you at the virtual BGM 2021.

Colin Short

Current/Past NLTA Involvement

- Provincial Executive (2015-21)
- Chair, Curriculum (2017-19)
- Chair, Professional Issues (2015-17; 2019-21)
- Finance & Property (2015-17)
- Pooled Investment (2015-17)
- Staffing (2015-17)
- Staff Negotiations (2019-21)
- Educational Leave (2019-21)
- CONTACT (2001, 2015-19)
- SB-TL (2011-12)
- BGM (2003, 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021)
- Port aux Basques Branch: President (five terms), VP, Secretary-Treasurer, Past President, Communications, Political Action
- Branch Leadership Seminar (1999, 2002, 2005, 2008, 2011, 2014-19)



Education

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

My Friends,

Welcome to BGM 2021!

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

This BGM will be unlike any other in our Association's 131-year history as we work through and continue to navigate public health guidelines and Covid-19 restrictions. I am very proud of all of you for your acts of bravery and kindness to your students and our colleagues during this unprecedented time.

Teachers have been on the front lines since school reopened in September, but it seems like we have had to continue to fight and scratch for even the most basic protections. "People, space, time and place" apply to all public areas except our schools! Instead of being placed on a priority list for a vaccine after the most vulnerable and front-line health care workers, teachers now find themselves somewhere below incarcerated criminals!

We need strong, vocal and dedicated members on our Executive. Unfortunately, we will not have the opportunity to meet and discuss issues in person like in previous BGMs, but my commitment to you remains the same – to speak on issues important to teachers and to help improve our working conditions.

My experience as an elementary, intermediate and senior high teacher, with responsibilities in Phys. Ed., Technology and Guidance puts me in a unique position to represent you.

Thank you for your support and consideration in the past; once again, I humbly ask you to stand with me.

Sheldon Slaney

Education

- B.Ed. (Primary/Elementary) – 2004 MUN
- M.Ed. (Leadership) – 2015 MUN

NLTA Involvement

- Placentia Branch President (2012-Present)
- Group Insurance Manager (2018-Present)
- Pooled Investment Committee (2018-Present)
- BGM Delegate (2015, 2017, 2019)
- Joint Council Attendee (2012-Present)



Dear Colleagues,

It is with great honor and privilege that I accept the nomination from the teachers of Placentia Branch for the NLTA Provincial Executive 2021-2023. While this past year has been one of much uncertainty that has challenged our traditional ways of teaching, educators across our province have stepped up to the challenge and made the safety, well-being and academic advancement of our students their main priority.

I have spent the last fifteen years listening and speaking with teachers across our beautiful province. I have had meaningful conversations with past executive members, colleagues, and retired teachers. Their knowledge, their input and their experiences, coupled with my own, have continued to build my character and that of the Association. It is the dedication and desire that I have witnessed year after year from my fellow colleagues that has provided me with the confidence and enthusiasm to pursue this opportunity. I am eager to collaborate with devoted and diligent teachers in order to become a strong voice for them and their welfare. I am ready to continue to the advancement of the NLTA and its members.

Teachers continue to adapt to more stressful and demanding situations within our work environment. Student' needs continue to increase, as does class size, teacher expectations and teacher workload, meanwhile, teacher allocations, school resources, supports and teachers' mental and physical wellness continue to spiral downwards. We become teachers because we want to help grow students of all ages, yet when we are not provided with the resources we need, we end up giving more of our own time and health. The correlation between the ongoing cutbacks in education and the demand on teachers continues to broaden. The NLTA continues to emphasize teachers' professional excellence and their personal well-being. That is a platform and a fight I want to continue to promote, build and enhance. Students are our most valuable resource and if we the teachers are not at our best we are unable to provide them with the support, attention and nurture they need to develop into contributing citizens, consequently, we all suffer.

I am ready to stand with my fellow teachers and for my fellow teachers. I am ready to listen to those who need support and, I am both willing and able to voice our ever mounting concerns with our profession. In yet another year of uncertainty let me say with confidence and devotion that I am certainly ready to sit on your executive and make a difference. I hope that when the time arises for delegates to cast their vote for NLTA Provincial Executive,

I can respectfully count on your support.

Leadership is not a position or a title, it is action and example.

~ Donald McGannon

Russell Stockley



NLTA Experience

- 2020-Present: Member, Provincial Negotiating Team
- 2019: BGM Alternate, Ganova Branch
- 2017: BGM Delegate, Ganova Branch
- 2017: CBC “Inside the Classroom” Delegate

Provincial Committees

- 2019-Present: Member, Professional Issues Committee
- 2015-17: Member, Substitute Teacher Committee

Branch Committees

- 2019-20: Member, Port aux Basques Branch
- 2016-19: Substitute Teacher Representative, Ganova Branch

Education

- 2011: B.Ed.: Primary/Elementary, MUN
- 2016: M.Ed.: Educational Leadership, MUN

Teaching Experience

- 2020-Present: Kindergarten, Phoenix Academy
- 2019-20: Multigrade 4/5/6 Elementary Classroom and French (Gr. 4-9), LeGallais Memorial
- 2018: Grade 5, Glovertown Academy
- 2017: Grade 4, William Mercer Academy
- 2016-17: Grade 6, Sprucewood Academy
- 2011-16, 2018: Substitute Teacher, Central Region

Statement

My sincerest gratitude to members of the Hamilton Sound Branch for nominating me for Provincial Executive. A special thanks to colleagues across the province for your support and encouragement.

If there is one thing that these unprecedented times have taught me it's this: Schools are the glue that holds a functioning society together. This would not be possible without the tireless efforts that teachers put into the profession day in and out. Each and every day we put ourselves at-risk so that today's youth will have the opportunity to grow into tomorrow's future. From putting on a child's mask to providing a pencil to a student that doesn't

have one, throughout it all the moral of the story remains the same: Teachers care.

I have been fortunate to have the opportunity to teach in many areas of our wonderful province. From all of my experiences as a substitute, replacement, and now permanent teacher there is a striking similarity between them all: Teachers are frustrated due to the lack of supports within our educational system. As class size and composition issues jeopardize the achievements of our students it is essential for our provincial government to commit to a review of the Teacher Allocation Model. Not only is it obligatory for the success of our students, but most importantly is required to alleviate the overburdened health and wellness of our teachers.

Despite the uncertainty looming within our educational system, I am certain that a fractured system will never entirely collapse because of the exemplary teachers that go above and beyond time after time. If privileged enough to be elected by the membership I will make it my mandate to represent them in each and every way necessary. Stay safe, everyone.

Della Way



I would like to start by personally thanking the members of my branch, Belle Mer, for the nomination for Provincial Executive. It has been an honour to work with you and for you as your branch president over the past 8 years.

To say that we have faced adversity in the past 12 months would be an understatement. Teachers are being stretched in all directions and it is affecting their ability to provide a quality education to our students. We have seen increases in workload, lack of resources, increased supervision, increased incidents of violence, increases in technological usage with little training provided, we have been Covid workers, and we have strived despite it all. These issues have affected our mental health, our family lives and teachers need more supports to continue providing a quality education for our students. As a distance education teacher I have heard these concerns from colleagues province wide and know that a strong voice is needed to react to these ever-increasing demands. I have prided myself in my 19 year career as being a very approachable person and worked to help teachers seek advice from our association on numerous matters. I like to be educated in

what is affecting me personally as well as my colleagues. Knowledge is key and I would like to build on this knowledge to make our association a stronger voice for the hard times ahead.

As a candidate for Provincial Executive, I will work hard and I believe that I have vast knowledge in the issues facing teachers in the different areas of our province and I can use this experience to be a well-rounded voice at the executive table. I know the commitment that is necessary to make a positive contribution at the Executive table and I believe I am up to the task.

I respectfully ask for your support and promise to work diligently to bring your issues and concerns to the forefront to make improvements for all teachers and students in this province.

NLTA Involvement

- Four two-year terms as Branch President
- Two terms on School Board-Teacher Liaison Committee

Academic

- BSc – Geology/Biology (MUN)
- BEd – Intermediate/Secondary (MUN)
- MEd - Curriculum (MUN)

Sean Weir



NLTA Involvement

- Member of Provincial Executive (2011-15, 2018-19, 2019-21)
- Branch President, Coastal Labrador South (2007-2011 & 2015-19)
- Group Insurance Trustee (2011-18)
- School Board-Teacher Liaison Chairperson, Labrador Region NLESD (2016-18)
- School Board-Teacher Liaison Chairperson, Western School District (2009-11)
- Group Insurance Chairperson (2013-15)
- Equity Committee Chairperson (2018)
- Candidate for NLTA Vice-President (2014)
- Member, Finance and Property Committee (2013-15, 2018)
- Member, Pooled Investment Committee (2013-15)
- Member, Labrador Benefits Negotiating Team (2009-10)
- Curriculum Committee Chairperson (2019-21)

Education

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

- M.Ed (Educational Leadership), Memorial University (2015)

Professional Experience:

- Substitute Teacher, Eastern School District (1995-99)
- Multi-grade Classroom Teacher with French duties (Gr. 4-9), D.C. Young School (1999-2011)
- Multi-grade Classroom Teacher with Literacy/Numeracy Support duties (Gr. K-9), Bayside Academy (2011-15)
- Assistant Principal with Multi-grade Classroom duties (Gr. 6-12) in Physical Education, Environmental Science 3205, Math 6, and Teacher-Librarian, Bayside Academy (2015-present)

Election Statement

Before I begin, thank you to the membership for my sixth nomination for a position on the NLTA Provincial Executive Council. It is always a tremendous honour to be considered by your colleagues as a potential leader within our association. I feel that the experience that I have gained by serving four terms on the Executive Council would be beneficial to the success of the new executive. Currently, our association is navigating through a period of change in multiple leadership positions, and stability is required during these unprecedented times. I feel I can offer that stability.

To say the past two years have been challenging in education would be an understatement. During that time, we have experienced the introduction of RTL Policy, the onset of a global pandemic and its accompanying ramifications for our members, the clawback of human resources in many schools after the “Phase-in” of the Premier’s Task Force, a substitute shortage, and a massive shift towards technology in all of our daily pedagogical practice. Workplace stress has never been higher, and protecting membership rights and benefits, for both current and future members, has never been more difficult. With the impending release of the Premier’s Economic Recovery Team’s report and a possible majority government faced with having to implement austerity measures, our biggest battle lies in the months ahead. The recent tentative collective agreement extension, if ratified, provides us with the opportunity to re-strategize and prepare for the biggest fight in the history of our Association. I am ready for that fight.