



CHANGES IN POLICY STATEMENTS
Since the 2019 BGM

Introduction

A list of changes in various policy statements are noted, followed by the text of the policies where the changes occurred. We use the format whereby additions to previous policy statements appear in **bold print** and deletions appear in ~~strike through~~.

Only the changes proposed in the policy statements will be voted on “in block” at this meeting.

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Policy on the Centennial Fund

June 7, 2019 Executive Meeting

That the criteria for the Centennial Fund, International Conference Presenter, be amended to change “international” to “national and international” and that an additional criterion be added that the conference be “out of province.”

- The NLTA will amend its policy on III. Professional Development as follows:

P. Professional Development Programs

b) Presenters at **National and** International Conferences

ii. Conference/Presenter

- The conference must be categorized as “**national and** international”.
- **The conference be held out-of-province.**

Policy on Employment Equity

August 20, 2019 Executive Meeting

That policy on Employment Equity will be amended to simply provide that “The NLTA is an equal opportunity employer.”

- The NLTA will amend its policy on I. Operations of the Newfoundland and Labrador Teachers’ Association as follows:

F. Staff of NLTA

2. Employment Equity Within the Association

~~There should be equal opportunity for both gender groups for employment within the Association.~~

~~When two or more persons are determined to be equal for a position, then the person from the minority group will be offered the position.~~

The NLTA is an Equal Opportunity Employer.

- a) ~~Employment equity action shall be defined as a strategy to ensure proportionate representation of both gender groups in every job at every level of the Association.~~ **The levels of the workforce of the Association for the purposes of this policy will be as follows:**

- i) **Senior Management**
- ii) **Senior Staff**
- iii) **Support Staff**

- b) ~~Proportionate representation will be consistent with the proportionate representation of the active membership.~~ **Education programs for all staff levels**

will be made available so that maximum advantage can be taken for promotional opportunities by all staff.

- c) ~~The levels of the workforce of the Association for the purpose of this policy will be as follows:~~
- i) ~~Senior Management~~
 - ~~Executive Director (1)~~
 - ~~Assistant Executive Director (1)~~

 - ii) ~~Senior Staff~~
 - ~~Administrative Officers (5)~~
 - ~~Communications Officer (1)~~
 - ~~Manager of Corporate Services (1)~~
 - ~~EAP Coordinators (2)~~

 - iii) ~~Support Staff~~
 - ~~Executive Assistant, Governance (1)~~
 - ~~Assistant to Senior Manager (1)~~
 - ~~Assistants (4)~~
 - ~~Clerical Assistant (1)~~
 - ~~Accountant/Assistant (Corporate Services) (1)~~
 - ~~Graphic Designer (1)~~
 - ~~Supervisor of Printing Operations (1)~~
 - ~~Online Information Coordinator/Receptionist (1)~~
 - ~~Building Operations Coordinator (1)~~
 - ~~Systems Analyst (1)~~
 - ~~IT Administrator (1)~~
 - ~~Records Management Clerk (1)~~

Advertisements at all levels and for all positions will clearly indicate the Association as an equal opportunity employer.

- d) ~~Considering the specialization required for most positions in the workforce, it is recognized that limited opportunities exist to correct proportionate representation by promotion. Nevertheless, education programs for all staff levels will be made available so that maximum advantage can be taken for promotional opportunities.~~ **A package will be developed for those involved in hiring, training, and promotion to provide for non-biased interviewing techniques and to help facilitate the goal of employment equity.**
- e) ~~Advertisements at all levels and for all positions will clearly indicate the Association as an equal opportunity employer. A revised advertisement format will be developed so that it is friendly towards both gender groups.~~ **Interviewing teams will contain representatives who may identify as being from various equity seeking groups where possible.**
- f) ~~A package will be developed for those involved in hiring, training, and promotion to provide for non-biased interviewing techniques and to help facilitate the goal of proportionate representation.~~
- g) ~~Interviewing teams will contain representatives from both gender groups.~~

Policy on Group Insurance

October 18, 2019 Executive Meeting

- The NLTA will amend its policy on IV. Programs and Services – Benefits and Economic Services as follows:

E. Group Insurance

5. For all teachers covered by the provincial collective agreements, and who are on regular payroll, participation in Options A1 (Life), A3 (Accidental Death and Dismemberment), B (Health), B2 (Dental), and CI (Critical Illness) shall be automatic. ~~In addition, teachers under age 40 shall be enrolled automatically for Option C (Long-Term Disability).~~ **Teachers under age 60, who are hired in a new contract after May 1, 2017, shall be enrolled automatically for Option C (Long-Term Disability) according to the eligibility guidelines.**

Policy on Collective Bargaining

January 10, 2020 Special Executive Meeting

That the policy on the Negotiating Team for the Provincial Collective Agreement be amended to include a member employed as a Teaching and Learning Assistant.

- The NLTA will amend its policy on IV. Programs and Services – Benefits and Economic Services as follows:

A. Collective Bargaining

5. Negotiating Team for Provincial Negotiations

b) Representation on the Negotiating Team shall consist of:

- i) The NLTA Vice-President who shall serve as Chairperson of the Team
- ii) Seven members of the Association in accordance with the following:
 - a member of the Provincial Executive;
 - a primary/elementary teacher;
 - an intermediate/high school teacher;
 - a representative from the School Administrators' Council;
 - a member employed at a district/regional office (eg. program specialist, educational psychologist, itinerant teacher);
 - a member employed in a small K-12 school (as a general guideline, a school with fewer than 200 students);
 - **a member employed as a Teaching and Learning Assistant;** and
 - a substitute or replacement teacher.

Policy on Group Insurance for Substitutes

June 12, 2020 Executive Meeting

The Group Insurance eligibility policy for substitute teachers will be changed for one year only (2020-21), to require one day of substituting up to the end of January, as opposed to November, to allow for continued group insurance coverage, and that it be recommended to Provincial Executive to make the required amendment to NLTA Policy to allow for this change.

- That NLTA will **temporarily** amend its policy on I. Operations of the Newfoundland and Labrador Teachers' Association as follows:

A. NLTA Membership

1. Active Membership

- c) Current Policy: Active membership privileges for a substitute teacher, in accordance with By-Law III.B., are extended to November 30th of the school year subsequent to the school year in which the substitute teacher qualified for active membership, provided he/she is still available and registered for substitute teaching with a school board.

Replace with the following for the year 2021:

Notwithstanding the foregoing, active membership privileges for a substitute teacher, in accordance with By-Law III.B., are extended to January 31, 2021 for the 2020-21 school year only, provided he/she is still available and registered for substitute teaching with a school board.

Policy on the Professional Development Fund

June 12, 2020 Executive Meeting

- That the NLTA will **temporarily** amend its policy on III. Programs and Services – Professional Development as follows:

2. Professional Development Fund

a) Out-of-Province Grants for Individuals

i) Purpose

The Professional Development Fund will allow for the funding of individuals for professional development which is not funded through any of the existing NLTA professional development programs. Funds are not available from this source to help individuals attend in-province conferences, as these types of initiatives may be supported through existing special interest council and branch structures and should be supported by the board. However, travel between Labrador and the island of Newfoundland will be eligible for funding from this source.

Effective as of June 12, 2020 and continuing until June 30, 2021, funding under this policy may be granted for individuals to participate online/virtually from within the province in professional development conferences or sessions that originate from or are based outside of the province, subject to all other eligibility criteria and guidelines set out herein.

Policy on the Communications of the Association

December 4, 2020 Executive Meeting

- The NLTA will amend its policy on II. Communications of the Association as follows:

A. Communications Policy

3. External Communications

- iii) having the President as the principal spokesperson. If ~~he/she is~~ **they are** not available, the Vice-President will take ~~his/her~~ **their** place. With approval, the Executive Director or Communications Officer may make statements to the news media.

B. Publications

2. The Bulletin

- f) iii) The Convention issue of *The Bulletin* shall be published and ~~mailed~~ **distributed** at least one month prior to Convention (See By-Law XI.B.)

3. Information for Members

- b) All communiques **by regular mail** from the provincial office to the membership which are distributed via the school rep should be addressed as follows: Name; NLTA School Representative; School Address and be marked for delivery to the appropriate teacher.

6. Executive Notes

Notes on Executive meetings are prepared by the Communications Officer and circulated ~~to all schools~~ in a timely manner after regular Provincial Executive meetings.

8. NLTA Website

The NLTA website is to be updated on a regular basis and all NLTA information will be posted for accessibility by ~~teachers~~ **members**.

E. Political Action

1. Subject to NLTA By-Laws, the Association supports the right of each of its members to participate in the democratic process of our society, to be active in any political party of ~~his/her~~ **their** choice, and to seek and hold public office.

H. Privacy

~~When a teacher registers on the *Members Only* section of the NLTA website all personal information will not be used or disclosed for purposes other than those for which it was collected, except with consent or as required by law. Information will not be shared with third parties.~~

I. Audio-Video Recording of NLTA Meetings

For specific purposes (e.g. audio recording of BGM), the Association may require an audio and/or video record of a particular meeting or may permit accredited media to record a portion of a meeting. No other audio/video recording of an NLTA meeting shall occur without express permission from the Association. For purposes of this policy, such permission may be provided by the President or, in ~~his/her~~ **their** absence, the Executive Director. If such permission is granted, all meeting participants shall be notified that such recording is taking place.

J. Environmental Policy

1. ~~Comply with relevant environmental legislation as a minimum level of performance especially in the storage and disposal of hazardous material.~~
3. ~~Use environmentally friendly products whenever available and reasonable such as using biodegradable chemicals and minimizing use of solvent and lead based paints.~~

Policy on Student Support Services

March 3, 2021 Executive Meeting

- The NLTA will amend its policy on III. Professional Development as follows:

H. Student Support Services

11. Whenever the needs of a student ~~in Pathways 2, 3, 4 or 5~~ **with an identified exceptionality** are to be met in the regular classroom setting, the regular classroom teacher and administration must receive all necessary ~~inservice related to the Pathways document~~ **professional learning**, including ~~in~~ such topics as ~~assessment~~ **accommodation** procedures, program modification, and the ISSP/IEP process.

Policy on Remedial Services

March 3, 2021 Executive Meeting

- The NLTA will amend its policy on III. Professional Development as follows:

L. ~~Remedial Services~~ Interventions

1. Definition of ~~Remediation~~ Intervention

~~Remediation~~ Intervention refers to particular instructional techniques that attempt to expose the learner once again to concepts and skills that were not adequately learned during previous teaching/learning experiences.

2. Considerations for Effective ~~Remediation~~ Interventions

- a) ~~Remediation services~~ Interventions should be **provided to students who are identified with needs** ~~recognized as an identified need in the education of certain students.~~
- b) ~~Remediation~~ Interventions should be recognized as being distinctly different from student support services.
- c) Children requiring ~~remediation interventions~~ should be recognized as **Pathway 1 pre-referral** students who experience difficulties in learning which ~~can usually~~ **may** be overcome by:
 - i) a concentrated application of specific needs instruction, or
 - ii) ongoing supports and accommodations, or
 - iii) specific intervention, possibly for a short period of time, in a one/one or small group setting.
- d) ~~Remediation~~ Interventions can occur ~~in either a segregated or non-segregated~~ **within all learning** environments depending on the prevailing circumstances of any particular class.
- e) **Diagnosis Identification** of student difficulties should be based on an informal approach consistent with ongoing classroom evaluation and followed by individual student assessment by the regular classroom teacher(s).
- f) ~~Remedial support~~ Interventions should be determined by the assessed needs, interests, and abilities of the student.
- g) ~~Remedial support~~ Interventions can be planned and delivered by **both** regular classroom **teachers** and **student support teachers,** ~~with the actual involvement of each teacher~~ **other school personnel,** dependent on the ~~requirements~~ **needs** of the child.

Policy Updates

April 24, 2020 Executive Meeting

The NLTA will defer the Branch Funding Policy for one year, to 2021-2022.

- The Policy reads as is: The NLTA will establish a maximum amount of funds that any branch can have in their account and that “maximum amount” be based upon the calculation of (Branch Registration + Rebate per Member) x 2. Effective for the 2020-21 school year. [BGM 2019]