



NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION  
THE



# bulletin

## BGM CONVENTION 2021



**Derrick Baker**



**Lori Barry**



**Clifford Budgell**



**Hollis Cull**



**Angela Dawe**



**Derek Drover**



**Stephanie  
Drover-Edmunds**



**Darryl George**



**Kelly Loch**



**Tracey Payne**



**Colin Short**



**Sheldon Slaney**



**Russell Stockley**



**Della Way**



**Sean Weir**

YOUR DECLARED CANDIDATES FOR PROVINCIAL EXECUTIVE (AS OF FEBRUARY 7)



# Biennial General Meeting 2021

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2021, will take place April 7-8. This year, due to COVID-19 restrictions and the public health emergency, the Convention will take place virtually. Delegates from Branches and Special Interest Councils will attend virtually to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2021-23 budget, by-law changes, and other important business which must be carried out by the Association throughout the year. A highlight of the Biennial General Meeting will be the election for the Provincial Executive of the Association. Candidates for Provincial Executive are indicated throughout this issue of *The Bulletin*.

**Editor's Note:**

*Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.*

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# Candidates for 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.

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(L. Barry cont'd)

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 holliscull@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.

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(A. Dawe cont'd)

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 opportunity 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



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(K. Loch cont'd)

- 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 re-opened 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

(cont'd)

(S. Slaney cont'd)

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.

# Resolutions to Convention 2021

## Category A: Association

### Award Nominations Deadline

1. That the NLTA change the deadline for submission of nominations for awards from January 15th to February 15th. **(Humber)**

**Explanatory Note:** To give Branches and individual teachers more time to have a general meeting to discuss nominations for awards. The January 15th deadline is difficult to engage teachers immediately after the Christmas holidays.

### Recorded Votes During Executive Meetings

2. That the NLTA take recorded votes during provincial executive meetings, for all executive motions pertaining to the membership and that these votes be recorded in the provincial executive minutes. **(St. John's Centre)**

**Explanatory Note:** We believe the NLTA needs to be more transparent to its membership and allow members to see how the elected provincial executive voted on issues/concerns/motions. The intent is not to have general motions recorded (ex. Adopting the agenda).

### Online Bulletin

3. That the NLTA offer The Bulletin in an online format only. **(St. John's Centre)**

**Explanatory Note:** Going to online only will lessen the carbon footprint of the NLTA and will save money in printing and mailing costs. With COVID we are being told to try not to share any physical resources. I know in some schools The Bulletin is placed around staff room tables for teachers to take if they wish, so going online will lessen any risk associated with sharing resources. Monitoring membership engagement with The Bulletin could also be measured.

## Category B: Programs and Services

### Allocation for SLPs Specializing in Augmentative & Alternative Communication

4. That the NLTA lobby the Department of Education and school boards for additional allocations for, and the creation of, an itinerant Speech-Language Pathologist (S-LP) position in each of the regions and Labrador West and French

School Board, specializing in Augmentative & Alternative Communication (AAC). **(Speech Language Pathologists Council)**

**Explanatory Note:** There is currently a pilot position in the Metro Region. She has three days per week to specifically focus on AAC issues across our province. She has consulted specifically on students and provided much needed professional learning amongst NLESD staff. It is working well and the feedback has been great. It shows the need to continue this and increase the numbers of this itinerant position across our regions to allow time for more adequate coaching.

Augmentative and alternative communication is a unique specialization. Setting up communication devices and communication software (e.g., proloquo2go) is both time consuming and requires a special proficiency that only an S-LP would be equipped to perform. With more and more students entering the education system with complex communication needs (i.e., Cerebral Palsy, Apraxia, ASD, etc.), the need for S-LPs specialized in the assessment and implementation of AAC services is imperative.

Our intent is to ask for additional allocations to be created to service this ever-increasing need; not just move allocations around which is what is currently happening.

Speech-Language and Audiology Canada (SAC), our national professional association, developed a position paper specifically on AAC in 2015. The following excerpts support the aforementioned.

“First, national and international efforts to make society more inclusive continue to gain speed. The United Nations Convention on the Rights of Persons with Disabilities recognizes the importance of ensuring accessibility to effective means of communication, including AAC. Accessibility legislation now exists in Canada that specifically addresses communication needs.” (SAC, 2015, p.1).

“Concurrently, the adoption of relatively affordable mainstream consumer technology, such as tablets and smartphones, for use as speech generating devices (SGDs) has transformed the field of AAC. Until very recently, the cost of an SGD was prohibitive for many families. Now, individuals who use AAC, along with their families, can often afford to purchase a tablet and communication software independently. This has led to an increase in the number of individuals with access to high-tech AAC systems (Niemeijer, Gosnell Caron, Marden, & Shaham, 2012). While this can be seen as empowering for families, it also increases the risk that technology will be selected in the absence of appropriate assessment or intervention planning. Regardless of the technology options available, or their cost, the importance of careful clinical decision-making cannot be overstated.” (SAC, 2015, p. 2).

SAC. (2015). *The Role of Speech-Language Pathologists with Respect to Augmentative and Alternative Communication (AAC)*. Retrieved from <https://www.sac-oac.ca/professional-resources/resource-library/sacposition-paper-role-speech-language-pathologists-respect>

### Speech-Language Pathologist Allocations

5. That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal that there be additional allocations of Speech-Language Pathologists (S-LPs) to obtain a ratio of 45:1 S-LPs for every caseload. **(Speech Language Pathologists Council)**

**Explanatory Note:** *Our caseloads are increasing and becoming more complex due to the severity of the communication disorders/delays. In addition, UDL and the multi-tier system of the RTL approach requires intensive support and coaching of which the SLP has unique knowledge and skills but often does not have the time to engage in effectively. Finally, family complexity adds an additional layer of responsibility on the SLP that is becoming more difficult to sustain.*

The following excerpts come from Speech and Audiology Canada (2020). SAC Position Statement: The Role of Speech-Language Pathologists in Schools. Retrieved from <https://www.sac-oac.ca/sac-position-statement-role-speech-language-pathologists-schools>

“Research has shown that speech-language pathology interventions should be delivered in a manner and intensity sufficient to improve students’ learning and achievement. For example, the nature of the skill being acquired and the stage of learning influence whether the student would benefit from intense, concentrated practice or a more distributed intervention schedule (Justice, Logan, Schmitt, & Jiang, 2016; Brosseau-Lapr e & Greenwell, 2019). In addition, better outcomes result from interventions delivered by S-LPs than from classroom staff who may not be able to provide treatment of sufficient quality and intensity due to other instructional demands and lack of training (McCartney, Boyle, Ellis, Bannatyne, & Turnbull, 2011) (SAC, 2020, p. 4).”

“Other important considerations include speech-language pathology staffing levels, the availability of resources (such as classroom and curriculum-based materials), administrative support and space, and access to other speech-language pathology service providers in the community. S-LPs also must consider caseload and workload demands, responsibilities assigned by school administrators, time required for travel between schools and the number of students in need of speech-language pathology services, as well as the complexity of their needs. In instances where organizational factors prevent the S-LP from providing effective services that meet the needs of students, SAC recommends that S-LPs document and inform their supervisor and/or school administration of the impact of these factors on the speech-language pathology services provided (SAC, 2020, p. 4).”

SAC. (2020). SAC Position Paper on: Speech-language pathology service delivery models in schools. Retrieved from [https://www.sac-oac.ca/sites/default/files/SAC-OAC\\_S-LP\\_In\\_Schools\\_Delivery\\_Models\\_EN\\_V1.pdf](https://www.sac-oac.ca/sites/default/files/SAC-OAC_S-LP_In_Schools_Delivery_Models_EN_V1.pdf)

### Allowance for Speech-Language Pathologists

6. That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations, a proposal that allowances for Speech-Language Pathologists (S-LPs) be considered for inclusion at the same rate as School Psychologists. **(Speech Language Pathologists Council)**

**Explanatory Note:** *In order to be an S-LP in this province, you need to obtain a Master’s Degree from an accredited university, pass a national exam after you graduate, provide proof of upholding skills by maintaining a specific amount of continuing education hours yearly in speech-language pathology and maintain licensure. S-LPs assess to provide diagnoses so exceptionalities can be assigned to help identify appropriate intervention strategies and programming. This is the same requirement of a School Psychologist who receives an allowance..*

### Leave for Principals

7. That the NLTA lobby the district and the Department of Education to provide necessary leave time for principals whenever they need to attend informative meetings such as family of schools meetings or district wide meetings. **(Appalachia)**

**Explanatory Note:** *With concerns around increased workload for principals and the need to focus on wellness, principals should not be put in a position to choose between their families/ personal time and scheduled leadership meetings with their families of schools or district wide meetings. These meetings should occur during regular work hours and all principals (teaching or non-teaching) should have the option to attend.*

### Teacher Librarian Allocations and Learning Common Grants

8. That the NLTA advocate for teacher librarian allocation improvements and library learning commons grants, similar to those found in the K-6 Education Action Plan, for grade 7-12 schools. **(Teacher Librarian SIC)**

**Explanatory Note:** *Students in junior high and high schools across Newfoundland and Labrador need access to high quality school library programs and skilled teacher librarians. As evidenced in the report of the Premier’s Task Force on Improving Educational Outcomes, too many students in our high schools struggle with reading and basic math, choose less academically demanding high school courses, have insufficient knowledge of career opportunities, post-secondary study options, and fundamental life skills, drop out of school, and have mental health needs and academic challenges and are not receiving the support they need to succeed. All these issues are especially relevant for many Indigenous students and for immigrant students. As teacher librarians, we believe that the future of Newfoundland and Labrador’s economic success depends on growing a generation of young people who are highly-educated, technologically savvy, and globally interconnected. Fostering growth in tech industries that aren’t dependent on urban location will be assisted by greater investment in growing*

a multiliterate population. Through phase one of the Education Action Plan, K-6 school libraries across Newfoundland and Labrador have seen additional support, with teacher librarians in these schools developing engaging learning experiences that stimulate students' interests in reading, writing, coding, creating, and innovating solutions to authentic problems.

#### Teacher Duty

9. That the NLTA include in the next opening proposals for contract negotiations that duty not be required for a teacher. **(Ganovia)**

**Explanatory Note:** Duty has become a workload issue for teachers. There are teachers right now who go all day without a bathroom break because they are teaching all day and have duty in the morning, recess, lunch and at the end of the day. In no other profession will you see a loss of these rights. Solutions can be having parent volunteers come in to do the duty or paid monitors like Nova Scotia.

#### Teaching Experience/Qualifications

10. That the NLTA include in the next round of contract negotiations language to make teaching experience equivalent to academic qualifications. **(GranForLine)**

**Explanatory Note:** There are teachers who are currently teaching outside of their qualification area (ex. Intermediate/Secondary trained teachers in Primary/Elementary) who will not be successful in job competitions in the area they are currently teaching in despite being there for many years. For example, a teacher who has been teaching grade 4 for 10 years should be considered qualified to apply for a primary school position despite not having training in primary. Thus, if this teacher is in rural, and for family, education, or other reasons would like to transfer to a position in St. John's, they would be hampered. Further, an inexperienced teacher with the right qualifications may be successful over a highly experienced teacher in the same area. This is a little to no cost benefit to teachers that would strengthen our contract.

#### Technology and Software Professional Learning

11. That the NLTA lobby the Department and District to offer PL on basic training in technology and software. A survey should be completed to determine the individual needs of a member. **(Ganovia)**

**Explanatory Note:** Many teachers are having difficulties around the technology that is being enforced in schools. Sometimes basic issues that occur can be easily remedied if staff were trained. This is more important now because of the implementation of online learning and the advancement of student use of technology in the classrooms.

#### Professional Learning During Working Day

12. That the NLTA lobby NLESD to offer PL only during the working day. **(Ganovia)**

**Explanatory Note:** We are finding that PL that could benefit

members and students is now commonly being offered after working hours. Members feel let down by the District because students who would benefit from their training only can result from taking our own time. It really is unfair to expect work done during personal time above what we are already expected to do.

#### NLTA Video Workshops

13. That the NLTA investigate the feasibility of creating informational videos for certain sections of the workshops offered by Program and Services (e.g. financial planning, wellness, social media, etc). **(Appalachia)**

**Explanatory Note:** With the elimination of in-person NLTA PD sessions on these important topics due to COVID and the uncertainty of when these sessions would be permitted again, it may be more productive to create short videos on specific topics and post them on the NLTA site. The intent of these videos is not to replace in-person sessions.

#### Equitable Access to Digital Resources

14. That the NLTA advocate that the Department of Education or School Districts develop, maintain, and provide free access to a Virtual School Library Learning Commons for all Newfoundland and Labrador students, using a model similar to that provided by the Toronto District School Board: <https://www.tdsb.on.ca/library/>. **(Teacher Librarian SIC)**

**Explanatory Note:** At present, some school libraries provide access to virtual school library learning commons, i.e. school library websites that connect students to freely available and also subscription resources such as research databases, digital creation tools, and means of making global connections. Leveraging the digital world is a key tenet of Michael Fullan's Deep Learning model but at the current time, students in K-12 in our province do not have equitable access to these resources. Some schools can afford the subscriptions, many cannot. As we know, bulk purchasing of digital resources is often much cheaper.

#### Gender Inclusive Language

15. That, when gender is not relevant to the intended purpose or meaning within a message, the NLTA will actively promote and lobby the Department of Education, NLESD, and CSFP to use gender-inclusive language. This would include, but is not limited to, existing and emerging policies, and other written forms of communication (i.e. memos, forms, surveys, etc.). **(Gender and Sexual Diversity SIC)**

**Explanatory Note:** The NLTA already uses gender-inclusive language. BGM motions packages refer to individual students, parents, and teachers using the singular "their". However, some policies, procedures, memos and forms contain the outdated "his/her" pronoun. The use of the binary "his/her" excludes and erases non-binary identities, possibly acting as a microaggression toward teachers and students who identify as non-binary. Such microaggressions can create unsafe work and learning environments for teachers and students through

the passive “othering” of the LGBTQ2S+ community. However, there is a recognized challenge when using gender-inclusive language for people who speak, write and read in French whereby grammatical structures do not allow for ungendered language. Rather, while communicating in French, a thoughtful approach which avoids gendered subjects is suggested whenever possible.

### LGBTQ2S+ Representation in Curriculum

16. That, by reviewing and updating a wide variety of subject and grade level curricula, the NLTA lobby the Department of Education to purposefully include meaningful and authentic LGBTQ2S+ representation within existing and emerging prescribed curriculum resources. **(Gender and Sexual Diversity SIC)**

**Explanatory Note:** The acronym LGBTQ, as defined by the Collins English Dictionary, is lesbian, gay, bisexual, transgender, and queer/questioning (one’s sexual or gender identity). This acronym is an umbrella term that encompasses many identities; as LGBTQ2S+ people use a variety of terms to identify themselves, and there are numerous identities that are not directly referenced in the LGBTQ acronym. While the province supports LGBTQ inclusion in the safe and caring schools policy (2013), specifically in procedure 7, Guidelines for LGBTQ Inclusive Practices, this support is not reflected in curriculum outcomes or resources, (particularly in grades K-9). Further, the GSDSIC believes an “inclusion by vague” approach is too common within education; whereby (1) individualized beliefs and situational factors may permit omission of certain groups, and (2) actualized support for marginalized groups becomes limited. Research into LGBTQ2S+ targeted support has generally shown that programming needs to be specific and intentional for the community in order to be effective.

## Proposed NLTA By-Law Changes

Two proposed amendments to the NLTA By-Laws from Branches meet the voting requirements for the 2021 BGM. [Note: Additions appear in **bold** print and deletions in ~~strikeout~~.]

**In considering these proposed by-law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.**

### Proposed By-Law Changes from Branches.

#### 1. BRANCH VOTING DELEGATES AT BGM (Appalachia Branch)

##### Motion from the Branch:

That for Convention 2023 only, By-Law X (Convention) be amended such that each Branch shall be permitted a minimum of two voting delegates regardless of Branch size.

##### Wording of the Appropriate By-Law Change:

That By-Law X – Convention be amended to read: “There shall be a biennial meeting or Convention of delegates of the Association. Delegates and members of the Executive only have the right to vote. All other members may sit in at a Convention meeting and speak but not to vote on any matter. The Convention shall be held at such time as may be determined by the Convention. The Executive shall determine where the Convention shall be held. It may consider and accept invitations extended by the branches. Delegates shall be elected from the legally constituted local and regional branches in the ratio of one to every 100 members, or fraction thereof, in the branch. (Branches shall base the number of delegates on the maximum number of teachers employed in the schools and board offices existing within the branch boundaries at any point in time during a school year, provided that such teachers are Active Members of the Association. In no case shall teachers on leave and their substitutes or replacements both count.) **Notwithstanding the foregoing, for the 2023 Convention, all legally constituted local and regional branches with fewer than 100 members in the branch shall be entitled to elect a maximum of two delegates. This is a temporary measure and shall apply to branches with fewer than 100 members for the 2023 Convention only, following which the ratio of one delegate to every 100 members in the branch shall apply to all branches.** In addition, each special interest council shall be permitted to be represented at

the Convention by one delegate, as per By-Law IX.E. A delegate to Convention shall use his/her discretionary powers as per the best interests of his/her branch or special interest council but must speak as his/her branch or special interest council wishes if s/he is so directed.

**Rationale from the Branch:**

While this would increase Convention costs, it would provide more opportunities for member engagement from smaller Branches. This trial run would allow us to see the pros and cons of this idea.

**Recommendation from Provincial Executive: DEFEAT**

**Rationale for Executive’s Recommendation:**

Current By-laws permit one voting delegate per 100 Branch members or fraction thereof. This is an important factor in representative balance among delegates to BGM. NLTA Policy further allows for one funded alternate for each Branch that is permitted only one voting delegate.

With respect to the reference to additional associated costs with this change for an in person BGM, there would be no extra expense. There are currently 31 Branches that are allowed only one voting delegate. However, these Branches may also have a funded alternate. If the By-law were changed to allow for a minimum of two voting delegates per Branch, no Branches would be entitled, under Policy, to a funded alternate, so one replaces the other. If this was not the moving Branch’s intent and they wished to add a delegate while maintaining the funded alternate then, using the hotel rates that were in place for BGM 2021 and per delegate costs for BGM 2019, the additional cost per funded BGM attendee is approximately \$1525. For an additional 31 delegates, the cost would be \$47,300 plus an estimated additional \$1000 for Eastern Audio. Total estimated additional costs are \$48,300, which is around 16% of the BGM 2021 budget of \$300,000.

In terms of the stated goal of encouraging and supporting member engagement in BGM, there were resolutions from BGM 2019 on this theme (fund for new teacher observers, funded alternates for all Branches) that Executive has decided to defer actioning of until BGM 2023 due to COVID-19 restrictions on meetings and the reality of a virtual BGM 2021. It might be best to assess the impact of these decisions before making further changes, particularly a change that would affect the voting balance and democratic process at BGM.

All Branches do have the ability to send Branch funded alternates to BGM. While smaller Branches may have less available funds for this, the inability to hold most inperson events during the pandemic may mean that small Branches may have more funds available to them for this in 2023.

**2. INCREASE IN SUCCESSIVE TERMS OF OFFICE FOR NLTA PRESIDENT (Appalachia Branch)**

**Motion from the Branch:**

That By-Law XIII. A(3) be amended to read that the office of President shall not be held for more than three successive terms by the same person, instead of a maximum of two successive terms.

**Wording of the Appropriate By-Law Change:**

That By-Law XIII.A(3) – Duties of Officers be amended to read: “The office shall not be held for more than ~~two~~ **three** successive terms by the same person. A portion of a term shall be considered as a full term.”

**Rationale from the Branch:**

If NLTA members believe that the current President is meeting the needs for the Association, then that person should have the opportunity to continue that work for a maximum of three consecutive terms.

**Recommendation from Provincial Executive: NO POSITION**

**Rationale for Executive’s Recommendation:**

A similar resolution to BGM 2017 was defeated, and a similar resolution to BGM 2019 was withdrawn.

Potential cost savings associated with an additional successive term would be minimal, particularly given the recent adoption of electronic voting to elect the President and Vice President. If a President were successful in seeking a third successive term, there could be savings related to relocation costs (\$10,000 budgeted), depending on where the individual’s home base is, but there could also be additional costs for housing allowance expenses if the individual was not already based in the metro area.

Other organizations that do not have term limits do not generally experience higher numbers of candidates for leadership positions. Incumbency can actually be a deterrent to other individuals seeking leadership positions.

## 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 From Branches  
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  
E. Date of Next Convention  
F. Closing of Convention

## DELEGATES AND FUNDED ALTERNATES TO THE 2021 BGM

Branch/ Council	Delegate Name(s)	Funded Alternate
Appalachia	Jeff Blundon, Andrew Elliott, Shana Bentley	
Aurora	Sharon Young	Stephanie Hedderson
Baccalieu	Marlene LeShane	
Baie Verte Peninsula	Mark Thorne	Amanda Milley
Bay d'Espoir	<i>unavailable at time of printing</i>	
Bay Roberts	Jennifer Pilgrim, Trudi Noseworthy, Terri Lynn Morrisey	
Bell Mer	Della Way	Susan Power
Belleoram-Wreck Cove	Andrea Penney	
Bremco	Hollis Cull	Sonya Randell Cull
Burgeo	Wayne Vivian	
Burin-Marystown	David Babb, Mike Vivian	
Carbonear	Gordon King, Chris Wilson	
Churchill Falls	Trina Myles	Leona Lundrigan
Clarenbridge	Heather Wells, Earle Pike	
Coastal Labrador South	<i>unavailable at time of printing</i>	
Conception Bay Centre	<i>unavailable at time of printing</i>	
Conception Bay South	<i>unavailable at time of printing</i>	
Deer Lake	<i>unavailable at time of printing</i>	
Exploits Valley	Paul Moore, Heather Hayley, Lori Barry	
Fogo Island	Susan Crawford	Catherine Hoven
Ganovia	Clifford Budgell, Tim Goodyear, Chris Martin	
GranForLine	Dale Parsons	
Green Bay	<i>unavailable at time of printing</i>	
Hamilton Sound	Darren Goodyear	Norman Chaulk
Harton	Bernetta Delaney	Sandra Hynes
Humber	Ian Adey, Natasha Caines, Kelly Park, Darren Hutchings	
Ingornachoix	Connie Myers	
Labrador West	Sandy Crowley, Matt White	
Lake Melville	Sharon Mugford	
Landfall	<i>unavailable at time of printing</i>	
Long Range	Devon Babstock	
Marconi	Tyrone Power	
Northern Light	Ian Ryland	
Notre Dame	<i>unavailable at time of printing</i>	

Branch/ Council	Delegate Name(s)	Funded Alternate
Nutak Labradorimi	<i>unavailable at time of printing</i>	
Placentia	Sheldon Slaney	Chantel Nash
Port aux Basques	Vanessa Chaulk	Patrick Murphy
Rushoon-Terrenceville	Brent Gill, Trudy Whittle-Upshall	
St. John's Centre	Angela Dawe, Jamie Jenkins, Gloria Pynn	
St. Mary's Bay	Patti Corcoran	Suzanne Tremblett
Seagaulher	<i>unavailable at time of printing</i>	
Southern Shore	Geri-Lynn Devereaux	
Table Mountain	Heather Brake	
Trinity-Deadman's Bay	<i>unavailable at time of printing</i>	
Trinity, Trinity Bay	Peggy Sacrey	
Upper Trinity South	Kim Siegfriedt	Darryl George
Waterford Valley		
Council of Special Services	Danielle Doyle	
English Language Arts SIC	Alison Edwards	
Gender & Sexual Diversity SIC	Trevor Taylor	
Health Education SIC	<i>unavailable at time of printing</i>	
Math/Science SIC	Yvonne Dawe	
Music Educators' of NL SIC	Michelle Collins	
NL Counsellors' and Psychologists' Association	Gary Hunter	
Physical Education SIC	<i>unavailable at time of printing</i>	
School Administrators Council	Dale Lambe	
Second Language SIC	<i>unavailable at time of printing</i>	
Small Schools SIC	<i>unavailable at time of printing</i>	
Speech Language Pathologists SIC	Kimberlyn Cranford	
Teacher-Librarians NL SIC	<i>unavailable at time of printing</i>	
Technology Education SIC	Stacey Hopkins	
MUN Observers	<i>unavailable at time of printing</i>	

