

# bulletin

# ELECTION ISSUE 2022

WHAT YOU NEED TO KNOW  
NLTA ALL MEMBERS ONLINE VOTE FOR  
PRESIDENT AND VICE-PRESIDENT

## CANDIDATE FOR PRESIDENT\*

## CANDIDATES FOR VICE-PRESIDENT\*



**TRENT LANGDON**  
MOUNT PEARL  
(MEMBER OF WATERFORD VALLEY BRANCH)



**MAUREEN DOYLE-  
GILLINGHAM**  
OCHRE PIT COVE  
(MEMBER OF CARBONEAR BRANCH)



**DALE LAMBE**  
ST. JOHN'S  
(MEMBER OF CONCEPTION  
BAY SOUTH BRANCH)

**NOMINATION  
DEADLINES:**  
**PRESIDENT: OCT. 25**  
**VICE-PRESIDENT: NOV. 16**

**VOTING DATES:**  
**PRESIDENT: NOV. 21-25**  
**VICE-PRESIDENT:  
DEC. 12-16**



**KELLY LOCH**  
VICTORIA  
(MEMBER OF CARBONEAR BRANCH)



**SEAN WEIR**  
PORT HOPE SIMPSON  
(MEMBER OF COASTAL  
LABRADOR SOUTH BRANCH)

# CANDIDATE FOR PRESIDENT

## Trent Langdon

“Steadfast LEADERSHIP: Rooted in Integrity & Collective Strength”

Friends & Colleagues:

It is my honor and privilege to offer myself once again as a candidate for NLTA President for the 2023–2025 term of office. A sincere thank you to my colleagues from the Waterford Valley Branch for your trust and commitment in signing my nomination papers.

Since being elected as your President, I have worked diligently to build support and respect for the profession while being real and honest, proposing practical solutions. When representing you in all interactions and within the media, I continually strive to demonstrate integrity, strength, and professionalism. This will serve us well in the court of public opinion and at the negotiating table.

I work every day to educate myself on the issues, staying in tune with the frontlines and attempting to keep my finger on the ‘pulse’ of teaching in this province. I will absolutely continue to do so.

### My Priorities

- Teacher Morale & Respect for the Profession
- Teacher Health & Well-being
- Collective Rights & Voice

I want to continue the job you have entrusted me with (for another two years) as we make steady progress toward a better workplace.

The most pressing issues (as of writing this document) are undoubtedly: hiring uncertainties, Smart Find inconsistencies, unfilled positions, substitute teacher shortages, and payroll problems, just to name a few. Our challenge is to keep these issues at the forefront of public debate heading into the release of the Teacher Allocation Review Report and another round of collective bargaining starting this fall.

There are three specific initiatives that I am committed to completing during my tenure (as promised in my initial platform):

- **Ad hoc Committee on Teacher Mental Health and Well-being** – To date, this team of Provincial Executive members, frontline educators, and NLTA staff have been gathering and compiling information from our membership. The mandate of this committee is to provide clear and decisive recommendations for advocacy and policy development by the end of this school year.
- **NLTA Leadership Development/Unionism 101** – We will be supporting our leaders at the branch and provincial levels as we explore the tenets of strong unionism and effective governance; the intent is to expand our respective toolkits and strengthen our unified efforts. Initial exploration has taken place to connect with key individuals and affiliate groups with established programs and resources.



- **Inter-Departmental Collaboration to Address School Safety** – Planning has begun to initiate discussions with key groups and individuals connected to improving school safety for students and teachers; the intent is to establish a coalition of like-minded individuals and groups. In addition to education personnel, essential connections include the Ministers assigned to the portfolios of Children, Seniors, & Social Development (CSSD), Justice, and Health as well of the Chiefs of Police for the Royal Newfoundland Constabulary (RNC) and the Royal Canadian Mounted Police (RCMP).

Over the past 30 years, I have valued my experiences in the fields of education, youth care, and leadership. I am an advocate for teachers, children, and public education and a believer in community justice, well-being, and integrity-based leadership.

### My History with the NLTA

- NLTA President (August 2021 – Present)
- NLTA Vice-President (August 2017 - July 2021) – 2 Terms
- NLTA Provincial Executive Member (August 2013 – July 2017) – 2 Terms
- Vice-President (Waterford Valley Branch)
- Past-President of the Newfoundland and Labrador Counsellors’ and Psychologists’ Association (NLCPA), a Special Interest Council of the NLTA – 2 Terms

### Professional Background

- I am currently on leave from my position as Guidance Counsellor at St. Peter’s Junior High (SPJH) in Mount Pearl. I have held this position for 13 years and plan to return to SPJH upon completion of my tenure as NLTA President. I began my teaching career as a substitute teacher and accepted my first permanent position as Guidance Counsellor/Educational Therapist in Bay Roberts in 2005.
- Certified as a Canadian Certified Counsellor (C.C.C.) with the Canadian Counselling & Psychotherapy Association (CCPA); served as President of the CCPA’s School Counsellor Chapter.
- Prior to commencing my career in the K-12 system, I held leadership positions with the Boys and Girls Clubs of Newfoundland & Labrador and worked on the front lines within local residential youth care and treatment facilities.

### Personal Background

- Born and raised in Norris Arm (Notre Dame Bay)
- My partner (Tammy) and I are residing in Mount Pearl with our teenaged twin boys (Riley & Noah).
- I value volunteering with Boys & Girls Clubs of NL, Conservation Corps NL, and Thrive’s Street Reach Program.

Serving as your NLTA President has been my greatest professional honor.

I humbly ask for your continued support as I seek re-election as President for the 2023-2025 term of office.

Yours in Solidarity,

Trent

# CANDIDATES FOR VICE-PRESIDENT

## Maureen Doyle-Gillingham

**A Strong, Experienced Voice**

### **NLTA Involvement**

- Current Vice-President
- Bay de Verde, Carbonear, Baccalieu Branches
- Baccalieu Representative, Treasurer, Secretary/Past President

### **Committee Involvement**

- Member/Chair Curriculum
- Chair Communications/Political Action
- Ad Hoc Province-wide Voting
- Educational Leave
- Finance/Property
- Group Insurance Manager/Chair
- Pooled Investment Chair
- BGM/CONTACT Delegate
- Staff Negotiations
- CTF/FCE Status of Women
- CTF Women's Symposium
- ASCD Delegate
- Chair Negotiations
- Board Member – CTF
- Provincial Executive/Table Officer
- Sponsor Body Member – Teachers' Pension Plan Corporation

### **Education**

- Bachelor of Arts/Education/Special Education
- Dental Assistant Diploma

### **Employment**

- Resource/Secondary Teacher
- Substitute
- Employment Counsellor
- Dental Assistant

Educators have one of the most important jobs on the planet! Teachers are professionals who put 100% into our jobs. Let's unite in and partner with decision makers, establishing realistic working conditions for all!

Do you remember how you felt when you started teaching? Excited, engaged, and/or intrigued? Ready to educate young minds, instill confidence, build character and leave an imprint on those you met in class. Hopefully, we feel the same way as we move through our respective careers. Unfortunately, the work environment and workload has changed dramatically over time. The system and students' needs have changed and as a classroom teacher,



I live with the deficiencies daily. Teachers are stressed, exhausted and longing for positive change. Work/life balance is almost non-existent, and teachers are leaving the profession. Many are not even considering the teaching profession anymore, sad! Workload, new initiatives, and lack of available substitutes is alarming. Our salaries need attention. To compound an educational system that already needed a rehaul, a global pandemic happened. The pandemic exposed flaws in the system that educators already knew were there. Now, however, it seems overwhelming, unmanageable, and never ending. Someone recently noted, the educational iceberg is foundering.

As an Executive member I am engaged, helpful, and I want to bring our Association forward. As Vice-President I have worked diligently to respond and direct any inquiries that have been brought to my attention. I have communicated to stakeholders about the positives in the profession but more importantly, the negatives. I have provided possible solutions and the need for our employer to "get it" when it comes to education.

- Collective Bargaining is near. Let's see if our employer "gets it". A salary increase is required that respects and values the work done. We are not keeping up with inflation.
- Resourcing needs to be considered on needs, not budget based. We cannot continue working this way. Before the pandemic, teachers were working long hours; during the pandemic the average educator's work life balance skewed even further. "Is our employer getting it?"
- We need teachers. Jobs unfilled, substitute shortages, coverage a nightmare, preparation time lost and classes doubled. Are they getting it? Through advocacy and proactive recruitment, individuals need to be encouraged to join our profession. Put incentives in place? It works with other employees.
- Sustainable workloads. To effectively teach students, teachers need a healthy work life balance; that shouldn't be too hard to get.
- Teacher workplace health and wellness. Allocating more services should be part of the employer's plan.
- I realize the inequities among the membership. Working to ensure a better leave plan provision is necessary.

I am honored to accept the nomination for NLTA Vice-President. I have and will continue to be a strong advocate for teachers. I have the insight, experience and am willing to stand tall for our Association.

Maureen for NLTA VP  
Pronouns: she/her/elle  
2023-2025

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Visit me on Facebook and join my group:  
Maureen Gillingham NLTA VP



# CANDIDATES FOR VICE-PRESIDENT

## Dale Lambe

Complete details about me, including my story, can be found at <https://www.dalelambe4nltavp.com/>

My reputation as an educator and as a leader in our system is one that speaks of energy, enthusiasm, genuineness, authenticity, and passion. These are the qualities that I will bring to the position of NLTA VP should I be fortunate enough to gain your support. Please follow my social media platforms that are listed below to see my creativity and ability to connect. These are skills that will add tremendously to our Association's approach from 2023-25.



### Personal Story

Born and raised in Marystown, Newfoundland, I have been fortunate enough to have enjoyed 25 years in the education field here in our beautiful province. With a blend of rural and urban experience, I have been blessed to create lasting relationships with teachers across the island. I am currently the proud Principal of Villanova Junior High in Conception Bay South. It would be an honour and a privilege to serve the teachers of Newfoundland and Labrador in the role of NLTA Vice-President.

Né à Marystown, Terre-Neuve et Labrador, j'ai eu la chance d'avoir passé 25 ans dans le milieu de l'éducation ici, dans notre belle province. Avec un mélange d'expériences rurale et urbaine, j'ai eu la chance de développer plusieurs relations avec des enseignants à travers l'île et Labrador. Je suis présentement le fier directeur de Villanova Junior High à Conception Bay South. Ce serait un honneur et un privilège de servir tous les enseignants de T-N-L dans le rôle de vice-président de la NLTA.

Be sure to vote from December 12-16, 2022. Assurez-vous de voter du 12 au 16 décembre 2022.

### Professional Background

1998-2004:

- St. Joseph's Central High, Bay de Verde
- Fatima Academy, St. Bride's
- Ascension Collegiate, Bay Roberts  
*Language Arts, French and Technology Teacher*

2004-2013:

- St. Catherine's Academy, Mount Carmel
- Brother Rice Junior High, St. John's
- St. Paul's Junior High, St. John's  
*Assistant Principal (Teaching)*

2013-Present:

- Hazelwood Elementary, St. John's
- Villanova Junior High, Conception Bay South  
*Principal*

### A PASSIONATE AND RESPECTED VOICE FOR TEACHERS

- Involvement with NLTA Special Interest Council, School Administrators' Council (SAC) since 2004, including:

- SAC President, since 2020
- Member of the NLESD-SAC Liaison Committee, since 2017
- Member of SAC Provincial Executive, since 2015
- Organized SAC Provincial Conference in 2012
- Canadian Association of Principals (CAP) Conference 2018, Registration and Sponsorship Co-Chair
- Provided written submission and verbal response to the Education Action Plan Committee (SAC Executive)
- Newfoundland Representative on CAP (2019-22)
- Vice-President (Elect) on CAP in 2022
- Provided written submission to Teacher Allocation Review Committee (SAC President)

### VISION AND POINTS OF INTEREST AS NLTA VP

#### Recruitment and Retention for teachers.

- Creativity and Ingenuity are crucial. Incentives are necessary to recruit and retain in rural communities.

#### Forging Partnerships with all stakeholders to improve Professional Learning for Teachers.

- We need to work together to make our learning opportunities equivalent to those of other public sectors.

#### Teacher Wellness and Well-Being.

- Personal focus and values center around these elements of work.

#### Class Size and Composition.

- My involvement in the teacher allocation review process will serve as the foundation for future work in this area.

#### Advocating for efficient and effective hiring practices for teachers.

- Directly tied to my in-depth analysis of teacher allocations, this advocacy will be critical in seeking the elimination or amelioration of partial units.

#### Contact Information:

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# CANDIDATES FOR VICE-PRESIDENT

## Kelly Loch

### NLTA Experience

- Provincial Executive Member 2017-19, 2019-21, 2021-23
- Provincial Executive Table Officer 2021-23
- Chair, President's Advisory Committee on Teacher Mental Health and Wellness 2021-23
- Finance and Property Committee Member 2017-19, 2019-21
- Chair, Equity Committee 2017-19
- Chair, Membership Benefits and Services Committee 2019-21
- Appointed to CTF Advisory Committee on the Teaching Profession 2022-24
- CTF Women's Symposium Delegate 2018, 2019, 2021
- Executive Liaison: Rushoon-Terrenceville, GranForLine, Burin-Marystown, Carbonear. Music Special Interest Council
- Carbonear Branch President, School Representative, Secretary, Member
- Curriculum Committee Member
- NLTA MBS Committee Member
- School Board-Teacher Liaison Committee
- BGM Delegate

### Education

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

### Teaching Experience

- 2016-Present: IRT/Reading Specialist/Vice-Principal: Persalvic School, Victoria
- 2007-16: Kindergarten Teacher: Persalvic School, Victoria
- 2005-06: Principal/ IRT: Acreman Elementary, Green's Harbour
- 2002-05: Music K-9/IRT: Cabot Academy, Western Bay
- 2000-02: IRT: Carbonear Collegiate, Carbonear
- 1999-2000: Challenging Needs/IRT: North Shore Collegiate, Northern Bay
- 1998-99: Music K-12/ Challenging Needs Teacher: King's Point



### Dear Colleagues,

My name is Kelly Loch. I am a candidate for Vice-President of NLTA. My years of involvement and engagement with teachers and staff around this province has helped prepare me for this position.

**Class size and composition** is one of the major issues facing our teachers. We finally made progress with a review of the teacher allocation model. We must analyze the results and if recommendations will be addressed. We need to watch closely and advocate for action that will benefit our members and students.

**Teacher Retention and Recruitment** is at a crisis level in many schools throughout this province. This is a major stress and workload issue for our teachers daily and it must be addressed. Teachers cannot sustain this level of coverage. We have students not receiving IRT support because they are covering for colleagues. We need help at the school level. A short-term solution could be for those in non-teaching positions with the district to help. We need incentives for young teachers to stay and teach at home. This should include permanent positions, less partial positions, and financial benefits for teachers who work in certain areas of the province.

We need to advocate for major improvements that will support teachers in their teaching, learning and well-being. The **President's Ad Hoc Committee on Mental Health and Wellness** will be making recommendations this spring as to how we can help take care of our wellness. When we take control and learn to take care of ourselves and one another, we have empowerment.

**Negotiations and Collective Agreement Rights** are top priority for NLTA members. We have our own unique issues that need to be addressed in the Collective Agreement. We need to stand strong and united as we continue to advocate and fight. We need to gain more sick time for our young teachers. A decent salary increase is paramount.

**Hiring Practices and Protocols** need to be reviewed. There are many suggestions that can help make this process fair and efficient. It is important that all stakeholders work together to improve various HR issues. SmartFind needs to be revamped to fit the needs of our province.

Please feel free to contact me if you would like to have a discussion regarding your thoughts and concerns.

If elected, I will bring a strong voice to the table and advocate for action and change.

I believe my experience and commitment will continue to make a positive impact.

I humbly thank you all for your consideration.

# CANDIDATES FOR VICE-PRESIDENT

## Sean Weir



### NLTA Involvement

- Member of Provincial Executive, 2011-15, 2018-19, 2019-23
- Branch President, Coastal Labrador South, 2007-2011 & 2015-19
- Group Insurance Manager, 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 of Labrador Benefits Negotiating Team, 2009-10
- Chairperson, Curriculum Committee, 2019-21
- Chairperson, Membership Benefits and Services Committee, 2021-23
- Chairperson, Collective Bargaining Committee, 2021-23
- Table Officer, 2021-23

### Education

- O'Donel High School, Mount Pearl, 1985-88
- B.Ed (French), Memorial University, 1995
- M.Ed (Educational Leadership), Memorial University, 2015

### Professional Experience

- (1995-99) Substitute Teacher (Eastern School District)
- (1999-2011) Multi-grade Classroom Teacher with French duties (Gr. 4-9); D.C. Young School
- (2011-15) Multi-grade Classroom Teacher with Literacy/Numeracy Support duties (Gr. K-9); Bayside Academy
- (2015-22) Assistant Principal with Multi-grade Classroom duties (Gr. 5-12) in Physical Education and Healthy Living 1200, OH&S 3200, Math 5 and 6, Reading Specialist, and Teacher-Librarian; Bayside Academy
- (Currently) Assistant Principal with teaching duties in K-9 Physical Education, Grades 7-9 Health, Healthy Living 1200, Grade 7 Math, and Teacher-Librarian; Bayside Academy

### Election Statement

NLTA members have been keeping our employer's "ship" afloat for a long time. The employer is constantly changing the workplace conditions within schools without giving consideration to those who know it best – NLTA members. For any change to be sustainable, it must be "do-able" within our work day. The reality, right now, is that many provincial educational initiatives are stalled because the employer's demands are not practical in all schools. (How can schools focus on Deep Learning, when they do not know if they will have a full staff on a daily basis?)

Our concerns must be heard, and I see the current round of negotiations as vital in this process. Since May, I have developed a list of the most pressing issues that have been raised by members, and, if elected as Vice-President, I commit to seeking improvements in these areas. I will share my thoughts on each of them below:

**Class Size and Composition** – We must press the government to make the Teacher Allocation Review Committee Report public. This was to be released in August of 2022.

**Hiring (Pathway to Permanency)** – We must strive to reach a negotiated settlement for all members that includes attaching seniority rights for every hour worked in a school in this province.

**Recruitment/Retention of NLTA Members** – We must push the employer to "think outside the box" in terms of recruiting and retaining our members, including substitutes.

**Sick Leave** – We must seek improvements for post 2006 hires.

**Salaries/Remuneration** – Salaries must reflect changes in the increased cost of living, and travel expenses must be addressed so members are not out of pocket.

**Professional Learning during the Work Day** – "Optional PL" must be replaced by providing these same opportunities during the work day.

**Restrictions on Meetings** – With the implementation of the RTL model, there must be limits placed on the number of meetings that occur outside of school hours.

**Mandatory Preparation Time** – All teachers must receive preparation time.

**SmartFind** – The current usage of this system is flawed. In many areas of the province, the system is not working for members, or schools.

A failure to address these issues properly will see the good ship Education continue to take on water until it's too late, because bailing out a boat with a basket won't keep it from sinking, it just prolongs the inevitable.

In preparing to cast your ballot, please consider my experience and dedication to the Association as I humbly ask for your support.