

Newfoundland and Labrador Teachers' Association



THE
NLTA
AND **YOU**
2019-20



Mission Statement

We dedicate ourselves to the professional excellence and personal well-being of teachers, through support, advocacy, educational leadership and the development and delivery of outstanding programs and services.

The NLTA and You

Information from the Newfoundland and Labrador Teachers' Association

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A Brief History of the NLTA

Before Confederation

Created in 1890, the Newfoundland and Labrador Teachers' Association has played a significant role in the development of education in our province. The idea of a teachers' association was not entirely new in 1890. As early as 1875 the joint report to the inspectors of the Church of England and Methodist schools suggested forming an organization which would stimulate professional development and raise educational standards. Similar associations had been constituted in many of the Canadian provinces but organizing teachers in Newfoundland had faced the barriers of geography and the denominational system.

On October 18, 1890, 13 teachers met in Bay Roberts to discuss the lack of a living wage, their financial future and security, the idea of a pension fund, an insurance scheme, and professional development. This meeting was held at the school of James Frederick Bancroft and a committee was struck to "secure the formation of a teachers' association for the island".

A second meeting was held in November, again chaired by Bancroft, and it was unanimously agreed to form a Newfoundland Teachers' Association. The immediate agenda was set and a committee was formed to draft a constitution and by-laws.

In January 1891 the Association adopted its first constitution. One of its most notable and, for the time, remarkable sections, was Article 10 which strictly prohibited party politics and religious discussions. This newly formed Executive was scrupulous to have representatives of all major denominations on its first executive.

From this period on there was very little record of activity of the NTA except several petitions in the House which resulted in an increase in the Education Grant and an increase in teachers' salaries. It was not until after World War I that the NTA found its bearings again, and in the wake of the great depression, another world war, and Confederation, eventually came into its own as a powerful force for the profession and the new province.

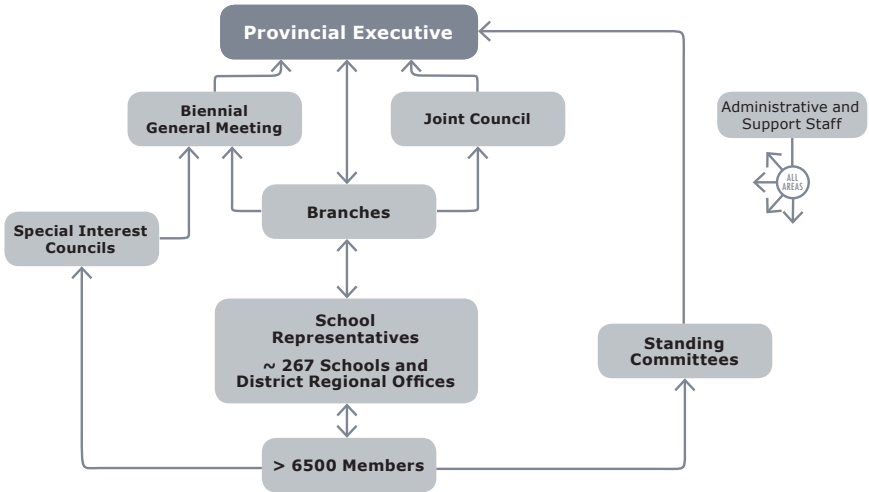
Post Confederation

After Confederation the province was on the brink of a new age in education. The NTA lobbied for the first standard salary scale based on qualifications and experience. Along with its new vigour the NTA's basic platform became sharply focused on wage and equity issues. In 1951 the Association was incorporated and the provincial government agreed to statutory membership for the Association, a crucial milestone which not only guaranteed the Association's viability and financial independence but ensured that the NTA would be truly representative of all Newfoundland and Labrador teachers. In 1995 the Association added Labrador to its name to better reflect the many teachers it represented.

The Newfoundland and Labrador Teachers' Association has not only been successful during this period of time, but has also played a pivotal role in determining what the education scene would be. It used all of its resources and took whatever steps necessary, including political, to carry forward its agenda. It has always stepped boldly and found leaders to match its grit.

Organizational Structure

NLTA Parliamentary Structure



Convention

The Biennial General Meeting (Convention) is the main governing body of the NLTA. The members of the Provincial Executive Council are elected by the delegates to Convention; policy and by-laws of the Association are determined by that body. The next Convention of the NLTA is scheduled for April 6–9, 2021.

Provincial Executive Council

The Constitution and By-laws place full and complete authority for the direction of the Association between Conventions with the Provincial Executive Council. The Council is elected biennially and consists of a President, Vice-President, and 10 members. The President and Vice-President are elected by province-wide vote. The 10 members are elected at the Biennial General Meeting. The immediate past-president, by virtue of the position, may be an Executive member for the year immediately following his/her term of office. The Executive Council meets on a regular basis to transact the business of the Association and to consider recommendations from the Executive and ad hoc committees.

Joint Council

The Joint Council is comprised of Branch Presidents and Provincial Executive. It began as a liaison/discussion group and has now evolved into a decision-making body that assists in directing the work of the Association between Conventions. Governance of the Association, in reality, has become a shared responsibility between the Biennial Convention, Joint Council, and Provincial Executive.

Branches

An effective and efficient Branch structure is essential to the success of the Association. Branches elect their own officers and executive, manage their own affairs and set their own rules and by-laws subject to the by-laws of the Association. There are presently 49 Branches of the NLTA. A complete list of Branch Presidents and the branches can be found on the NLTA website, www.nlta.nl.ca or by calling the NLTA. The Branches are:

Eastern:

Baccalieu	Bay Roberts
Burin-Marystown	Carbonear
Clarenbridge	Conception Bay Centre
Conception Bay South	GranForLine
Landfall	Marconi
Placentia	Rushoon-Terrenceville
St. John's Centre	St. Mary's Bay
Southern Shore	Trinity, Trinity Bay
Upper Trinity South	Waterford Valley

Central:

Baie Verte Peninsula	Bay d'Espoir
Belleoram-Wreck Cove	Exploits Valley
Fogo Island	Ganova
Green Bay	Hamilton Sound
Harton	Notre Dame
Seagaulher	Trinity-Deadman's Bay

Labrador:

Churchill Falls	Coastal Labrador South
Labrador West	Lake Melville
Northern Light	Nutak Labradorimi

Western:

Appalachia	Aurora
Belle Mer	Bremco
Burgeo	Deer Lake
Humber	Ingornachoix
Long Range	Port aux Basques
Rameaux	Table Mountain
Taylor’s Brook	

School Representatives

The role of the NLTA School Representative is an essential one within the NLTA organization. Through an effective school representative system a channel of communication opens between every teacher and the branch president, the branch executive, the Provincial Executive and the provincial president of our Association. It is this important linkage that gives our Association its strength.

Every school and school district office in the province has an NLTA school representative who is elected or appointed at the school level to assist branches with the operation of branch functions. The NLTA maintains contact with school representatives through on-line communications, direct mail to schools, the NLTA website, and as needed through a series of rotating seminars. These seminars assist school representatives in their roles and help ensure that each school is represented and well informed on NLTA matters.

Executive Committees

The Executive operates through a series of standing and ad hoc committees appointed by Provincial Executive. NLTA Members from across the province serve as members of these committees generally centralized in one particular area of the province. The following committees are responsible to the Executive unless there is specific direction to the contrary from the Biennial Convention.

Committee	Chairperson
Communications/Political Action/Membership Engagement	Joseph Santos
Curriculum	Sean Weir
Equity Issues in Education	Tracey Payne
Finance and Property	Craig Hicks
Group Insurance	Maureen Doyle-Gillingham
Membership Benefits and Services	Kelly Loch
Professional Issues	Colin Short
Substitute Teachers	Derrick Baker

Other committees and ad hoc committees are set up on an as needs basis to deal with specific issues. Contact the NLTA office or a member of Provincial Executive for further information.

Liaison Committees

Through regular liaison committees, the Association represents the viewpoint and opinions of teachers to government, the university, directors of education and the School Boards Association.

Special Interest Councils

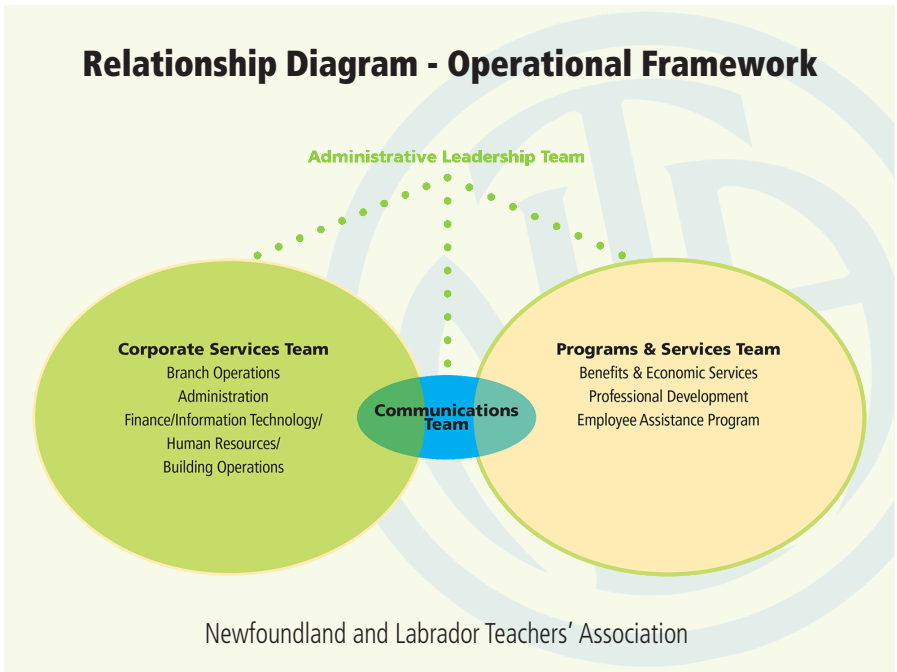
Special interest councils of the NLTA are formed by a group of members who share a particular educational interest. Information on the councils can be obtained from the NLTA website, www.nlta.nl.ca, or by calling the NLTA.

Governance

The NLTA President is the Chairperson of the Provincial Executive Council responsible for all policy development and governance matters and is the official spokesperson for the Association. The President is elected by majority vote of the members of the Province. He/she is elected for a two-year term and holds office in accordance with the NLTA Constitution and By-Laws and can be re-elected for a second two-year term. The office of President is a full-time position and the occupant is recognized as the political head of the organization, represents the Association and members in all matters related to NLTA policy and business, and ensures the Association strives to accomplish its mission statement.

Operational Framework

The operational framework of the NLTA is illustrated by the following diagram:



The Programs and Services Team provides services to members related to professional development, benefits and economic matters, and the employee assistance program.

The Corporate Services Team provides the business and corporate services required to operate the organization, specifically finance and administration, staff human resources, information technology, building operations and branch operations.

The Communications Team is integral to the work of both the Programs and Services Team and the Corporate Services Team and is responsible for all aspects of the NLTA's internal and external communication and public relations.

As the diagram indicates, there is significant collaboration between the programs and services, corporate services, and communications teams in the day-to-day operation of the NLTA. An Administrative Leadership Team, comprised of lead staff in various functional areas, is utilized to assist the Executive Director and lead the operational activities of the Association in order to accomplish the mission statement of the NLTA and to action the policy and decisions determined by the BGM, Joint Council, and the Provincial Executive.

The Executive Director is the Chief Administrative Officer of the Association and is responsible for the coordination and implementation of all NLTA programs. This includes maintaining a liaison with other provincial and territorial teacher organizations and with the Canadian Teachers' Federation to monitor and assess provincial and national developments and trends affecting education.

The Executive Director is staff consultant to the President, the Provincial Executive and Table Officers, and with the President, represents the Association on most liaison committees with other educational organizations. He/she also has overall responsibility for the operation of the Association's head office based in St. John's.

NLTA Services to Members

A listing of services provided by the NLTA follows. For further information about these services or any other issue, please contact the NLTA office. (*see page 16 for full list of the NLTA staff*)

Administration

The administration services provided include overseeing the operation of all programs of the Association, and ensuring the logistical functioning of the Biennial General Meeting (Convention), Joint Council, and the Provincial Executive Council.

Branch Operations

The branch operations program is responsible for providing services to members through the Association's local branch structure. This involves all aspects of branch organization, including official registration of the 49 branches and allocation of funds as per Association policy, review of yearly branch audits, registration of substitute teachers, processing requests regarding the Association's membership categories, and the operation of school board-teacher liaison committees.

Collective Agreements

The NLTA operates two collective agreements – the Provincial Agreement and the Labrador West Agreement – including negotiation and administration of these agreements.

The Labrador West Agreement is between the teachers of Labrador City and Wabush, the two school boards operating in Labrador West and the Provincial Government. The agreement is prepared, negotiated and administered by the Labrador West Branch of this Association, with the assistance of Programs and Services staff of the NLTA.

The NLTA also represents members in negotiations of the Labrador Benefits Agreement. This agreement is negotiated between a number of public sector unions and the Provincial Government and provides additional benefits to government employees working in Labrador.

Conference for Beginning Teachers

When numbers warrant, the NLTA, in collaboration with the school district, holds a conference for teachers in their first year of teaching. This usually takes place after term one. The agenda is specific to the expressed needs of the novice teacher.

CONTACT

Conference on New Techniques and Classroom Teaching (CONTACT) is a joint project of the teacher associations of the Atlantic provinces: Newfoundland and Labrador Teachers' Association (NLTA), Nova Scotia Teachers Union (NSTU), New Brunswick Teachers' Association (NBTA) and Prince Edward Island Teachers' Federation (PEITF). CONTACT is held in August and is hosted by each province on a rotating basis. A delegation of up to 30 members is selected by the Professional Issues Committee. Participation is partially subsidized.

Developing Successful Schools Institute (DSS)

This leadership institute for administrators and aspiring administrators is held in July of each year at Mount Allison University in Sackville, New Brunswick. It is a joint project of the NLTA, the Nova Scotia Teachers Union (NSTU), the New Brunswick Teachers' Association (NBTA), the Prince Edward Island Teachers' Federation (PEITF), the New Brunswick Department of Education and Early Childhood Development, and the Nunavut Teachers' Association.

Employee Assistance Program (EAP)

The EAP exists primarily to support the health and well-being of members and schools by providing a range of services from prevention to intervention. It is a jointly sponsored program by the NLTA, government, and the Newfoundland and Labrador School Boards Association.

The EAP is designed to meet the unique needs of teachers and schools regardless of where they are in the province. The program provides professional assessment, counseling, crisis response, consulting, mediation and referral services aimed at managing the challenges that affect members. It offers a wellness component aimed at providing members and schools with necessary tools and knowledge related to wellness, providing work/life information and education sessions related to health issues, promoting healthy work environment practices, and work/life "effectiveness" with an overall holistic view of wellness in the workplace – proactive and preventative in nature.

Employment Insurance

The NLTA's involvement with Employment Insurance is as follows:

- Interpreting and explaining the Employment Insurance Act and Regulations to teachers;
- Reporting to teachers when changes occur in the Employment Insurance Act or Regulations;
- Acting on behalf of teachers at appeals to the Board of Referees and to the Umpire; and
- Preparing for Provincial Executive, policy statements on the Employment Insurance Act and Regulations as they apply to teachers.

Finance

The Finance services provided include the administration of all funds of the Association, preparation of the annual budget for the NLTA and the administration of this budget, preparation of monthly financial statements, the coordination of arrangements for Executive and Joint Council meetings, and the overall maintenance and upkeep of the NLTA building property.

Financial Information Seminars

Financial Information Seminars are sponsored each year by the NLTA in various locations throughout the province, depending on interest and demand. The sessions are held on Saturday and provide information and resource people related to pensions, group insurance and financial planning.

Group Insurance

The NLTA Group Insurance Plan, consisting of Life, Accident, Health, Dental, Long Term Disability, Medical Out of Country, and Critical Illness plan options is owned by the NLTA and operated through a seven-person Board of Managers, appointed by and answerable to Provincial Executive. The plan is administered by Johnson Inc. and underwritten by a number of companies.

When members are placed on regular payroll, they are automatically enrolled in the three options of the basic plan, consisting of A1-Life, A3-Accident and B-Health. The provincial government pays a portion of the cost of premiums for the basic plan options in accordance with the Collective Agreement.

Members are also enrolled automatically in Dental insurance, Basic Critical Illness insurance, and for those under age 40, Long-Term Disability insurance. Enrolment in the voluntary options: A2-Life, A4-Accidental, A5-Voluntary Life (including spouses), C-Long Term Disability (for other than those mentioned above) LC-Long Term Care and F-MEDOC (medical out-of-country travel/health insurance) is by application. Government does not contribute to these options.

Special insurance packages have been developed for retired teachers and for substitute teachers. Further details on these packages can be obtained from the NLTA. The Group Insurance booklets can be viewed on the NLTA website, www.nlta.nl.ca. Go to “Publications” and then Group Insurance.

Information Technology

IT services include the ongoing development and maintenance of a membership database utilized to assist in the effective delivery of programs, services, and information to NLTA members. IT staff also have responsibility for operation and maintenance of IT requirements of the Association.

Legal Assistance

Legal assistance is normally provided as follows:

1. To teachers for problems arising as a result of the individual's role as a teacher, such as arbitrations, Workers' Compensation appeals, TPP disability, Long Term Disability and CPP disability appeals, EI appeals, certification appeals, and where charges have been laid;
2. To the Provincial Executive during collective bargaining;
3. To the Group Insurance Managers regarding group insurance;
4. On general Association matters which may require legal intervention.

Members do not have direct access to the legal firm which represents the Association. Requests for legal assistance must go through and be approved by the Association through the Programs and Services Team.

Policy Handbook

The NLTA has policies governing virtually every aspect of its operation. While the complete policy handbook is not distributed to each teacher, copies of the handbook are distributed annually to Provincial Executive members. The Handbook is also available on the NLTA website (www.nlta.nl.ca).

Pre-Retirement Seminars

An important element of our pension program is pre-retirement counselling for members who are less than two years from retirement. Pre-Retirement Seminars are held annually in major centres across the province. The sessions provide counselling on such things as teachers' pensions, Association benefits to retired teachers, Group Insurance, Employment Insurance, Canada Pension Plan and financial planning. Paid leave for these seminars is provided under the collective agreements.

Programs and Services Workshops and Seminars

Programs and Services staff design and deliver sessions on a variety of identified needs at the school, district and branch level. These may include current and emerging trends in education, classroom strategies, financial wellness, retirement planning, or any topic identified by teachers or the district.

Project Overseas

Project Overseas is sponsored by the Canadian Teachers' Federation and its affiliates to assist teachers in developing countries upgrade their teaching qualifications. Each year the NLTA sponsors one member to participate in this program. Application forms are available on the NLTA website in the fall of each year.

Publications

The Bulletin is published during the school year and is designed to keep members in touch with matters related to education in this province. It also serves as a public information tool for the Association. *The Bulletin* invites contributions from members. Other publications are available on various topics of interest to members. *The Bulletin* is available for viewing on the publications section of the NLTA website, www.nlta.nl.ca.

Teacher Payroll

Services in relation to Teachers' Payroll fall mainly into the following categories:

1. Interceding on behalf of members who feel they have been incorrectly paid;
2. Maintaining a liaison with department officials on the interpretation of articles in our collective agreements;
3. Meeting with payroll officials and Johnson Inc. to monitor insurance deductions, and general meetings to discuss changes needed in the payroll computer programs.

Teachers' Pensions

Information on the Teachers' Pension Plan booklet is available on the NLTA website, www.nlta.nl.ca or from the Teachers' Pension Plan Corporation, www.tppcnl.ca.

Teachers Talking to Teachers Program

The Teachers Talking to Teachers program provides an opportunity for teachers to share expertise and innovative practice with colleagues.

Workers' Compensation/Injury on Duty

Members injured on the job should contact the NLTA for assistance and advice. When a member is injured in the course of duty, s/he may be entitled to benefits in accordance with the Workers' Compensation Act. The NLTA provides services to assist with interpretation of the Act and Regulations and navigation through WorkplaceNL procedures. The NLTA's Long Term Disability insurance plan may provide additional benefits, provided the injured member has the coverage.

Other Services

The NLTA monitors developments in the field of education and takes action to assist its members as required. Feel free to contact the Association office at any time, especially if problems arise that cannot be settled satisfactorily at the local level.

NLTA Awards/Programs/Funds

There are several awards, funds and programs available through the NLTA. Regulations and nomination forms and deadline information may be obtained from the NLTA office, your branch president, or from the NLTA website at www.nlta.nl.ca. Go to "Forms".

Allan Bishop Award

The Allan Bishop Award was established in 1991 to recognize outstanding service to the NLTA at the provincial level. A maximum of one award is presented each year and the award is open to any active or life member of the NLTA, except current members of the Provincial Executive, or a provincial past president of the NLTA within three years of his/her presidency.

Bancroft Award

The Bancroft Award was established in 1980 to mark the 90th anniversary of the NLTA. The award recognizes outstanding service to the NLTA by members at the branch level. A maximum of three awards may be presented each year and any active member of the Association is eligible.

Barnes Award

The Barnes Award was established in 1987 to recognize outstanding service to the NLTA in the field of professional development by teachers involved in special interest councils. A maximum of one award may be presented each year, and this award is open to any active member of the Association.

Centennial Fund Programs

The Centennial Fund was created in 1990 to mark the 100th anniversary of the Newfoundland and Labrador Teachers' Association. There are a number of programs supported by the fund. To be eligible, an individual must be an active member of the NLTA as described in [Section I.A.1 of NLTA Policy](#).

Centennial Study Awards

At least two awards, valued at \$2,500 each, are presented annually provided suitable applications are received and sufficient funds are available to teachers to support their continuing professional development through full-time university study.

National/International Conference Presenter

A maximum of \$5,000 can be provided from the Centennial Trust Fund each year for the explicit purpose of funding presenters to national/international educational conferences to be held out of province. The maximum amount to be approved for presenters at any one conference will be \$1,250.

Educational Research Program

The Association makes available a maximum of \$10,000 annually to support educational research projects initiated and/or approved by the NLTA. Preference is given to funding research that is classroom-based and to funding projects submitted by practising classroom teachers, school administrators, district program implementation specialists, students and/or faculty in the Faculty of Education at Memorial University of Newfoundland and other recognized educational agencies. Research funded under this program cannot be used for university credit.

Johnson Inc. Bursaries

A sum of \$2,000 will be made available to the NLTA to be awarded annually to teachers in full-time attendance at university. The value of the awards will depend on the number of awards granted annually by the Professional Issues Committee (e.g., two at \$1,000, four at \$500). Further information can be obtained by contacting the NLTA.

NLTA Medal

In consultation with Memorial University, the Association makes an annual award to an Education student who, during his/her academic career, has made an outstanding contribution to the Faculty of Education and to the university. The recipient must be a graduating student and have a consistently good academic record in the professional courses required for the degree.

NLTA Scholarship to MUN Faculty of Education Student

This scholarship, made possible through a donation to the MUN Anniversary Fund, is awarded annually on the basis of academic excellence and character to a senior student enrolled in the Faculty of Education. The award is made by the MUN Senate Committee on Scholarships acting on the recommendation of the Dean of Education.

Patricia Cowan Award for Support and Promotion of Education

The Patricia Cowan Award was established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding support and promotion of education. This support was either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning.

Professional Development Fund

The Professional Development Fund provides grants for teachers to participate in professional development activities outside our province. It also provides for teachers in Labrador to access professional development on the island of Newfoundland and vice versa. Teachers can access this fund once every five years.

Scholarships

The NLTA awards six scholarships of \$1,000 each to dependents of active, retired, disabled or deceased members upon completion of secondary school and through application to the Newfoundland and Labrador Teachers' Association. The award is based on the criteria used by the Department of Education for the selection of provincial scholarship recipients.

Special Recognition Award

The Special Recognition Award was instituted in 1990 by Johnson Inc. to recognize the 100th anniversary of the NLTA. A maximum of one award is presented annually to an active or life member of the NLTA who, while a teacher in the province, made a major contribution to the cultural, social and/or the community life of Newfoundland and Labrador.

NLTA Staff Directory

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School Districts

Newfoundland & Labrador English School District

www.nlesd.ca

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• Avalon Regional Office

District Main Office
95 Elizabeth Avenue
St. John's, NL A1B 1R6
Tel: (709) 758-2372
Fax: (709) 758-2706

Conseil scolaire francophone provincial de Terre-Neuve-et- Labrador

65, chemin Ridge, Suite 212
Saint-Jean, (Terre-Neuve-et-Labrador)
A1B 4P5
Sans frais : 1-888-794-6324
Téléphone : (709) 722-6324
Télécopieur : (709) 722-6325
www.csfp.nl.ca

Department of Education and Early Childhood Development

Confederation Building
3rd Floor, West Block
PO Box 8700, St. John's NL
A1B 4J6
[www.gov.nl.ca/edu/
education@gov.nl.ca](http://www.gov.nl.ca/edu/education@gov.nl.ca)

General Inquiries . . . (709) 729-5097

Fax (709) 729-1400

Minister's Office. . . . (709) 729-5040

Teacher Payroll (709) 729-2996
. payroll@gov.nl.ca

Teacher Certification. . (709) 729-3020
. teachercertification@gov.nl.ca

Teachers' Pension Plan Corporation (TPPC)

130 Kelsey Drive, Suite 101
St. John's, NL, A1B 0T2
(709) 793-8772 (local)
(833) 345-8772 (toll-free)
www.tppcnl.ca
memberservices@tppcnl.ca

Johnson Inc.

Fort William Building (Head Office)
10 Factory Lane
PO Box 12049
St. John's, NL A1B 1R7
headoffice@johnson.ca
www.johnson.ca/nlta
Fax (709) 737-1021
Group (709) 737-1528
. 1-800-563-1528
Claims (709) 737-1640
. 1-800-563-1727
Home/Auto (709) 737-1500
. 1-888-737-1689



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