

# 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.