

Newfoundland and Labrador Teachers' Association



Priorities for 2023-25

Provincial Executive

December 6-7, 2024

Priority #1: Workload Concerns

Goal: To improve the working conditions of teachers generally and to address individual teacher workload concerns

- Programs and Services staff are continuing to assist numerous teachers during the Fall of the 2023-24 school year in drafting correspondence re: class size and composition and inadequate resources that prevent them from effectively delivering curriculum and ensuring a safe and effective teaching and learning environment despite their best efforts as caring and competent professionals. In several cases, additional allocations have followed.
- During the 2023-24 school year and continuing into 2024-25, Administrative Officers have assisted teachers with exercising the right to refuse unsafe work under OHS legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. While some matters have been resolved to teachers' satisfaction, several such refusals are still ongoing and new cases have arisen.
- A policy grievance (failure to consult) was filed regarding changes to policy which would require NLTA members to administer hearing and vision screeners prior to comprehensive assessments. This matter was referred for arbitration with hearing dates confirmed for November 2024. The RNUNL was notified of the arbitration dates as this matter raised work of the bargaining unit (public health nurses) concerns for them, which they are pursuing as well with the Department of Health & Community Services through their own dispute resolution processes. Several meetings were held by the parties during the Spring/Summer 2024, continuing into the Fall of 2024. This grievance was settled in November 2024, resulting in a reversal of the policy changes. As a result, NLTA members will no longer be required to complete hearing and vision screeners prior to comprehensive assessments.
- The committee established to review the RTL model has now met 4 times, most recently on October 16, 2024. The Committee is now in the process of finalizing a survey to administer prior to Christmas.
- The 2022-2026 Collective Agreement contains a provision requiring the establishment of an Advisory Committee within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Association staff initiated discussions with the Department of Education (March-May 2024) to commence the work of this committee. Due to staffing changes at the Department of Education/NLSchools and CSFP, the initial meeting of this committee was delayed, but the first meeting took place on October 8, 2024. Subsequent meetings have been scheduled for the remainder of the year; the next one takes place on December 9, 2024.
- The President had a telephone meeting with Premier Furey in mid-May 2024 to discuss teacher shortages and ideas to address teacher workload and retention/recruitment

challenges. This was followed up with correspondence from the President to the Premier on May 29, 2024. Subsequent discussions with NLSchools officials in July 2024 led to a response from the Minister of Education on August 12, 2024, confirming a commitment for some additional resources in several regional “pilot” schools, including introducing a new student services TLA support position in 6 schools for the 2024-25 school year. Recent (early December 2024) discussions with Department officials indicate that feedback from school administrators at pilot schools has been mainly positive, and the employer intends to add additional TLA units for the remainder of 2024-25. Input from NLTA has been sought regarding suggestions for additional pilot schools.

- Programs & Services staff have developed and are sharing an explanation with teachers regarding the possibility of a grievance under Article 30 (Class Size) of the Collective Agreement. Integration of the former NLESD with the Department of Education may make grievances around class size/under resourcing more likely to succeed, depending on the facts of each particular case. A couple of such cases that were being explored during the Fall of 2024 did not proceed to grievance as initial efforts/inquiries led to additional resources being allocated.
- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments were packaged for use in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign was determined strategically to coincide with the reopening of the House of Assembly for the Fall sitting on November 4, 2024. General feedback from members on the campaign has been positive and there has been significant engagement with the posts and videos.
- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- On November 6, 2024, Association staff were made aware of a communication from NLSchools senior staff indicating that clerical work related to the intake of newcomer students would now be the responsibility of individual schools (administrators). This work had previously been the responsibility of one administrative support person at NLESD/NLSchools who is no longer working with NLSchools. Association staff were quick to gather information from affected school administrators and followed up with a communication to the Deputy Minister on November 7, 2024. Shortly thereafter, Association staff were made aware that a memo was sent to school administrators (from NLSchools)

indicating that the November 6 communication had been rescinded and apologized for any confusion.

- Administrative Officers are working with Special Interest Councils and the NLCU on measures to improve the efficiency of banking procedures for all Councils.
- Programs and Services staff are collecting data from Administrators on increases to workload. Data is to be presented to the Professional Issues Committee for further consideration/action.
- Programs and Services staff attended the PEITF Annual Conference sessions on strategies for building resiliency in schools in November 2024.
- Programs and Services staff are working with and advocating for schools to establish boundaries on the types/nature of student medical interventions that can be required of NLTA members. Follow up with DOE Student Services staff is ongoing.

Priority #2: Membership Well-Being and Protection

Goal: To promote and improve supports for teacher health and wellness, including teacher mental health and well-being

(See Appendix for updates on recommendations from the Teacher Mental Health and Well-being Ad Hoc Committee)

- The volume of teachers requiring EAP support and intervention grew steadily during the 2023-24 school year, with roughly 1 in 7 teachers under NLSchools accessing EAP supports. Due to the continued growth of mental health referrals to the EAP for Teachers program, EAP has had to significantly reduce the number of workshops provided in schools. There are ongoing requests and a need for more wellness workshops in schools throughout the province. With the addition of a third EAP position, the provision of some workshops is resuming during the 2024-2025 school year.
- Association staff continue to assist members with various payroll matters throughout the Fall of 2024, including issues related to the calculation and payment of negotiated bonuses and retroactive salary increases, the expanded eligibility for the isolation allowance and teachers not paid in the first pay period for 2024-25. Meetings between Programs & Services staff and Payroll officials have been ongoing to address problems and advocate for systemic improvements, including during the Summer and Fall of 2024.
- The Association facilitated and attended a meeting with Department of Education officials for representatives of the PIE SIC on June 3, 2024. PIE presented research and suggestions to improve the recruitment and retention of school psychologists. It was confirmed during this meeting that NLTA advocacy has been successful in leading to regulatory changes to create a path to level VII certification for all school psychologists, and to update terminology in regulations to refer to “school”, as opposed to “educational” psychologists. NLTA staff have sought updates on the status of these amendments to regulations coming into force (October, December 2024) and have been advised that legislative drafting is ongoing. An estimated timeframe has been requested; we are awaiting a response.
- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments were packaged for use in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- Programs & Services staff are actively (August-September 2024) advocating with government officials for the continuation of the policy to not require medical documentation from

teachers for periods of absence (up to 14 days) for COVID-19 and/or related symptoms. Department officials advised that this policy would remain in place until future notice as government was, in general, considering the matter for all public sector employees. Government has since informed all employees that medical notes will, in general, be required as of December 1, 2024, but not as frequently as required under current collective agreement language. Programs and Services staff are seeking employer clarification on certain aspects of this moving forward and are considering a potential policy grievance regarding the impact of retroactive application.

- NLTA staff continue (November 2024) efforts to have the employer implement a system that would allow members to have individual, “self-service” access to personal leave accrual and usage information. The new Letter #12 in the Collective Agreement requires the employer to explore this. Teacher Payroll officials have advised that this functionality has been included in ongoing investigations into a new payroll system to replace TCAS but, in the interim the possibility of other options are being explored (for example SmartFind, monthly balance updates ...). The Association has also explored whether a complaint regarding privacy concerns to the OIPC could lead to this issue being expedited. In mid-September 2024, the Association was made aware that members are able to access leave accrual information via SmartFind. While some concerns have come in regarding the accuracy of these numbers, the overall sense is that the majority of this information is correct. In a meeting with the Minister of Finance and Treasury Board Secretariat officials on November 26, 2024, the President and NLTA staff in attendance were advised that work on instituting a self-service portal is ongoing.
- The first of three Beginning Teachers’ Conferences took place in Happy Valley-Goose Bay on November 30-December 1, 2024, and was well attended. Feedback from participants was extremely positive. Planning is underway for two more Beginning Teachers’ Conferences to be held: January 2025 in St. John’s; the first conference in Deer Lake was postponed due to numerous participants having to cancel, this will be rescheduled for early in 2025.
- The Public Accounts Committee copied the President on its October 24, 2024, correspondence to the Deputy Ministers of Education and Treasury Board Secretariat, seeking information from them on government efforts to address Teacher Payroll problems. The Association has responded, seeking timelines for the Committee’s deliberations and an opportunity to provide feedback on any information provided by government.
- NLTA has commissioned Thinkwell Research to gather feedback from members on potential changes to the Group Insurance Health Plan to ensure long-term financial sustainability of

the Plan. A survey was conducted for two weeks beginning October 21, 2024. The results will be shared with and discussed by Group Insurance Managers at their December 2024 meeting. Further, the NLTA will offering several virtual information/Q&A sessions for members in January 2025 – scheduling is in progress.

- Three Group Insurance Managers completed the Foundations of Trust Management Standards (FTMS) course in November 2024 as required for their fiduciary responsibilities.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign was determined strategically to coincide with the reopening of the House of Assembly for the Fall sitting on November 4, 2024. General feedback from members on the campaign has been positive and there has been significant engagement with the posts and videos.
- EAP has developed a protocol for assessing and responding to requests for PL Days. Since September 2024, 8 requests for presentations have been received from across the province. There have also been two requests during this time period for EAP wellness information kits to be distributed.
- An Administrative Officer engaged in sessions from Lancaster on Protecting Public-facing Workers from Harassment in November 2024.
- Programs and Services staff assisted members in two schools with the Conseil scolaire francophone provincial (CSFP) regarding employer expectations during Fall 2024 of travel outside work hours to attend mandatory PL. The employer adjusted school hours and travel itineraries in response to NLTA advocacy.
- Programs and Services staff assisted members (several separate schools) in exercising their right to refuse unsafe work resulting from threats and violent incidents during Fall 2024.
- The Assistant Executive Director and an Administrative Officer met with the SAC Provincial Executive and Regional Presidents on November 20, 2024, to gather information and discuss the treatment of Administrators on social media.
- EAP Coordinator prepared an article entitled Teacher Wellness: Prioritizing Self-Care for New Teachers for the November/December 2024 edition of *The Bulletin*.
- EAP Coordinators offered the following wellness workshops:
 - Corner Brook – in person presentations – “Understanding your Employee Assistance Program” and “Coping with Stress and Critical Incidents” - Offered November 1, 2024.
 - Fortune – virtual presentation – “Understanding your Employee Assistance Program” - Offered November 1, 2024.

- Marystown – virtual presentation – “Understanding your Employee Assistance Program”. Offered November 1, 2024.
- St. John’s (Centre for Distance Learning (CDLI) - in person presentation – “Understanding your Employee Assistance Program”. Offered November 20, 2024.
- St. John’s (Faculty of Education, Memorial) – in person presentation – “Teacher Wellness: Prioritizing Self-Care for New Teachers”. Offered November 29, 2024.
- Gander – in person presentation – “Compassion Fatigue and Burnout”. Scheduled for December 6, 2024.
- During Fall 2024, NLTA staff assisted CDLI teachers who had been informed that their accommodation expenses for meetings in St. John’s would not be covered and they would be required to commute (for three days) to the Avalon West region, making them the only 2 participants out of all CDLI staff who would have to travel each day. After contact was made with Senior NLSchools officials, both teachers were informed that they could book hotel rooms for the 3 days of meetings.
- An administrative officer provided a PL session on November 8, 2024, to the staff of Pearson Academy in Wesleyville on Work-Life Balance.
- On November 17-18, 2024, an administrative officer attended the National Conference on Restorative Justice in Ottawa.
- An administrative officer provided a PL session on November 22, 2024, to the staff of Waterford Valley High School on Work-Life Balance.
- On November 26, 2024, the President, Executive Director and an administrative officer attended meetings with senior government officials regarding payroll issues. This meeting was also attended by the Minister of Finance and senior Treasury Board Secretariat officials. The next meeting has been scheduled for January 27, 2025.
- The Assistant Executive Director and an Administrative Officer met with the newly appointed Quality Assurance Manager for government payroll on December 3, 2024.
- The President participated in numerous media interviews (from October 29-November 8, 2024), speaking on the Association’s Not Okay public awareness campaign, including a national feature on CTV Your Morning.
- On November 25, 2024 the Fall 2024 Teachers Change Lives story was launched. The story features an IRT at Goulds Elementary, Donna Dalton, and her special relationship with her student Lilly. The campaign will run on TV and online for four weeks. Work has already begun on the Spring 2025 TCL campaign.
- The President and Executive Director participated in a stakeholder engagement session hosted by the SJSWC and the PANOSOW on November 26, 2024, intended to facilitate discussion and strategizing around gender-based violence in the province.

Priority #3: Collective Bargaining and Services for Members

Goal: To continue to provide exceptional representation and supports to members, including through collective bargaining and other programs and services

- Association staff continue to assist members with various payroll matters, including issues related to the calculation and payment of recently negotiated bonuses and retroactive salary increases, the expanded eligibility for the isolation allowance and teachers not paid in the first pay period for 2024-25, effective date for application of outside service credit and overpayment miscalculations. Meetings between Programs & Services staff and Payroll officials have been ongoing to address problems and advocate for systemic improvements, including during July-August 2024 and September, October and November 2024.
- Programs & Services staff have developed and are sharing an explanation with teachers regarding the possibility of a grievance under Article 30 (Class Size) of the Collective Agreement. Integration of the former NLESD with the Department of Education may make grievances around class size/under resourcing more likely to succeed, depending on the facts of each particular case. A couple of such cases that were being explored during the Fall of 2024 did not proceed to grievance as initial efforts/inquiries led to additional resources being allocated.
- Since early Fall 2023 and continuing into the 2024-25 school year, Programs and Services have assisted and are working with teachers in situations where the right to refuse unsafe work under OHS legislation is being considered or exercised. Staff have provided advice on incidents of violence in the classroom, rights, responsibilities and options. While some matters have been resolved to teachers' satisfaction, several such refusals are still ongoing and new cases have arisen.
- Administrative Officers are assisting and representing a number of teachers in discipline investigations over the Summer and throughout September-November 2024.
- ATIPP requests for information related to violent incidents at two schools were submitted in 2022-23. Some disclosure was received in September 2023, but the NLTA filed for a review by the OIPC in October to ensure that the exemption cited to prevent release of other materials was properly applied. The exemption due to ongoing law enforcement matters was upheld by the OIPC but this file remains active as of November 2024. Further disclosure will be sought once law enforcement matters have concluded, which is anticipated to occur in early December 2024.

- Programs & Services assisted members with a number of requests for workplace accommodations throughout the 2023-24 school year and during the 2024 staffing season. This work continues into the 2024-25 school year.
- The Assistant Executive Director and an Administrative Officer met with HR officials from NLSchools in January 2024 in an effort to clarify the parameters used by NLSchools in the consideration of equivalency in the assessment of qualifications. Discussions on this issue were ongoing as of May 2024 and continued during the 2024 staffing season and into the Fall of 2024. There is a grievance on an equivalency matter that has been moved to arbitration, nominees to the arbitration panel have been confirmed and hearing dates are being sought.
- As of the end of November 2024, NLTA staff continue to receive and respond to a high volume of contact from the membership re: a wide variety of issues (eg. workload, discipline/allegations investigations, matters leading to potential grievance, payroll problems, etc.). Hiring matters tend to be the main focus during the summer staffing season, however.
- Programs and Services staff have assisted members, responding to a high volume of questions/calls/emails related to Recognition Bonus and Retroactive Pay coming out of the 2022-26 Collective Agreement. This required a substantial amount of communication with government and payroll offices. While most issues have been addressed, this work is ongoing as of October 2024. The major systemic issue outstanding relates to eligibility for the recognition bonus for a number of teachers who commenced sick leave prior to August 20, 2022, and who are still on leave. Legal counsel has been sought and a group/policy grievance was filed and referred to arbitration. As of early December 2024, the arbitration panel has been named and hearing dates are being sought.
- Communications with other unions who are party to the Labrador Benefits Agreement have been ongoing during the Summer and into the Fall of 2024. A meeting of the full group to discuss input from membership surveys, opening proposals and bargaining strategy has taken place along with further meetings to finalize proposals.
- NLTA staff continue (November 2024) efforts to have the employer implement a system that would allow members to have individual, “self-service” access to personal leave accrual and usage information. The new Letter #12 in the Collective Agreement requires the employer to explore this. Teacher Payroll officials have advised that this functionality has been included in ongoing investigations into a new payroll system to replace TCAS but, in the interim the possibility of other options are being explored (for example SmartFind, monthly balance updates ...). The Association has also explored whether a complaint regarding privacy concerns to the OIPC could lead to this issue being expedited. In mid-September 2024, the Association was made aware that members are able to access leave accrual information via SmartFind. While some concerns have come in regarding the accuracy of these numbers, the overall sense is that the majority of this information is correct. In a meeting with the Minister of Finance and Treasury Board Secretariat officials on November

26, 2024, the President and NLTA staff in attendance were advised that work on instituting a self-service portal is ongoing.

- Programs & Services staff are actively (August-September 2024) advocating with government officials for the continuation of the policy to not require medical documentation from teachers for periods of absence (up to 14 days) for COVID-19 and/or related symptoms. Department officials advised that this policy would remain in place until future notice as government was, in general, considering the matter for all public sector employees. Government has since informed all employees that medical notes will, in general, be required as of December 1, 2024, but not as frequently as required under current collective agreement language. Programs and Services staff are seeking employer clarification on certain aspects of this moving forward and are considering a potential policy grievance regarding the impact of retroactive application.
- Three Branch Leadership Seminars were held during Fall 2024 in Happy Valley-Goose Bay, Gander, and St. John's. Adjustments were made to the dates for the Labrador session in order to accommodate travel and leave challenges for certain attendees. All sessions were well attended and received.
- Issues around the payment of school counsellor bonuses appear to be largely resolved as of September-October 2024, and timely to date. A systemic settlement to the outstanding grievances filed in previous years is being discussed actively, as of early December 2024.
- Pre-retirement seminars were held in Gander on Oct. 7-8, 2024, in Deer Lake (Oct 17-18), and in St. John's (Oct 31-Nov 1 and Nov 28-29) with one further session in St. John's on Dec. 5-6).
- The Public Accounts Committee copied the President on its October 24, 2024, correspondence to the Deputy Ministers of Education and Treasury Board Secretariat, seeking information from them on government efforts to address Teacher Payroll problems. The Association has responded, seeking timelines for the Committee's deliberations and an opportunity to provide feedback on any information provided by government.
- On November 26, 2024, the President, Executive Director and an administrative officer attended meetings with senior government officials regarding payroll issues. This meeting was also attended by the Minister of Finance and senior Treasury Board Secretariat officials. The next meeting has been scheduled for January 27, 2025.
- The Assistant Executive Director and an Administrative Officer met with the newly appointed Quality Assurance Manager for government payroll on December 3, 2024.
- The first of three Beginning Teachers' Conferences took place in Happy Valley-Goose Bay on November 30-December 1, 2024, and was well attended. Feedback from participants was extremely positive. Planning is underway for two more Beginning Teachers' Conferences to be held: January 2025 in St. John's; the first conference in Deer Lake was postponed due to numerous participants having to cancel, this will be rescheduled for early in 2025.
- A policy grievance was filed regarding access to sick leave accrual for substitutes. The employer met with the Association in October 2024 and discussions were positive and settlement discussions are ongoing.

- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- A policy grievance regarding the inappropriate use of individual contracts has been filed and was referred for arbitration in Fall 2024. Settlement discussions are ongoing.
- An Administrative Officer attended the annual meeting of la CAFÉ, la Conférence des Associations francophones d'éducation, on November 17-19, 2024. La CAFÉ represents francophone teacher organizations across the country. As part of the session, staff outlined the priorities of the NLTA and presented an overview of French first language education in the province.
- An Administrative Officer attended a virtual meeting of the CTF Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education on November 7, 2024. A second meeting is scheduled for February 2024.
- Three Group Insurance Managers completed the Foundations of Trust Management Standards (FTMS) course in Fall 2024 as part of their required fiduciary training as Managers. The Administrative Officer responsible for Group Insurance completed The Advanced Trust Management Course (ATMS B).
- Programs and Services staff responded to many enquiries from members about the NLTA Group Insurance program stemming from the survey on potential changes to the Health Plan.
- A detailed overview of the structure of and current challenges facing the NLTA Group Insurance Program was prepared for the November/December 2024 edition of *The Bulletin*.
- Two administrative officers and the Assistant Executive Director attended CTF Staff Officers Meetings in Ottawa November 14-16, 2024.
- Programs and Services staff engaged in a Leadership Round Table with SAC Region 9 in November 2024 to provide support and advice on topics of concern to Administrator members in that region.
- The Opening Proposals for Public Service Unions (of which NLTA is a member) for negotiations related to the Labrador Benefits Agreement were made to Government on November 20, 2024. Date(s) are being explored for receipt of Government's Opening Proposals.
- The Assistant Executive Director attended a National Forum on Artificial Intelligence in Education hosted in Toronto, ON, November 25-26, 2024.
- NLTA staff are now (November 2024) preparing for the collection of data which will include a member survey related to the next round of collective bargaining. The Collective Bargaining Committee will be selected in early 2025 and will begin working on the NLTA Opening Proposal for the next round of negotiations.
- The Association is proceeding to arbitration on a grievance over interpretation of Clause 10.06 of the Collective Agreement and the employer practice of suspending teachers without pay pending the outcome of criminal charges. Hearing dates are set for December 10-11, 2024.

Priority #4: Retention, Recruitment and Resourcing

Goal: To address teacher retention and recruitment challenges and proper resourcing of public education through advocating for effective and appropriate Government/employer action and investment, and through promoting the teaching profession and public education

- The final report of the Labrador West Teacher Recruitment and Retention Committee is being prepared (November 2024) for approval by the Committee and will be provided to the provincial committee established pursuant to Letter #11 of the 2022-26 Collective Agreement for further consideration.
- The most recent Teacher Induction Ceremony for new MUN Faculty of Education graduates took place on October 17, 2024, with the second planned for May 2025.
- Discussions between NLTA staff and Teacher Certification are ongoing regarding the importance of potential changes to regulations that would improve/enhance certification upgrade options, up to and including a meeting on May 23, 2024, regarding proposed regulatory amendments. The issue of programs recognized for upgrading will be on the agenda for the next Teacher Certification Committee meeting scheduled for December 9, 2024.
- During a meeting with Department of Education officials for representatives of the PIE SIC on June 3, 2024, it was confirmed that NLTA advocacy has been successful in leading to regulatory changes to create a path to level VII certification for all school psychologists, and to update terminology in regulations to refer to “school”, as opposed to “educational” psychologists. As of November 2024, the DOE advises that drafting and approval of the required changes to regulatory language is ongoing.
- The first meeting of the provincial Teacher Recruitment and Retention Committee (Letter #11 of the 2022-26 Collective Agreement) took place on June 19, 2024. Subsequent meetings took place on September 18, and November 6, 2024, with the next meeting scheduled for December 11, 2024.
- The President had a telephone meeting with Premier Furey in mid-May 2024 to discuss teacher shortages and ideas to address teacher workload and retention/recruitment challenges. This was followed up with correspondence from the President to the Premier on May 29, 2024. Subsequent discussions with NLSchools officials in July 2024 led to a response from the Minister of Education on August 12, 2024, confirming a commitment for some additional resources in several regional “pilot” schools, including introducing a new student services TLA support position in 6 schools for the 2024-25 school year. Recent (early December 2024) discussions with Department officials indicate that feedback from school

administrators at pilot schools has been mainly positive and the employer intends to add additional TLA units for the remainder of 2024-25. Input from NLTA has been sought regarding suggestions for additional pilot schools.

- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments were packaged for use in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The first of three Beginning Teachers' Conferences took place in Happy Valley-Goose Bay on November 30-December 1, 2024, and was well attended. Feedback from participants was extremely positive. Planning is underway for two more Beginning Teachers' Conferences to be held: January 2025 in St. John's; the first conference in Deer Lake was postponed due to numerous participants having to cancel, this will be rescheduled for early in 2025.
- The President and Executive Director met with representatives from MUNSU on October 8, 2024, to discuss their advocacy efforts, including a petition, to have government provide funding for a monetary stipend for student teachers during their internships. The goal is to try to reduce financial barriers for some students who might be considering entering the B.Ed program. Information on the MUNSU petition was shared with NLTA members via a school rep update.
- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign was determined strategically to coincide with the reopening of the House of Assembly for the Fall sitting on November 4, 2024. General feedback from members on the campaign has been positive and there has been significant engagement with the posts and videos.
- The President, Executive Director and Assistant Executive Director met with NLWIC officials on October 15, 2024, to discuss challenges related to job transitioning with specific focus on the teaching profession.
- The NLTA, a proud sponsor of the Kids Eat Smart Foundation of Newfoundland and Labrador, participated in the recent KES Radiothon on October 30, 2024. President Trent Langdon was joined by Table Officers. NLTA sponsorship of KES is publicly acknowledged and part of efforts to promote the profession.

- On November 29, the President, Executive Director, Assistant Executive Director, EAP Coordinator and 3 “early career” teachers helped facilitate the NLTA/MUN Mini-Conference for Pre-Service Teachers held at Memorial University.
- The President participated in numerous media interviews (from October 29-November 8, 2024), speaking on the Association’s Not Okay public awareness campaign, including a national feature on CTV Your Morning.
- On November 25, 2024, the Fall 2024 Teachers Change Lives story was launched. The story features an IRT at Goulds Elementary, Donna Dalton, and her special relationship with her student Lilly. The campaign will run on TV and online for four weeks. Work has already begun on the Spring 2025 TCL campaign.

Priority #5: Advocacy on and Response to Government Initiatives

Goal: To take actions, through meaningful consultation and advocacy efforts, to ensure that the development and implementation of Government policy, reports and decisions that impact public education are informed by and in keeping with NLTA objectives and the interests of members

- The DOE Education Transformation project was incorporated as one of the “pillars” of the Education Accord NL – the former advisory committee was replaced with a pillar committee, the members of which include (among others) a number of teachers and the NLTA Executive Director. The Executive Director attended pillar committee meetings on July 8, September 9 & 23, October 7 & 21, November 4 & 18 and December 9, 2024, with one more meeting scheduled for December 16. The group has prepared a pillar “vision statement”, received updates from working groups, and reviewed the interim pillar report to the Accord on emerging themes. The Executive Director has met separately with the Deputy Minister for Education Transformation. Meetings have also included presentations and discussion regarding financial literacy programming, supports for EAL/newcomer students, AI, curriculum transformation, supporting 2SLGBTQAI+ students and staff and skilled trades programming.
- The Association has reminded the DOE of the obligation for consultation with NLTA regarding ongoing plans during 2024-25 for policy development regarding AI in education and the use of cell phones in schools. The Assistant Executive Director is the main NLTA contact on AI and is liaising (Fall 2024) with DOE officials re: consultation on draft guidelines.
- A policy grievance (failure to consult) was filed regarding changes to policy which would require NLTA members to administer hearing and vision screeners prior to comprehensive assessments. This matter was referred for arbitration with hearing dates confirmed for November 2024. The RNUNL was notified of the arbitration dates as this matter raised work of the bargaining unit (public health nurses) concerns for them, which they are pursuing as well with the Department of Health & Community Services through their own dispute resolution processes. Several meetings were held by the parties during the Spring/Summer 2024, continuing into the Fall of 2024. This grievance was settled in November resulting in a reversal of the changes. As a result, NLTA members will no longer be required to complete hearing and vision screeners prior to comprehensive assessments.
- The 2022-2026 Collective Agreement contains a provision requiring the establishment of an Advisory Committee within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Association staff initiated discussions with the Department of Education (March-May 2024) to commence the work of this committee. Due to staffing changes at the Department of Education/NLSchools and CSFP, the initial meeting of this committee was

delayed, but the first meeting occurred on October 8, 2024. Subsequent meetings have been scheduled for the 2024-25 school year, with the next one set for December 9, 2024.

- Discussions between NLTA staff and Teacher Certification are ongoing regarding the importance of potential changes to regulations that would improve/enhance certification upgrade options, up to and including a meeting on May 23, 2024, regarding proposed regulatory amendments. The issue of programs recognized for upgrading will be on the agenda for the next Teacher Certification Committee meeting scheduled for December 9, 2024.
- A second meeting with the Education Accord chairpersons, planned for April 4, 2024, had to be postponed and has not been rescheduled. The President attended the inaugural meeting of the Accord Advisory Committee on April 16, 2024, followed by meetings on May 21, June 18, July 16, August 20, September 17, 2024 and October 15, 2024, with future monthly meetings scheduled, up to and including December 17, 2024.
- On April 19, 2024, an Administrative Officer met with DOE Student Services staff and were advised that there are changes upcoming to the Safe and Caring Schools Policy. The Association has requested consultation at all stages, including during a meeting between the Deputy Minister and Executive Director on July 3, 2024. As of the end of November 2024, the Association has been advised that work on policy amendments is ongoing and that the obligation to consult will be respected.
- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments were packaged for use in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The committee established to review the RTL model has now met 4 times, most recently on October 16, 2024. The Committee is now in the process of finalizing a survey to administer prior to Christmas 2024.
- The President and Executive Director met with Treasury Board Secretariat, NLSchools and Public Service Commission representatives on September 5, 2024, to consult on proposed changes to government policy on the prevention and response to workplace harassment. NLTA was provided with a copy of proposed policy changes for review and provided detailed feedback in October 2024.
- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign was determined strategically to coincide with the

reopening of the House of Assembly for the Fall sitting on November 4, 2024. General feedback from members on the campaign has been positive and there has been significant engagement with the posts and videos.

- The President and Executive Director attended a meeting organized by the NL Federation of Labour with advocates for junior kindergarten programming and other union leaders on October 10, 2024.
- An Administrative Officer attended the Inclusion Symposium held by the Health and Well Being Pillar of the Education Accord NL on October 28, 2024.
- The Assistant Executive Director has scheduled a meeting for November 4, 2024, with DOE officials to discuss the upcoming plans for intermediate curriculum renewal. This meeting was subsequently postponed, and a new date is being sought.
- Programs and Services staff have met with and are engaged in consultations with the Department of Education on changes to the comprehensive assessment policy (September-November 2024).
- The next School Board-Teacher Liaison Committee (NLSchools) is scheduled for December 12, 2024.
- On November 22, 2024, the Assistant Executive Director met with government officials in advance of the memorandum that was sent to all public service employees regarding the changes to requirements for notes related to medical/sick leave. Government has since informed all employees that medical notes will, in general, be required as of December 1, 2024, but not as frequently as required under current collective agreement language. Programs and Services staff are seeking employer clarification on certain aspects of this moving forward and are considering a potential policy grievance regarding the impact of retroactive application.
- Department of Education officials shared drafts of proposed policy on cell phones in schools and an accompanying feedback survey with the President and Executive Director on November 19, 2024. The Association provided detailed feedback, questions and concerns in writing on November 21, which led to changes in both the proposed policy language and the survey prior to these being released to NLSchools staff, students and parents. The NLTA has raised particular concern regarding the lack of respect for teacher professionalism, the apparent poor understanding of the reality of schools as workplaces and potential workload increases. Messages have been sent to members to encourage participation in the survey and the Association is preparing further detailed feedback to the DOE as part of the consultation process.