

The Newfoundland and Labrador Teachers' Association

**2025 BGM
BIENNIAL
GENERAL
MEETING**

A G E N D A

1890

April 22-25 • 2025

TUESDAY, APRIL 22, 2025

- 1:30 – 7:00 PM **REGISTRATION** (*Lobby outside Salons*)
- 2:00 – 2:50 PM **ORIENTATION SESSION** (*Salons A & B*)
For new delegates, alternates & observers
- 3:00 – 3:50 PM **EQUITY SESSION** (*Columbus Suite*)
- 4:00 – 4:50 PM **PENSION & GROUP INSURANCE BENEFIT STATEMENT INFO SESSION** (*Salons A & B*)
- 6:00 – 6:50 PM **BUDGET BRIEFING SESSION** (*Salons A & B*)
- 7:00 PM **OPENING SESSION** (*Salons A & B*)
- A. Anthems
 1. Land Acknowledgement
 2. O Canada
 3. Ode to Newfoundland
 4. Ode to Labrador
 - B. Election Statements by Provincial Executive Candidates
- 9:00 PM **RECEPTION** (*Court Garden*)
- 10:30 PM – 1:00 AM **HOSPITALITY SUITE** (*Plymouth Room*)

WEDNESDAY, APRIL 23, 2025

- 8:00 AM **REGISTRATION** (*cont'd*)
- 8:30 AM **FIRST GENERAL SESSION** (*Salons A & B*)
- Chairperson for Convention: Don Ash
- A. Chairperson's Remarks
 - B. Adoption of Agenda
 - C. Appointment of Convention Committees
 - D. Convention Policies
 1. Rules of Procedure
 2. Convention Expenses
 3. Processing of Resolutions
- 10:15 AM **BREAK**
- 10:30 AM **SECOND GENERAL SESSION** (*Salons A & B*)
- A. Minutes of 2023 BGM
 1. Adoption
 2. Business Arising from 2023 Convention
 - a) Report on Resolutions from BGM 2023
 - b)
 - B. Proposed By-Law Changes
 - C. Discussion on Resolutions
- 12:30 PM **LUNCH BREAK** (*Court Garden*)
- 1:30 PM **THIRD GENERAL SESSION** (*Salons A & B*)
- A. Minute of Silence in Memory of Deceased NLTA Members

- B. Keynote Address
Connecting the dots – why we need a new kind of advocacy for public education
Annie Kidder, Executive Director, People for Education

Closed Session – Delegates/Teachers

- C. Group Insurance Auditors' Report and Budgets
- D. Financial Reports
 1. Auditors' Report
 2. Financial Statement
- E. Tabling of 2025-26 and 2026-27 Budgets
- F. Discussion on Resolutions

Open Session

- 4:00 PM **RECESS**
- 5:45 PM **RECEPTION** (*Court Garden*)
- 6:30 PM **PRESIDENT'S BANQUET** (*Ball Room*)
- 10:00 PM – 12:00 AM **HOSPITALITY SUITE** (*Plymouth Room*)

THURSDAY, APRIL 24, 2025

- 8:30 AM **FOURTH GENERAL SESSION**
- A. Report of Electoral Committee
 - B. Election of 2025-27 NLTA Executive
 - C. Discussion on Resolutions
 - D. Report of Electoral Committee (*cont'd*)
- 10:30 AM **BREAK**
- 10:45 AM
- E. Teachers' Pension Plan Corporation
Paula McDonald, CEO
 - F. Canadian Teachers' Federation
Heidi Yetman, President
 - G. Address by NLTA President-Elect
Dale Lambe
 - H. Address by NLTA Vice-President Elect
Sean Weir
 - I. Discussion on Resolutions
- 12:30 PM **LUNCH BREAK** (*Court Garden*)
- 1:30 PM **FIFTH GENERAL SESSION** (*Salons A & B*)
- Closed Session – Delegates / Teachers**
- A. 2025-26 and 2026-27 Budgets
- Open Session**
- B. Policy Changes from Executive/ Joint Council
 - C. Discussion on Resolutions
- 3:30 PM **BREAK**
- 3:45 PM
- D. Discussion on Resolutions
 - E. Resolutions from the Floor
 - F. President's Closing Address
 - G. Installation of 2025-2027 President –
Dale Lambe

- H. Reports
 1. Scrutineers Committee
 2. Resolutions Committee
 3. Steering Committee

4:45 PM **BREAK**

- 5:00 PM I. New Business
 1. _____
 2. _____
 3. _____
 J. Date of Next Convention
 K. Closing of Convention

6:30 PM **RECESS**

9:00 PM **FUN NIGHT – DANCE** (Salons A & B)
 Bic and the Ballpoints

FRIDAY, APRIL 25, 2025

8:30 AM **SIXTH GENERAL SESSION** (if required)

NLTA Provincial Executive Council 2023-25

Table Officers

- Trent Langdon** President, Guidance Counsellor
 (on leave), St. Peter's Junior High,
 Mount Pearl
- Dale Lambe** Vice-President, Principal,
 Villa Nova Junior High,
 Conception Bay South
- Angela Dawe** Classroom Teacher, Brother Rice
 Junior High, St. John's
- Colin Short** Classroom Teacher, St. James
 Elementary, Channel-Port aux
 Basques



Trent
LANGDON



Dale
LAMBE



Angela
DAWE



Colin
SHORT

Executive

- Sean Weir** Vice-Principal, Bayside Academy,
 Port Hope Simpson
- Darryl George** Vice-Principal, Crescent Collegiate,
 South Dildo
- Tracey Payne** Classroom Teacher, Corner Brook
 Regional High, Corner Brook
- Sheldon Slaney** Vice-Principal, St. Anne's Academy,
 Dunville
- Della Way** Distance Education, Canon Richards
 Memorial Academy, Flower's Cove
- Hollis Cull** Teaching Principal, Cloud River
 Academy, Roddickton
- Russell Stockley** Classroom Teacher, William Mercer
 Academy, Dover
- Lynette Snook** Classroom Teacher, Bishop Feild
 Elementary, St. John's



Hollis
CULL



Darryl
GEORGE



Lynette
SNOOK



Tracey
PAYNE



Sheldon
SLANEY



Russell
STOCKLEY



Della
WAY



Sean
WEIR

Committees for Convention

Parliamentarian:

Stefanie Tuff

Electoral Committee:

Paul Sheppard (Chair)
Jessica Rose
Stephanie Lawlor-Menchions
Deana Hatcher (Staff)

Steering Committee:

Trent Langdon (Chair)
Dale Lambe
Angela Dawe
Colin Short
Stefanie Tuff (Staff)

Finance Committee:

Sheldon Slaney (Chair)
Hollis Cull
Lynette Snook
Sean Weir
Wade Rogers (Staff)
Rita Tee (Staff)

Scrutineers Committee:

Vicki Urquhart (Chair)
Greg Oliver
Darren Goodyear
Lee Anne Johnson
Danielle Vatcher
Bob Johnston (Staff)
Gabe Ryan (Staff)
Jody Saunders (Staff)

Resolutions Committee:

Jeff Blundon (Chair)
Milly Brown
Clifford Budgell
Dale Parsons
Dionne Snow
Jamie Kieley (Staff)
Darlene Johnson (Staff)

Duties of Convention Committees

Finance

- To present a resolution re meal allowance during the days of Convention. This allowance will be contingent upon attendance at all occasions.
- To present a resolution re meal allowance for days of travel to and from the Convention.
- To inform delegates of the rate for transportation as set down in By-Law XVI, or any other regulation which Convention might pass.
- To examine and approve expense accounts of delegates.

Resolutions

- To present for consideration as "Resolutions from the Floor" only those resolutions which have a direct bearing on, and relevancy to, business discussed at Convention.
- To deal with resolutions referred by the Chair for clarification or wording.
- To formulate resolutions on matters referred to the committee by the Convention and to report back to the general session.
- To reword resolutions as directed by Convention.

Scrutineers

- To distribute the appropriate ballot credentials to delegates for voting purposes.
- To tabulate the results of this voting in cooperation with the Electoral Committee.
- To file a copy of these results with the secretary for inclusion in the official minutes.
- To count votes on the floor of Convention when division is called.

Steering

- To work closely with the President to see that the Convention business proceeds smoothly.
- To alert chairpersons and convenors of committees to any changes in the order of business so that reports may be presented on time.
- To re-arrange the agenda where necessary and, at the beginning of each session, to recommend the order of business for that session.
- To suggest appropriate times for debate of additional and unfinished business.

Parliamentarian

- To advise the President on matters of procedure.
- To interpret parliamentary rules in order to facilitate debates at Convention.
- Electoral
- To conduct the election of the Executive in accordance with the Constitution and By-Laws and to announce

Convention Expenses for 2025

For your information, below please find detailed guidelines of expenses for BGM 2025.

A. Travel

In accordance with Association policy, delegates who choose to drive to Convention will be reimbursed for the lesser of airfare or kilometers driven. **(Current NLTA kilometer rate is 71¢/km - pavement; \$1.06/km - gravel.)**

If you are required to travel on Monday because flying to St. John's on Tuesday will not allow you to attend required sessions, then prior approval must be obtained from NLTA Manager of Corporate Services, Wade Rogers.

B. Hotel Accommodations

The Sheraton Hotel Newfoundland requires hotel guests provide credit card information to cover incidental expenses (i.e. meals, pay-TV, phone calls, etc.). **NLTA is responsible for room and tax only which will be paid directly by NLTA.**

BGM is expected to end at approximately 6:00 p.m. on Thursday, April 24. If an additional session is required on Friday morning, April 25, a hotel room will only be provided if driving time is greater than five hours or if a flight is not available. NLTA policy will cover all legitimate costs. However, expenses outside of policy will require prior approval from our Manager of Corporate Services.

C. Meals

The meal allowance for BGM will be calculated at the regular Association rate which is \$75 per day and will be broken down as follows:

- Tuesday, April 22 — \$35 for dinner;
- Wednesday, April 23 — \$20 for breakfast (lunch and dinner are provided);
- Thursday, April 24 — \$20 for breakfast, and \$35 for dinner (lunch is provided); and
- Friday, April 25 — \$20 for breakfast, and \$20 for lunch.

The total amount for Convention is \$150.

Depending on hours of travel, a claim may be made for lunch on Tuesday, April 22 and dinner on Friday, April 25. All expenses, other than those noted above, will require prior approval from the Manager of Corporate Services.

D. Child/Dependent Care

Delegates who require child/dependent care during Convention should provide their own caregiver, the cost of which will be reimbursed by the NLTA in accordance with our Child/Dependent Care Policy as follows:

Children/Dependents Left at Home

Delegates who leave their children/dependents at home and require care will be reimbursed when they incur child/dependent care expenses outside regular Monday to Friday teacher working hours. Expenses will be paid for children up to age 16 and/or for other dependents over the age of 16 who are physically or mentally infirm, reside in the member's home, are normally dependent on the member and for whom the member is responsible for providing care in the member's absence while on NLTA business. Payment will be based on the minimum wage per hour to a maximum of \$120 per 24-hour period, per family. **Receipts are required.**

Children/Dependents Brought to BGM Delegates who bring their children/dependents to BGM and require care will be reimbursed for children up to and including 12 years of age or for other dependents as noted above. Payment will be based on the hourly minimum wage per meeting day, per family. Further payment may be claimed, if it is necessary, to allow the delegates to attend the scheduled social functions on the evenings of April 23 and 24. Maximum payment per 24-hour period is \$120. Receipts are required.

If you have any questions regarding the above, please contact:

Wade Rogers

Manager of Corporate Services wrogers@nlta.ca

Tel: 726-3223 or 1-800-563-3599, ext. 235

Candidates for Executive

Ian Adey

Education

- Bachelor of Arts, Memorial University, 2002
- Bachelor of Education, Memorial University, 2003
- Masters in Educational Leadership, Memorial University, 2016



Teaching Experience

- Hampden Academy, Hampden (2003–05)
- St. James Regional High, Port Aux Basques (2005–08)
- CBRH, Corner Brook (2008–09)
- Xavier Junior High, Deer Lake (2009–10)
- Templeton Academy, Meadows (2010–Present)

NLTA Involvement

An active member of the Humber Branch Executive since 2017, attended multiple BGMs and Joint Council meetings. Also served as President of the Humber Branch.

My Vision for the NLTA

Dear Colleagues,

I am deeply honoured to receive this nomination from the members of the Humber Branch. As a proud Mi'kmaq, father of three, and an active member of my community, I understand the importance of strong leadership and collective action. My work with the NLTA as an active member of the Humber Branch Executive and former Humber Branch President has given me valuable insight into the challenges and opportunities we face as educators. Additionally, my involvement on the board of the Blow Me Down Ski Club, as well as my volunteer work with both the ski club and the Blow Me Down Biathlon Club, has reinforced my belief in the power of collaboration and advocacy.

I firmly believe that the Newfoundland and Labrador Teachers' Association must be a strong and unwavering voice for teachers—one that ensures our concerns, challenges, and aspirations are not only heard but acted upon. Advocacy should not be reactive; we must proactively protect and advance our benefits, ensuring the working conditions and professional respect that educators deserve.

A thriving association depends on its ability to engage and empower new members. We must foster a culture where early-career teachers feel valued, supported, and encouraged to participate in shaping the future of our profession. Their fresh perspectives and energy are essential to strengthening our collective voice.

One of the most urgent challenges we face today is

teacher burnout. The increasing demands on educators are unsustainable, and the NLTA must take more of a leadership role in finding real, practical solutions. Whether through workload management, mental health supports, sick leave and/or policy reforms, we must work to ensure that teachers have the resources, respect, and support they need to thrive.

Together, we can build a stronger, more proactive, and more inclusive NLTA—one that truly represents and uplifts all teachers.

Thank you for your support.

Sincerely,
Ian Adey

Hollis Cull

NLTA Experience

- Provincial Executive Member
- Professional Issues Committee
- Branch President
- School Board Teacher Liaison Committee
- Provincial Bargaining Team
- School Administrators' Council
- BGM Delegate
- Joint Council Representative



The more things change, the more they stay the same. When our employer attempted to upgrade the Jr. High curriculum, our concerns prompted them to retract their plans. How many times have we seen this occur? It's not that we do not agree that it needs revamping, it's the way they go about it! A strong, effective Provincial Executive must listen to what fellow teachers are saying, and act accordingly in their best interest. Developing policies which serve the diverse interests and needs of teachers is a daunting task, which requires common sense, commitment, perseverance, and a willingness to listen. These are characteristics that Hollis Cull will bring to the Executive table. There are many challenges for our Association. First, and foremost, we must be responsive to the concerns of teachers. And, we must fulfill the dual roles of an association committed to professional ideals, while maintaining a strong union voice which protects the rights, and improves the working conditions of our members.

The next few years are going to be filled with both challenges and opportunities as we struggle with our employer's reforms in education. I believe the NLTA has to stay on top of the situation and continue to play a leading role in the development of educational change, the NLTA must continue to have strong leader-

ship. I will bring to the Provincial Executive a desire to work hard, and most importantly, a listening ear to the input from teachers.

Tense working conditions are making life unbearable for many teachers. We need to focus on teacher workload, sick leave, class size, disruptive students, and professional development issues that will result in a quality work day for teachers. I feel that I can provide strong leadership in the decision making that is needed to address teacher concerns.

Teachers will be affected by a myriad of concerns as educational reform provisions are implemented. We must be prepared to stand together again with one voice to ensure that teachers are justly and fairly treated, according to the provisions of our Collective Agreement. Solidarity on these issues and others will determine our degree of success for teachers. I thank Bremco Branch for my nomination and humbly ask for your support for a second term on Provincial Executive.

Angela Dawe

B.Mus, B.Mus.Ed,
M.Ed (Leadership Studies)

Employment – NLSchools

- Permanent Teacher (2007-Present)
- Substitute Teacher (2006-2008)

NLTA Involvement

- Table Officer (2023-2025)
- Provincial Executive (2021-2025)
- St. John's Centre Branch Executive (2015-2021)
- NLMEA Professional Learning Presenter
- CBC Inside the Classroom Panelist
- NLTA Delegate:
 - CONTACT
 - CTF Women's Symposium
 - CTF AGM
 - CAPTTO AGM
- NLTA Committees:
 - Finance and Property
 - Equity Issues in Education
 - Professional Issues
 - School Board/Teacher Liaison

Further Education

- Visual Art Diploma (2003)
- Visual Art Diploma (2022)
- Theology Diploma (2021)
- ASD and Behavioural Intervention (2015)
- Crisis Prevention Institute Training (2015)
- Psychological Health and Safety in the Workplace (2015)
- Occupational Health and Safety Training (2011)
- Stephen Covey Training (2009)
- Stitt Feld Handy Group Negotiation Diploma (2009)



- Sewing/Textiles Diploma (2007)
- Child Psychology Diploma (2006)
- Catering/Gourmet Cooking Diploma (2005)
- Office Administration Diploma (2004)

I live, work, and struggle within the educational framework that envelops our membership. I am not satisfied to sit on the sidelines and complain about the current state of education without making a conscious effort to influence meaningful change. I take great pride in my advocacy efforts and in sharing my unique and informed insights along with the voices of the membership that reach out to me.

I have been elected to our Provincial Executive for the past two consecutive terms, and it was my distinct honour to be nominated and elected by the current sitting Provincial Executive as Table Officer. I have taken this role with impassioned gusto, and a refined interest in examining the contexts of how and why decisions have been, and continue to be made.

I wholeheartedly encourage more members, especially those of equity seeking groups, to consider pursuing leadership opportunities within the NLTA. We need diverse voices, experiences, and wisdom to accurately reflect the broad scope of our membership. I am forever grateful for the work that has been laid by the leaders before my time, and it is my mission to leave things better for those that come after me. In a world that is increasingly pushing divisive rhetoric, I still carry the hope and belief that we can work together to acknowledge our differences, and still find common ground to elevate our most valuable and precious profession.

Stephanie Drover-Edmonds

Education

B.A., B.Ed., B.Sp.Ed., B.P.S.Ed., M.Ed.
(C.Psy.), Dip. Prog. Anal., Cert.
NLStudies

Teaching Experience

Student Success Teacher, School
Counsellor, SSS Dept. Head., IRT, 4-12 Classroom, Substitute Teacher.

NLTA Experience

Provincial Executive 2024 replacement
Equity Issues in Education Committee 2024 Chairperson
NLTA Negotiating Team for the Provincial Collective Agreement 2020 & 2022-2024
Membership Benefits and Services Committee 2017 & 2019
Council of Special Services (COSS) President (2022-Present)
Newfoundland and Labrador Counsellors' and Psychologists' Association (NLCPA) member (2018-Present)



(cont'd)

(S. Drover-Edmunds cont'd)

Statement

Thank you to the members of the Bay Roberts Branch for my nomination for NLTA Provincial Executive 2025-2027.

Today, there are several critical issues impacting our profession, and we need to continue working together for the betterment of teachers and the teaching profession. The well-being and protection of our members are paramount. Despite numerous reform initiatives promising a better future, challenges persist. Teachers' voices have not been heard, and our well-being continues to be negatively impacted in an increasingly stressed and under-resourced workplace. Advocacy is more important than ever. We must come together to address the critical issues impacting our profession daily, such as recruitment and retention, workload, classroom resourcing, class composition, workplace violence and harassment, teacher health and welfare, and teacher allocations. Ultimately, we need to establish better workload conditions, a safe work environment, and a reasonable work-life balance.

The NLTA plays a crucial role in advocating for our members. I am seeking your support to be one of those voices with the Provincial Executive, advocating for improvement. With a unified voice, we can be stronger and can build a promising future for our members.

Thank you for considering my candidacy for the NLTA Provincial Executive.

Marie-Chantal Hurley

Biography:

Marie-Chantal taught high school in Quebec City before moving to St. John's in 2012, where she has been teaching at École des Grands-Vents. She currently serves as the teacher librarian and Reading Specialist and has over a decade of experience teaching K-4 students.



She holds a master's degree in educational leadership (M.Ed.) from Memorial University and a bachelor's degree (Baccalauréat ès arts) in Teaching from Laval University. Since relocating to Newfoundland and Labrador, she has taken on leadership roles, serving for several years as her school's NLTA representative. Since 2022, she has been an executive member of the Marconi Branch, where she acts as the equity issues officer. This year, she became a member of the NLTA's Collective Bargaining Committee, advocating for teachers' rights and fair working conditions. At the national level, Marie-Chantal has gained a pan-Canadian perspective on educational issues in her role as an elected member of the Canadian Teachers Federation for the *Comité consultatif du français langue première (CCFLP)*.

Marie-Chantal has attended and spoken at the Biennial General Meeting (BGM), collaborating with colleagues on key topics in education. She has also supported early-career teach-

ers as a panelist for the NLTA discussion, *The NLTA & You: Opportunities for Early Career Leadership*, and participated in the Lived Experience Panel at the Teachers Think Tank event in February 2024.

Dedicated to school development and extracurricular activities, Marie-Chantal fosters collaboration through her open-door policy. She believes teamwork leads to the best outcomes for teachers and students. Her experience in both large and small school communities has deepened her understanding of the challenges faced by educators in both. She comes from a large family of teachers who work in both rural and urban communities, giving her a strong understanding of the unique realities and challenges which arise in different settings. She is committed to equity and justice for both teachers and students.

As a proud Francophone educator, Marie-Chantal brings a valuable perspective on linguistic and cultural diversity. She is dedicated to ensuring that Francophone voices are represented in decision-making processes.

Marie-Chantal aims to improve working condition, advocate for teacher needs, and ensure they have the necessary resources. In a profession where women make up over 72% of the workforce, she is determined to see increased female representation in leadership. Her experience and commitment to equitable representation make her an ideal candidate to serve and advocate for teachers.

Nicole Lewis

- Bachelor of Arts (MUN) Bachelor of Education (MUN)
- Masters of Education (Mount Saint Vincent)

Employment:

- Grade 6, ICF Teacher (2011–2022)
- Principal (2022–Present)



NLTA Involvement:

- NLTA Teacher Representative, Hamilton Sound Branch (2011–2022)
- NLTA Hamilton Sound Vice President (2022–Present)
- Joint Council Observer, Hamilton Sound Branch (Fall 2022)
- BGM Alternate, Hamilton Sound Branch (2023)

About me:

Thank you to the members of the Hamilton Sound Branch for the nomination for the Provincial Executive Committee. Your unwavering support since day one has been instrumental in my involvement with the NLTA and my commitment to advocating for the well-being of teachers in our province. I am honored to accept this nomination.

Teachers across Newfoundland and Labrador face numerous challenges daily, and it is crucial that their voices are heard and their concerns addressed. One of the most pressing issues

right now, especially for those who entered the profession after 2006, is the insufficient sick leave provisions. The lack of adequate sick days is placing unnecessary stress on many of our members and must be addressed in the next round of negotiations. Additionally, the chronic shortage of resources and support from our government continues to be a significant burden for teachers.

Having been an active member of my local NLTA Branch throughout my career, I believe now is the time to step forward and seek a position on the Provincial Executive Committee. This opportunity would allow me to advocate for teachers across the province, ensuring that our concerns are not only heard but also addressed in a meaningful way. My participation in Joint Council and BGM has given me valuable insights into the challenges teachers face across the province and how the NLTA works to address them.

As I seek your support for my candidacy, I promise to work tirelessly to ensure that the voices of teachers are heard, their concerns addressed, and that we continue to work towards creating a better environment for both educators and students in Newfoundland and Labrador. Thank you for your trust and support.

Patrick Murphy

Education

- Bachelor of Arts, 1997 (St. Francis Xavier)
- Bachelor of Education, 1999 (Memorial University)
- Master of Education: Literacy, 2012 (Mount Saint Vincent University)



NLTA Involvement

- Current Vice President of PAB Branch
- BGM 2021: Alternate
- BGM 2023: Alternate
- BGM 2025: Delegate
- Joint Council Attendee 2023-2024
- ELA Special Interest Council 2024-2025
- Curriculum Committee 2023-2025

Dear Colleagues:

I'd like to start by thanking my fellow members of the Port aux Basques branch for nominating me. I live in the beautiful Codroy Valley and currently teach high school English and Social Studies at Belanger Memorial. I am an avid reader who is passionate about literature and history. I pride myself on being a lifelong learner, constantly seeking new knowledge and exploring different perspectives, whether it's through reading, conversations, or experiences.

I am not one to shy away from speaking my mind. I believe

in the power of honest dialogue, even when it's difficult. When it comes to standing up for what I believe in, I'm unwavering. I feel these qualities, along with my 21 years of teaching experience, make me an ideal candidate to serve on the Provincial Executive. Should I be elected, you can rest assured that I am willing to stand up and speak out on the issues that affect all our members. I thank you in advance for our consideration.

Tracey Payne

Education:

B. Sc., B. Ed., M. Ed.

NLTA Experience:

- Provincial Executive Member
- Group Insurance Chair
- Pooled Investment Chair
- Equity Committee Past-Chair
- MSSIC Executive
- NL Science Fair Council Member
- CTF Women's Symposium
- Provincial Negotiating Team Member
- President, Humber Branch
- Vice-President, Humber Branch
- Joint Council Representative
- BGM Delegate



Colleagues, it has been an honor and a privilege to serve as a member of Provincial Executive over the last six years. Thank you for all your support and faith in my ability to serve you. My previous experience provides me the confidence and background to seek re-election.

Teachers often face ongoing challenges while providing quality education for their students. Teachers face inadequate resources, teacher shortages, lack of substitutes, lack of preparation time, increased workload, large and diverse classes, just to name a few. We need to advocate for improved classroom conditions to enhance student learning. Education needs to be a priority. No profession has a greater impact than teachers. The political leaders need to respect and listen to the educators of this province. Using our individual strengths, we must collectively promote education in this province. We must lobby to ensure that our students and teachers receive the attention and resources needed to be successful.

Our focus must be on the following:

- Teacher workload
- Teacher health and wellness
- Recruitment and retention
- Violence in schools
- Class size and composition
- Collective bargaining
- Public Awareness Campaign

(cont'd)

(T. Payne cont'd)

We are the educators who are changing lives and, in many cases, saving lives every day. We must be seen as the "Go-To" people in all education related matters. Even though we have gone through challenging times, let us look forward with optimism and hope. While working together, we can bring about changes that will support our teachers and our students.

It has been an honor to serve you over the last six years. It is my hope that you will support my bid for re-election.

Russell Stockley

NLTA Experience

- 2023-25: Provincial Executive Member
- 2020-2024: Member, Provincial Negotiating Team
- 2023: BGM, Ganova
- 2021: BGM, Hamilton Sound
- 2019: BGM, Ganova
- 2017: BGM, Ganova
- 2017: CBC "Inside the Classroom" Participant



Provincial Committees

- 2023-25: Chair, Substitute Teacher Committee
- 2019-2021: Member, Professional Issues Committee
- 2015-17: Member, Substitute Teacher Committee

Branch Committees

- 2021-2023: Member, Ganova
- 2019-20: Member, Port aux Basques
- 2016-19: Substitute Teacher Representative, Ganova

Education

- 2011: B.Ed.: Primary/Elementary, MUN
- 2016: M.Ed.: Educational Leadership, MUN

Teaching Experience

- 2024-Present: Grade 6 and 4-9 French, William Mercer Academy
- 2021-2024: Grade 2, William Mercer Academy
- 2020-2021: Kindergarten, Phoenix Academy
- 2019-2020: Multigrade 4/5/6 Classroom and 4-9 French, LeGallais Memorial
- 2018: Grade 5, Glovertown Academy
- 2017: Grade 4, William Mercer Academy
- 2016-17: Grade 6, Sprucewood Academy
- 2011-16, 2018: Substitute Teacher, Central Region

Election Statement

A sincere thanks to the Ganova Branch for once again nominating me for Provincial Executive for the upcoming 2025-27 term.

It has been an honor and a pleasure to serve NLTA members over the past two years as a member of the Provincial Executive Council. I am grateful for having the opportunity to serve on

the various portfolios given to me, as they have provided greater insight for me into the vital roles that the committee and Special Interest Council structures play into the advocacy and strength of the NLTA.

Another year, and yet more initiatives thrown at teachers by the employer. Teachers are doing their best with the resources available to them, but something ultimately has to give. The Education Accord document and its recommendations give us hope that government is somewhat listening. Now, they must show that they truly care by investing in their students and their teachers alike. A document is nothing more than a piece of paper unless there is substance given to the matter. Invest in our teachers by providing them with the necessary human resources as well as paying teachers what they are ultimately worth, and the entire system, and most importantly, our students, will benefit greatly in the end.

I look forward to reconnecting with colleagues as well as meeting new ones over the course of the upcoming BGM convention. Safe travels, and looking forward to working with you all in the not too distant future.

Della Way

I would like to start by personally thanking the members of my branch, Belle Mer, for the nomination for Provincial Executive. I would also like to thank the past BGM delegates that supported me during the last two elections.



Over the past four years, I have worked tirelessly to serve and support our members, advocating for positive change and contributing to the collective strength of our organization. I may not have always seen the outcome that I would consider best for the teachers of the province, but know that I have been vocal around the executive table on your behalf.

Our members are stressed and exhausted from juggling the numerous tasks assigned to them daily. They are continuously working with limited or no resources, increased violence, shortage of staff members, unavailability of substitutes, larger class sizes, and diverse composition. Teachers cannot be effective and engage students in learning under these conditions.

There are numerous critical challenges that demand our immediate and focused attention. Chief among them are contract negotiations. Fair compensation and clear, enforceable protections for educators must remain a top priority. We need to hold government accountable for the deployable state of our educational system. We need to treat teachers like the professionals.

Additionally, I believe class size and composition must be addressed with urgency. Educators and students alike deserve an environment conducive to learning, with manageable workloads and sufficient resources to support diverse needs. I will advocate for concrete, systemic changes to ensure a balanced and equitable

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learning experience for all. Keeping the doors open is not providing an education

Equally pressing is the recruitment and retention of teachers. Our profession is at a critical juncture, and we must work to make education an attractive and sustainable career. By addressing workload concerns, ensuring professional supports, and fostering respect for educators' contributions, we can create a system that encourages individuals to join and remain in our profession.

My candidacy is rooted in a deep respect for the work we do as educators. I bring experience, energy, and a collaborative spirit to this role and look forward to the opportunity to work alongside other passionate teachers to shape the future of education in our province. Together, we can achieve great things for our members and the students we serve.

I respectfully ask for your support.

