

Newfoundland and Labrador Teachers' Association



Priorities for 2023-25

Provincial Executive

June 6, 2025

Priority #1: Workload Concerns

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

- Programs and Services staff assisted numerous teachers during the 2023-24 and 2024-25 school years 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 a number of cases, additional allocations followed.
- During the 2023-24 and 2024-25 school years, 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 refusals are ongoing and new cases have arisen. Orders have been issued by provincial OHS staff as the result of at least three cases.
- The committee established to review the RTL model has met 6 times, most recently on May 15, 2025. The Committee has collected data through a survey conducted in April 2025 and is now engaged in analysis in preparation for the writing of a report.
- 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 took place on October 8, 2024. Subsequent meetings have occurred during the 2024-25 school year. The Committee met most recently on April 30 and May 8, 2025. A meeting with the Report's authors is being scheduled for some time in June 2025.
- Programs & Services staff 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. Several such cases that were being explored during the 2024-25 school year did not proceed to grievance as initial efforts/inquiries led to additional resources being allocated.
- 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. Discussions in early December 2024 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 and provided regarding suggestions for additional pilot schools. A total of 21 additional full-time SS TLA positions were allocated to schools across the province as of January 2025 for the remainder of the school year. The Minister confirmed in a meeting with the President on January 10, 2025, that hiring for these positions is ongoing. The President advocated for these positions to be maintained for the next school year during a meeting with the Minister on March 19, 2025.

- 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 as of Spring 2025. The Executive Director has also raised this concern with the Deputy Minister in December 2024, reminding of the Department’s obligation to consult with the Association on any contemplated changes to employer policy on this issue. This issue was raised again by the Executive Director during initial meetings with the new Deputy Minister appointed in April 2025, and by the President in his initial meeting with the new Minister of Education on May 29, 2025.
- The School Board-Teacher Liaison Committee for NLSchools met on December 12, 2024. Topics discussed included absenteeism, technology and tech support for schools, student assistant shortages, school maintenance concerns, teacher retention and recruitment and the cell phone policy. The next meeting is scheduled for June 9, 2025.
- An Administrative Officer is liaising with DOE officials regarding a survey sent to parents/families in Labrador about school food initiatives. There are potential workload concerns and a meeting took place in March 2025 during which the Association was assured that any introduction of new school food programs would not create new work expectations for teachers.
- From March 8–21, 2025, the NLTA launched a Teacher Support and Protection campaign on radio and social media, communicating that no teacher should fear for their safety because of hate or misinformation. The campaign condemned the harassment and aggressive behaviour targeting teachers, both online and in schools, and emphasized that such actions harm the entire school community. The campaign generated strong public engagement.
- Following the release of the 2025 provincial budget on April 9, the NLTA issued a public statement welcoming the education-related investments as a positive step forward, while continuing to call on government to take further action and continue to invest more to support teachers.

- On April 12, 2025, the NLTA's Communications Officer presented to the Citizen's Crime Prevention Committee during its board meeting in Clarendville, outlining the Association's position on violence in schools and its related advocacy work. The committee expressed interest in exploring future opportunities to partner with the NLTA when appropriate.
- Between April 23 and May 14, 2025, the NLTA supported and promoted the Canadian Teachers' Federation's latest Parachute survey by encouraging members to participate. This national initiative gathers important data on teacher well-being and working conditions. CTF reports that, as of May 2025, NLTA had the highest survey response rate in the country.
- From May 12–30, 2025, the NLTA ran the latest installment of the Invest in Our Kids campaign, focused on making public education a top priority for government.
- NLTA Staff have fielded a number of calls relating to changes in teaching assignment for 25/26. At least one was resolved to the satisfaction of the teacher. It remains to be seen if grievances will be filed in the remaining cases.
- A meeting was held with the Executive of the SLP SIC on May 15, 2025, to allow them an opportunity to voice some concerns about workload and changes to their scheduling processes and brainstorm possible solutions.

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

- Due to the continued growth of mental health referrals to the EAP for Teachers, EAP had significantly reduced 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 resumed during the 2024-2025 school year.
- Association staff continue to assist members with various matters throughout the 2024-25 school year, 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. A group grievance is filed and dates set for August 2025 relating to the failure to pay the recognition bonus to certain disabled teachers. Discussions with government continue in the interim to ascertain if settlement is possible. Meetings between Programs & Services staff and Payroll officials have been ongoing throughout the 2024-25 school year to address problems and advocate for systemic improvements. A further meeting with government payroll officials was held on May 29 with another scheduled for June 2025.
- A grievance was filed in relation to errors in a teacher's SL accruals.
- 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, January 2025) and have been advised that legislative drafting is ongoing. An estimated timeframe has been requested; we are awaiting a definitive response but hoping this will be completed by the end of the 2024-25 school year.
- NLTA staff continue 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 is 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 can 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. This matter was also raised at the SBTLC meeting on December 12, 2024, and the next meeting with payroll officials is scheduled for early June 26, 2025.

- The President wrote to the Auditor General on July 31, 2024, regarding systemic Teacher Payroll concerns and seeking a formal review and audit by the AG. The AG responded on August 9, which led to a telephone meeting between the AG, the President and the Executive Director on August 23, 2024. While the AG confirmed that Teacher Payroll will be considered for an audit, she advised that this could take some time (over a year) as there are already a number of other matters in the queue. In an effort to prioritize this matter with the office of the AG, the President subsequently wrote to MHA Pleaman Forsey, chair of the government Public Accounts Committee, on September 5, 2024, asking that the Committee direct the AG to conduct an audit of Teacher Payroll. MHA Forsey responded, indicating that this matter would be on the agenda for the Committee in the fall of 2024, and the Association has asked to be informed when a date for that meeting has been set. The Clerk for the Committee advised that meetings would take place in November and December 2024. An update from these meetings has been requested (February 2025) and the government Clerk for the Committee advised in March 2025 that they were waiting on further information from the Treasury Board Secretariat, to be discussed further at the Committee's next meeting. A further request for an update was sent to the Clerk on June 3, 2025.
- Since the Fall of 2023 and continuing into the 2024-25 school year, Administrative Officers have assisted several 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. Orders have been issued by provincial OHS staff as the result of at least three cases.
- Since December 2024 there have been 7 requests for EAP Wellness Workshops / Resources. Four (4) workshops took place between February and May of 2025; 3 were declined due to short notice and scheduling conflicts.
- The Executive Director, Assistant Executive Director and two Administrative Officers met with Andrew Hickey (NLSchools) on January 16, 2025, for a preliminary discussion regarding the potential for establishing a comprehensive formal Teacher Induction/Mentoring Program. This is very much at the exploration stage and no specific commitments have been made, but the initial discussion was promising. Mr. Hickey has been tasked with doing a jurisdictional scan of current practices and with speaking to various stakeholders (including NLTA) on this subject. A follow-up meeting took place on March 20, 2025.

- Programs and Services staff have spent considerable time and effort assisting/advising teachers from numerous schools who were the victims of social media abuse during winter/spring 2025. The President has also provided support as appropriate. The media attention has caused significant distress for a number of the school staff who have sought NLTA assistance in this ongoing matter. The President has also had numerous contacts with the school.
- The School Safety Coalition met on November 20, 2024, and, following this meeting, the Department of Education agreed to assume chairing responsibilities moving forward. The Minister of Education chaired the next meeting, on February 28, 2025, and the Minister of Justice and Public Safety was also in attendance. The group heard from DOE staff who are reviewing policy around addressing school violence and from two school administrators regarding the impact of measures they have put in place, with the assistance of a SS TLA position, to improve safety at their school. The Minister also discussed the ongoing work within government to establish a wholistic child health model to address the need for consistency and continuity of supports, in and outside of school, for children/youth and families both before and during school age years. Initial impressions are that government assuming responsibility for this initiative will make this group more impactful in seeking positive change. Both the President and the Executive Director have stressed the importance of the Coalition in meetings with the new Minister and Deputy Minister of Education in April/May 2025.
- EAP Coordinator, in partnership with NLTA Corporate Services, created a video entitled, “Understanding your Employee Assistance Program” in March of 2025. To date this has been shared with 4 schools in the Metro/Avalon Region and 1 school in the Western Region to supplement PL Wellness days.
- EAP Coordinators, in partnership with NLTA Communications, organized the BGM exhibitor booth displays representing various organizations, and attended BGM with an EAP for Teachers information booth display with wellness takeaways.
- EAP Coordinators wrote two living well articles for the NLTA Bulletin, “Financial Wellness Impacts Mental Health” (March/April 2025 edition of *The Bulletin*) and “Parenting Adult Children” (May/June 2025 edition of *The Bulletin*).
- From February to May 2025 EAP material was sent to 26 schools (12 in Metro/Avalon Region; 7 in Central Region; 2 in Western Region; 5 in Labrador Region). This was in lieu of presentations which were put on hold due to short term resource issues.
- In May of 2025 EAP Coordinator presented “Wellness for Administrators” to SAC Conference Region 5. Twenty (20) EAP packages were distributed to administrators in attendance.

- An EAP Coordinator will be attending the Atlantic Regional EAP for Teachers Coordinators/Counsellors Conference from June 3-6, 2025, in PEI for collaboration, resource, and wellness seminars.
- From March 8–21, 2025, the NLTA launched a Teacher Support and Protection campaign on radio and social media, communicating that no teacher should fear for their safety because of hate or misinformation. The campaign condemned the harassment and aggressive behaviour targeting teachers, both online and in schools, and emphasized that such actions harm the entire school community. The campaign generated strong public engagement.
- Education Week 2025 took place March 24–28 with the theme Adventure in Learning. NLTA President Trent Langdon attended the launch event at Persalvic Elementary. The NLTA also partnered with local personalities and public libraries to provide meaningful classroom resources. A survey will be sent to School Reps before year-end to gather feedback on what worked well and what could be improved for future Education Week campaigns.
- On April 12, 2025, the NLTA’s Communications Officer presented to the Citizen’s Crime Prevention Committee during its board meeting in Clarendville, outlining the Association’s position on violence in schools and its related advocacy work. The committee expressed interest in exploring future opportunities to partner with the NLTA when appropriate.
- From May 12–30, 2025, the NLTA ran the latest installment of the Invest in Our Kids campaign, focused on making public education a top priority for government.
- From June 2–27, 2025, the NLTA is running the latest story in its Teachers Change Lives campaign, spotlighting a teacher who has made a significant impact on their students. Work is already underway to identify new stories to feature during the 2025-26 school year.
- Programs & Services staff have assisted numerous teachers in obtaining family status and medical accommodations during the 2024-25 school year, and for the upcoming year.
- An Administrative Officer delivered PL on Harassment and Threatening Language to SAC Region members on May 22, 2025.
- An Administrative Officer delivered PL on various Collective Agreement provisions for Upper Gullies Elementary on May 16, 2025.
- Assistance and guidance continue to be provided to teaching staff at a school that has been significantly affected by a series of online/social media attacks in relation to an accident that occurred at the school.

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 during the 2024-24 and 2024-25 school years. Grievances have been filed where appropriate.
- 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. Several 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 during 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 as of Spring 2025. In several cases, orders were issued by Provincial OHS staff.
- Administrative Officers are assisting and representing a growing number of teachers in discipline investigations over the Summer 2024 and throughout the 2024-25 school year to date.
- 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. On December 4, 2024, a similar request was made. The deadline for response in this matter was extended from the normal 20 business day response time due to the need to consult with other public bodies, to January 27, 2025. After some additional

delay, the Association received over 300 pages of disclosure on February 13, 2025. The disclosure is being reviewed.

- Programs & Services assisted members with a number of requests for workplace accommodations throughout the 2024-25 school year and during the 2025 staffing season. This work continues during 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. Meetings with the Employer on this issue were also held in January and February 2025. The individual grievance has now been resolved and confirmation of the employer's global procedure in this regard was received in May 2025.
- As of Spring 2025, NLTA staff continued 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 Spring/Summer staffing season, however.
- Programs and Services staff assisted members with a number of payroll questions/issues during September 2023, the majority of which have been resolved. However, payroll issues have continued to arise throughout the 2023-24 and 2024-25 school years, including in relation to payment of recognition bonuses and retro pay – Administrative Officers are assisting members as necessary while broader system discussions are ongoing. A grievance was filed in relation to the (non) payment of recognition bonus to certain members on unpaid sick leave as of August 20, 2022. Hearing dates are booked for August 2025. Discussions continue in an attempt to ascertain if settlement is possible before hearing.
- The Unions' team presented its opening proposals on November 20, 2024, for Labrador Benefits Agreement negotiations. The employer did ask some questions but reserved responding until the next bargaining dates. The Unions' team held a virtual meeting on January 15, 2025, to discuss providing additional information to support its opening proposals. Government presented its first pass (response to Union proposal) on February 12, 2025. Face to face negotiations took place for 3 full days (February 17-19, 2025) in Happy Valley-Goose Bay. While some progress did occur, the decision was made by the unions team to apply for a Conciliator. This application was made on Friday, February 21, 2025. Following Provincial Executive's endorsement of the proposed tentative agreement reached by the Unions' team in April 2025, members were informed that a tentative agreement had been reached. Two virtual information sessions for members covered by the Labrador Benefits Agreement were conducted and the ratification vote was held on May 22 and 23, 2025. We are waiting for one union to complete its ratification vote before final results are announced.

- NLTA staff continue (as of February 2025) 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. This matter was also raised at the SBTLC meeting on December 12, 2024, and the next meeting with payroll officials is scheduled for early June 26, 2025.
- Issues around the payment of school counsellor bonuses appear to be largely resolved as of September-October 2024, and payments are generally timely to date. A systemic settlement to the outstanding grievances filed in previous years is being discussed actively, and the parties appear close to reaching a resolution as of Spring 2025.
- The President wrote to the Auditor General on July 31, 2024, regarding systemic Teacher Payroll concerns and seeking a formal review and audit by the AG. The AG responded on August 9, which led to a telephone meeting between the AG, the President and the Executive Director on August 23, 2024. While the AG confirmed that Teacher Payroll will be considered for an audit, she advised that this could take some time (over a year) as there are already a number of other matters in the queue. In an effort to prioritize this matter with the office of the AG, the President subsequently wrote to MHA Pleaman Forsey, chair of the government Public Accounts Committee, on September 5, 2024, asking that the Committee direct the AG to conduct an audit of Teacher Payroll. MHA Forsey responded, indicating that this matter would be on the agenda for the Committee in the Fall of 2024, and the Association has asked to be informed when a date for that meeting has been set. The Clerk for the Committee advised that meetings would take place in November and December 2024. An update from these meetings has been requested (February 2025) and the government Clerk for the Committee advised in March 2025 that they were waiting on further information from the Treasury Board Secretariat, to be discussed further at the Committee’s next meeting. A further request for an update was sent to the Clerk on June 3, 2025.
- NLTA staff prepared and conducted a membership survey in January-February 2025 to gather data related to the next round of collective bargaining. Following a call for expressions of interest, the members of the Collective Bargaining Committee were appointed by Provincial Executive in January 2025. The Committee has commenced its work on drafting the NLTA Opening Proposals for the next round of negotiations during several

meetings up to and including on May 31, 2025, with several meetings scheduled during the Summer 2025.

- The Association proceeded to hearing on a grievance regarding the interpretation of Clause 10.06 of the Collective Agreement and the employer practice of suspending teachers without pay pending the outcome of criminal charges. The hearing occurred on December 10-11, 2024. We received a favorable decision, with the grievance being allowed with the exception of additional damages for pain, suffering etc.
- A policy grievance was filed regarding NLSchools' failure to consider non-discretionary probation waivers under clause 37.03(b) in accordance with provisions of the Collective Agreement and agreed-upon past practice. This matter was referred for arbitration in January 2025 and is being held in late May 2025.
- A Financial Wellness PL was provided to Woodland Elementary on March 11, Acreman on March 14 and Corner Brook Regional High on April 11, 2025.
- A Financial Wellness Virtual PL was provided to Safe and Inclusive School itinerants on April 12, 2025.
- Policy and group grievances were filed in relation to the recent PowerSchool privacy breach. A grievance meeting was held on February 19, 2025. A detailed memo on this matter was sent to all NLTA members and through the RTANL database on February 7, 2025. The President wrote to the Information and Privacy Commissioner on February 25, 2025, seeking further clarification and assurances of improved security measures moving forward. The OIPC has since announced, in late May 2025, that an investigation will be conducted and has committed to update the NLTA on the status of its inquiry by June 3, 2025. Stage 2 grievances have been filed for the two group grievances, and the policy grievances have been referred.
- The President wrote the Minister of Education and the Minister of Transportation and Infrastructure in early March 2025 calling for all new school constructions to have only single stall/occupant gender-neutral student washrooms and for existing schools to be renovated accordingly. The harassment of and false allegations against teachers resulting from washroom supervision and the employers' duty to address this was outlined in the letter. This matter was also raised in a meeting between the President and the Minister of Education in March 2025.
- The TARC Committee (pursuant to Letter 13 of the Provincial Collective Agreement) met most recently on April 30 and May 8, 2025. A meeting with the Report's authors is being scheduled for some time in June 2025.
- The Teacher Recruitment and Retention Committee (pursuant to Letter 11 of the Provincial Collective Agreement) met most recently on May 1, 2025. Due to staffing changes at the Department of Education, including the appointment of a new Deputy Minister in April 2025 and a new Minister in May 2025, the next meeting was postponed, and discussions are ongoing for rescheduling.
- On March 24, 2025, the NLTA President and Communications Officer visited Baccalieu Collegiate at the request of a member and engaged with a class of media students. The

President participated in a mock interview led by the students, and the Communications Officer shared practical tips and insights on careers in journalism and communications.

- The Assistant Executive Director attended CAPTTO Economic Welfare meetings in Nunavut on May 5 and 6, 2025.
- The Association has been advocating for improvements to government policy on automobile reimbursement rates for employees who are required to use their private vehicle for work, particularly those in itinerant roles. Treasury Board Officials advised on June 1, 2025, that the enhanced mileage rate shall now apply to travel up to 16,000 km per year, an increase from the previous 9,000 km threshold.

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 was finalized and was provided to the provincial committee established pursuant to Letter #11 of the 2022-26 Collective Agreement on May 1, 2025, for further consideration.
- 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 February 6, 2025, regarding proposed regulatory amendments. Work on regulatory changes remains ongoing as of Spring 2025. NLTA staff worked with a member who was previously denied approval for a masters program in Social Work and advocated to have the matter reheard by the committee. The member provided a thorough submission, and the committee agreed to approve the program for the member and to consider MSW programs going forward.
- 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 Spring 2025, the DOE advises that drafting and approval of the required changes to regulatory language is ongoing. We are still awaiting final communication on this matter.
- 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, November 6, December 11, 2024, January 16, February 13, and May 1, 2025. Due to staffing changes at the Department of Education, including the appointment of a new Deputy Minister in April 2025 and a new Minister in May 2025, the next meeting was postponed, and discussions are ongoing for rescheduling.
- 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. Discussions in early

December 2024 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 and provided regarding suggestions for additional pilot schools. A total of 21 additional full-time SS TLA positions were allocated to schools across the province as of January 2025 for the remainder of the school year. The Minister confirmed in a meeting with the President on January 10, 2025, that hiring for these positions is ongoing. The President advocated for these positions to be maintained for the next school year during a meeting with the Minister on March 19, 2025.

- The Executive Director, Assistant Executive Director and two Administrative Officers met with Andrew Hickey (NLSchools) on January 16, 2025, for a preliminary discussion regarding the potential for establishing a comprehensive formal Teacher Induction/Mentoring Program. This is very much at the exploration stage and no specific commitments have been made, but the initial discussion was promising. Mr. Hickey has been tasked with doing a jurisdictional scan of current practices and with speaking to various stakeholders (including NLTA) on this subject. A follow-up meeting was held on March 20, 2025.
- The Association is working (Winter/Spring 2025) with the Department of Education's communications staff and MUN's Faculty of Education to enhance the Teachers Change Lives webpage. The updated site will feature information on Faculty programs, pathways to becoming a teacher and job postings from the DOE. This initiative aims to support teacher recruitment and retention by showcasing the positive impact of educators, an impact highlighted in each Teachers Change Lives story.
- From March 8–21, 2025, the NLTA launched a Teacher Support and Protection campaign on radio and social media, communicating that no teacher should fear for their safety because of hate or misinformation. The campaign condemned the harassment and aggressive behaviour targeting teachers, both online and in schools, and emphasized that such actions harm the entire school community. The campaign generated strong public engagement.
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- From June 2–27, 2025, the NLTA is running the latest story in its Teachers Change Lives campaign, spotlighting a teacher who has made a significant impact on their students. Work is already underway to identify new stories to feature during the 2025-26 school year.

- The President participated in several media interviews (March 7-April 22, 2025), on the Supporting Teachers media campaign, reaction to the Provincial Budget, Education Week and BGM 2025.
- Planning is now underway for a new summer conference for teachers who participated in the 2024/2025 Beginning Teachers' Conferences. This session will be held from June 11-13, 2025 at the Wilds. The Association was able to secure funding for this through a grant from the Department of Education.
- Two Administrative Officers will present sessions to MUN Education students on June 4 and 5 on "Salary and Benefits" and "How to Stay Out of Trouble as a Young Teacher."
- The Spring 2025 Teacher Induction Ceremony co-hosted by MUN and the NLTA was held on May 30, 2025 at the Bruneau Centre, Memorial University.

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, December 9 & 16, 2024; February 3 & 17 and March 3 & 24, 2025. The group prepared a pillar “vision statement”, received updates from working groups, reviewed the interim pillar report to the Accord on emerging themes and has provided feedback on potential calls to action. The Executive Director has met separately with the Deputy Minister for Education Transformation on several occasions. Meetings have also included presentations and discussion regarding financial literacy programming, supports for EAL/newcomer students, AI, curriculum transformation, supporting 2SLGBTQAI+ students, indigenous education and staff and skilled trades programming.
- 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 occurred throughout the 2024-25 school year. The Committee met most recently on April 30 and May 8, 2025. A meeting with the Report’s authors is being scheduled for some time in June 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 February 6, 2025, regarding proposed regulatory amendments. Work on regulatory changes remains ongoing as of Spring 2025. NLTA staff worked with a member who was previously denied approval for a masters program in Social Work and advocated to have the matter reheard by the committee. The member provided a thorough submission, and the committee agreed to approve the program for the member and to consider MSW programs going forward.

- The President, as a member of the Education Accord Advisory Committee, attended meetings on April 16, May 21, June 18, July 16, August 20, September 17, October 15, November 19 and December 17, 2024, the official release event for the Accord Interim Report on January 10, 2025, and a further Committee meeting on February 24, 2025. While it was positive to see reference to issues such as school violence, student absenteeism, workplace safety, teacher/administrator health and well-being, the need to address/support classroom diversity and complexity, investment in quality professional learning for teachers and the importance of K-12 public education to society, the Association continues to closely monitor the Accord process and avail of all opportunities to have input/influence around recommendations/calls to action that will be part of the final Accord report, which was expected at the end of March 2025. The Association continues to monitor this process and the President queried the status of the Accord report at a meeting with the new Minister of Education on May 29, 2025. A firm date for release of the final report has not been provided.
- 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. At the end of November 2024, the Association was advised that work on policy amendments is ongoing and that the obligation to consult will be respected. This issue was raised again on January 10, 2025, during a meeting between the President, Executive Director, Minister and Deputy Minister, stressing that teachers trying to foster inclusive learning environments and 2SLGBTQAI+ students and school staff need clarity and explicit policy statements around underlying principles, expectations and supports. The Executive Director further raised this matter during the School Safety Coalition meeting on February 28, 2025, and during meetings with the Deputy Minister on April 1 and May 14, 2025.
- The committee established to review the RTL model has now met 6 times, most recently on May 15, 2025. The Committee has collected data through a survey conducted in April 2025 and is now engaged in analysis in preparation for the writing of a report.
- 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. An update on the status of this policy during a meeting on May 6, 2025. While not yet finalized, the policy revisions do incorporate a number of changes suggested by NLTA.
- Programs and Services staff have met with and engaged in consultations with the Department of Education on changes to the comprehensive assessment policy (September-November 2024). As of January 2025, NLTA was advised that work on the policy is ongoing,

including discussions with the NL Board of Psychology. No further updates have been provided as of the end of May 2025.

- The first School Board-Teacher Liaison Committee (NLSchools) for 2024-25 took place on December 12, 2024. The second meeting this school year is scheduled for June 9, 2025.
- In response to Government's proposed changes to the Intermediate Curriculum (Phase 1 scheduled to commence in September 2025 in 14 schools), the Association assisted/advised a number of individual teachers and Special Interest Councils who had significant concerns about the proposed changes. The Association issued a statement and the President had a number of media interviews on this issue in February 2025. NLTA advised all members to submit their concerns/thoughts to Government via the online "Thought Exchange" survey provided by government. Government has since made the decision to delay the implementation of Phase 1 of this initiative until September 2026.
- From March 8–21, 2025, the NLTA launched a Teacher Support and Protection campaign on radio and social media, communicating that no teacher should fear for their safety because of hate or misinformation. The campaign condemned the harassment and aggressive behaviour targeting teachers, both online and in schools, and emphasized that such actions harm the entire school community. The campaign generated strong public engagement.
- Following the release of the 2025 provincial budget on April 9, the NLTA issued a public statement welcoming the education-related investments as a positive step forward, while continuing to call on government to take further action and continuing investing more to support teachers.
- From May 12–30, 2025, the NLTA ran the latest installment of the Invest in Our Kids campaign, focused on making public education a top priority for government.