

Newfoundland and Labrador Teachers' Association



Priorities for 2025-27

Provincial Executive

January 30, 2026

Workload Concerns

(including class size, composition, and allocations)

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

- Programs and services staff responded to several concerns relating to teaching assignments and supervision duty. All were resolved.
- On October 1, 2025, MUNSU held a Day of Action rally at Memorial University. The NLTA President, Executive Director and Communications Officer attended, along with hundreds of other supporters, including other unions representatives and university students. President Lambe spoke at the rally, emphasizing the importance of properly funding public education and ensuring access to Memorial University so teaching students trained here remain in the province.
- As part of its Provincial Election engagement efforts, the NLTA launched several initiatives:
 - On October 1, 2025, the Election Bulletin was issued, inviting party leaders to respond to critical education questions and outline their positions.
 - On October 1, 2025, a Call to Action was launched in the form of a letter-writing campaign. Members and the public were provided with a link and QR code to send letters to their local candidates.
 - The NLTA planned to host a Leaders Forum on Education on October 2, 2025, inviting all party leaders. Only the Leader of the NDP confirmed participation, the PC Leader agreed to attend only if all leaders participated, and the Liberal Leader declined. The NLTA expressed disappointment through a news release and media interviews.
- Between August 28 and October 1, 2025, the NLTA President gave multiple media interviews on topics including concerns about the validity of the Education Accord NL, the MUNSU Day of Action, the NLTA's election engagement initiatives, and the cancellation of the Leaders Forum on Education.
- The latest Invest in our Kids campaign was launched on September 29, 2025, and will run for four weeks on television, social media, Spotify and digital billboards. The campaign, entitled "Reserved", emphasizes the importance of dedicated and sustained education funding for the future of the province.
- On October 15, 2025, the Association issued a news release welcoming the newly elected Progressive Conservative government. The release summarized all education-related

election commitments and reiterated that the NLTA would hold the incoming government accountable to those promises.

- On October 22, 2025, a letter was sent to Premier Tony Wakeham congratulating him on his election win and outlining key education commitments made during the campaign. The letter reinforced the importance of continued collaboration with the NLTA.
- On October 28, 2025, the Association issued a news release calling for support for striking teachers in Alberta and urging the newly elected NL government to closely follow the situation to avoid similar mistakes, especially the use of back-to-work legislation. Members and the public were also encouraged to wear red and show solidarity on social media.
- On November 14, 2025, letters were sent to the Premier and Minister of Education requesting meetings to discuss education-related issues. A meeting with the Minister of Education was held on December 1, 2025.
- Between October 3 and November 13, 2025, the NLTA President participated in multiple media interviews on topics such as provincial election priorities, holding the new government accountable to its platform, back-to-work legislation in Alberta, and bullying in schools.
- Between November 4, 2025, and January 14, 2026, the NLTA President participated in multiple media interviews on topics such as 2026 Association priorities, teacher shortages, AI in the classroom, and reliance on retired teachers as substitutes.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. The campaign will be informed by new research, including interviews with teachers and administrators, as well as public opinion research. The goal is to cost-share with the provincial government and use the campaign to both attract more people to the profession and support current teachers in staying in it.
- On January 7, 2026, the President and Executive Director met with Premier Wakeham and Deputy Minister Dinn (and other government staff) to talk about a variety of issues including teacher working conditions, recruitment and retention, and the state of K-12 Education in the province in general.
- On January 13, 2026, the President and Assistant Executive Director met with a cohort of Gender Administrators to discuss workload concerns and brainstorm possible paths to addressing some of those concerns.
- The Assistant Executive Director met with the Provincial HR Director to gather and discuss 2025 deployment data.

Services for Members

(protection, well-being, and collective bargaining)

Goal: To provide general services for members and promote/improve supports for member health and wellness through direct support and collective bargaining.

- On September 12, 2025, the President and Executive Director visited several schools in the Conception Bay North area that had been affected by the summer wildfires. Conversations with several of the staff from Cabot Academy and others affected by the fire took place.
- EAP Coordinator prepared an article for the September/October 2025 edition of *The Bulletin*, "Prioritizing Your Well-being: The Heart of a Successful School Year".
- EAP funding limits for membership increased from \$3,000 to \$3,600 on September 1, 2025.
- A focus on the wellness component of EAP has been prioritized with a goal of developing comprehensive workshops for teachers.
- A review of EAP internal processes (systems/invoice management) has been scheduled in an effort to identify inefficiencies and improve program delivery.
- A focus on completing a new and member friendly EAP website has been prioritized.
- On September 21-22, 2025, staff consultant for Group Insurance met with group insurance staff consultants for NBTF, NSTU and PEITF.
- On October 15-16, 2025, staff consultant for Group Insurance met with national counterparts for Long Term Disability national meetings in Edmonton.
- Programs and Services staff assisted members in return-to-work meetings with WorkplaceNL and the employer.
- Programs and Services staff responded to member concerns in relation to a memo related to SmartFind which prohibited Administrators from overriding the SmartFind software during the first 3 days of a vacancy. Through discussions and advocacy with the Employer, the rules which were established in December 2022 because of focus group discussions and the signing of a MOA between the Employer and the Association, are once again in effect.
- Programs and Services staff are responding to members concerns related to the payout of retroactive Labrador Benefits. The payment date was set as September 18, 2025. Retirees and Subs were not paid, and the payment date is now scheduled for October 17, 2025. Work is continuing on this matter. Grievances have been filed with respect to the Travel

Allowance. The grievance has been settled in accordance with our interpretation. We have been advised that retroactive payments to teachers will begin on January 22, 2026.

- The Collective Bargaining Committee finished reviewing materials in preparation for proposal development. The subcommittee met, and a draft was brought back to the whole committee.
- Numerous teachers are receiving representation in discipline matters.
- 2 teachers are receiving representation in harassment complaints.
- Numerous teachers received support in rectifying payrolls errors. One grievance has been filed in relation to charges incurred.
- A grievance was settled in relation to alleged bias in the hiring process, shortly before the hearing. An impartial panel reconsidered the applicants.
- A disciplinary matter involving a teacher was scheduled for hearing in November 2025. It was settled on the eve of hearing.
- A disciplinary matter involving a teacher was scheduled for hearing in February 2026. It was settled in January.
- Numerous teachers are being/were provided support and advice in relation to conflict in the workplace, and their options.
- Teachers continue to be supported in seeking medical and family status accommodation.
- Teachers continue to be provided with OHS advice, particularly as it relates to violence in the workplace and the right to refuse. There are several refusals ongoing, some continuing from last year.
- A teacher was provided advice in relation to the denial of their claim to WorkplaceNL and a potential application for internal review of that decision. The internal review was filed, the teacher was successful and the teacher was awarded necessary equipment as a result.
- A Bulletin article was published on violence in the workplace.
- A group grievance was prepared on a Schedule D issue (extension of workday). The matter was resolved before filing was necessary.
- A policy grievance was filed regarding the payment of school counsellor allowances for those filling in a vacant time claim. The employer is in agreement and working through a process going forward.
- NLTA staff were involved in extensive work related to the revision of the regulations for Teacher Certification under the Teacher Training Act and related policy work. NLTA staff met

with the SIC-SLP to provide a brief overview of the new regulations respecting upgrading of SLP teaching certificates.

- All five pre-retirement seminars have now been held with one Grand Falls-Windsor, one in Corner Brook and three in St. John's. A new session entitled "Thriving in Transition: Mental Health & Retirement" was offered by EAP in response to feedback from past seminars.
- On August 20, 2025, the NLTA held its Stuff the Bus for CBN event. NLTA members and the public donated enough supplies and materials to fill four school buses, along with significant monetary donations. As a result, on September 11, 2025, President Dale Lambe presented a \$15,000 cheque to the Red Cross, which was tripled through donation matching by the Provincial and Federal governments.
- World Teachers' Day 2025 was celebrated on October 5. To mark the occasion and highlight the impact of teachers, the NLTA President contributed to a CTF video and shared his own video message with NLTA members.
- On August 28, 2025, senior Staff met with the DM, Jamie O'Dea and ADM, Terry Hall to discuss and plan support for displaced staff of Cabot Academy and others directly impacted by forest fires.
- On September 25, 2025, senior staff met with the DM, Jamie O'Dea and ADM, Terry Hall to discuss a teacher induction program for new teachers.
- Senior Staff met with the Employer to discuss access to a new Respectful Workplace Program which will be implemented during the 2025/2026 school year.
- Programs and Services staff met as part of the Payroll Working Group on August 28, 2025, September 26, 2025, and November 26 to continue to push the Employer to address and resolve systemic issues with teacher payroll. The next meeting is scheduled for January 29, 2026, and issues continue to be addressed with senior payroll staff in the interim.
- A new payroll dispute resolution procedure has been finalized. This procedure aims to establish a new process to resolve payroll errors in a timely and efficient manner.
- Programs and Services Staff met with the Employer to discuss the provision of leave time for the Beginning Teachers Conference and SAC Provincial Conference.
- To date, two sessions of the Beginning Teachers' Conference have been held. The first was held in Deer Lake on November 22-23, 2025, and the second was held in Goose Bay from November 29-30, 2025.
- The BTC Metro was rescheduled to February 7-8 due to lack of confirmed participants for the December session and was cancelled due to the lack of confirmed participants.

- Programs and Services staff hosted the CAPTTO PD group on October 8-10, 2025.
- Programs and Services staff are meeting with the CAPTTO PD group in Halifax on January 21-22, 2026.
- Programs and Services staff met with Working Together on September 23 and October 1, 2025.
- Programs and Services staff hosted Computer for Schools group on October 1, 2025.
- Programs and Services staff assisted, and responded to questions from, members related to Review 360 not being available for the first 5-6 weeks of the school year.
- EAP Coordinator prepared an article for the November/December 2025 edition of *The Bulletin*, "Relationships Need Nurturing to Grow".
- From September to November 2025, EAP's wellness program delivered 12 presentations to over 200 participants across the province, covering key topics such as values-based leadership, transformational leadership, retirement planning, and mental health. Sessions included both province-wide offerings and localized presentations in St. John's Metro, Grand Falls-Windsor, and Corner Brook. A growing library of presentation resources continues to be developed to support timely and responsive delivery as needs arise.
- On October 15, 2025, the Association issued a news release welcoming the newly elected Progressive Conservative government. The release summarized all education-related election commitments and reiterated that the NLTA would hold the incoming government accountable to those promises.
- On October 22, 2025, a letter was sent to Premier Tony Wakeham congratulating him on his election win and outlining key education commitments made during the campaign. The letter reinforced the importance of continued collaboration with the NLTA.
- On October 28, 2025, the Association issued a news release calling for support for striking teachers in Alberta and urging the newly elected NL government to closely follow the situation to avoid similar mistakes, especially the use of back-to-work legislation. Members and the public were also encouraged to wear red and show solidarity on social media.
- On November 14, 2025, letters were sent to the Premier and Minister of Education requesting meetings to discuss education-related issues. A meeting with the Minister of Education was held on December 1, 2025.
- Between October 3 and November 13, 2025, the NLTA President participated in multiple media interviews on topics such as provincial election priorities, holding the new

government accountable to its platform, back-to-work legislation in Alberta, and bullying in schools.

- Throughout November 2025, the Association promoted participation in its annual Membership Update contest.
- AED met with Senior HR Director and NLSchools Comptroller/Director of Financial Services to discuss implementation of a new method for substitute teachers to enter their own work history to avoid payroll errors occurring as a result of data entry omissions at the school level.
- Programs and Services staff met with the Teacher Bargaining Network to discuss National trends and strategies in collective bargaining and analyze national data.
- Senior staff met with belairdirect and the Employer on October 20, 2025, to address concerns with the relaying of teacher status changes which may impact group insurance processing.
- Three Branch Leadership Seminars took place in Plum Point (October 24-25, 2025), Clarendville (November 14-15, 2025), and Deer Lake (November 28-29, 2025). The sessions were well attended and received positive feedback.
- In October, a call was sent to the membership seeking individuals who would be interested in being a part of the Negotiating Team for the upcoming round of contract negotiations. Over 200 applications were received from the membership. A final decision on the members of the committee will be made at the January Provincial Executive meeting and will be communicated to the membership.
- A policy grievance was filed regarding delays in the payment of school psychologist allowances. NLTA met with the employer early in January and are working on the issue.
- Programs and Services staff have filed grievances related to OH&S and harassment.
- A grievance was filed regarding hiring processes for itinerant positions.
- A policy grievance was filed regarding the process for the assessment of probationary waivers that are non-discretionary. A settlement was reached and some issues arose at the start of the 2025-2026 school year which have since been addressed.
- On Aug 29, 2025, new Teacher Certification regulations came into effect. The regulations now allow for provisional certificates and should assist with some of the previous recruitment challenges. The committee met on Sept 10, Nov 17, 2025, and on Jan 6, 2026, and are scheduling another meeting soon.

- Programs and Services staff participated in a meeting with Computers for Schools board of directors on December 9, 2025.
- Programs and services staff held a planning meeting with the SAC SIC on December 9, 2025.
- Programs and services staff held a planning meeting with the DHH SIC on Professional Learning plans for 25-26 on December 10, 2025.
- Programs and services staff attended a meeting with the SLP Executive and Stutterers Association on December 19, 2025.
- Programs and services staff attended a meeting with the ELA SIC President on establishing a new executive and plan moving forward on Jan 5, 2026.
- On December 16, 2025, programs and services staff met with executive members of the newly formed Reading Specialist SIC.
- On January 7, 2026, staff consultant for Group Insurance met virtually with group insurance staff consultants for NBTF, NSTU and PEITF.
- EAP Coordinator prepared an article for the January/February 2026 edition of *The Bulletin* entitled, "Coaching in Classrooms – Teaching Beyond Fixing."
- Multiple grievances were filed by programs and services staff in relation to failure to compensate members in a timely manner following a without prejudice settlement offer in relation to the SmartFind Text Message problems.
- Programs and services staff assisted multiple members with various ongoing salary issues with teacher Payroll.
- Between November 4, 2025, and January 14, 2026, the NLTA President participated in multiple media interviews on topics such as 2026 Association priorities, teacher shortages, AI in the classroom, and reliance on retired teachers as substitutes.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. The campaign will be informed by new research, including interviews with teachers and administrators, as well as public opinion research. The goal is to cost-share with the provincial government and use the campaign to both attract more people to the profession and support current teachers in staying in it.
- On January 14, 2025, the AED met with government to discuss and provide feedback on the rollout of the new Respectful Workplace Policy.
- The President, Vice President and Executive Director met with other members of the Teacher Pension Plan Joint Sponsor Body as well as the TPP Board. Part of this meeting included the

approval of a waiver that will allow retired substitute teachers to substitute beyond the legislated 90-day limit. This waiver has been approved for each of the last 5 years.

Retention, Recruitment, and Resourcing

Goal: To address teacher retention and recruitment challenges and proper resourcing of public education through advocacy for effective Government/Employer action and investment and promotion of the teaching profession and public education.

- Association staff have been in contact with NLSchools senior staff to relay/discuss concerns related to teacher housing and the lack of cleanliness and furniture in Labrador West.
- On September 17, 2025, Programs and Services staff represented the NLTA on the selection committee for Workplace NL Scholarship applications.
- Retention and Recruitment was considered in the context of opening proposal preparation.
- Numerous teachers have been assisted by Officers with resourcing concerns and questions.
- In late Fall 2025, the next Teachers Change Lives story will be released. The campaign is currently under development.
- The latest Invest in our Kids campaign was launched on September 29, 2025, and will run for four weeks on television, social media, Spotify and digital billboards. The campaign, entitled “Reserved”, emphasizes the importance of dedicated and sustained education funding for the future of the province.
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- Between October 3 and November 13, 2025, the NLTA President participated in multiple media interviews on topics such as provincial election priorities, holding the new government accountable to its platform, back-to-work legislation in Alberta, and bullying in schools.
- On November 26, 2025, the Recruitment and Retention Committee (Letter #11 of Collective Agreement) met at the NLTA building. The membership on the committee has changed considerably since the last meeting took place in June and was delayed because of some of those changes which were affected by the Provincial Election. The goal of the committee is to have its final report made available by early February 2026.
- A policy grievance was filed regarding the failure by the Employer to make every effort to ensure substitute teachers are available when teachers are absent for valid reasons, and that this failure is directly attributable to the Employer's creation and maintenance of an unnecessarily long, complicated, and arduous process for substitute teachers, particularly retirees, seeking approval for the substitute list.
- The Association has had one meeting with the Employer in relation to this policy grievance, with another meeting in the works to try to resolve this matter outside the arbitration process.
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- Pre-production has started on the next Teachers Change Lives campaign. Work is underway to confirm the features teacher, finalize the creative concept, and coordinate logistics. The campaign will roll out in the Spring, including web and social media content.
- A new political action campaign is under development, which will include buttons, stickers, and other promotional material provided directly to members, as well as messaging around the importance of investing in education.
- On January 7, 2026, the President and Executive Director met with Premier Wakeham and Deputy Minister Dinn (and other government staff) to talk about a variety of issues including teacher working conditions, recruitment and retention, and the state of K-12 Education in the province in general.

Solidarity

(engagement, education, and communication)

Goal: To promote union solidarity through effective engagement, education, and communication with members.

- A memo went to members on how to interpret aggregate totals for sick leave purposes, clarifying the Employer's memo relating to medical certificates.
- An Administrative Officer presented to three classes of MUN students on professionalism on October 10, 2025.
- A Bulletin article was published on violence in the workplace.
- On August 20, 2025, the NLTA held its Stuff the Bus for CBN event. NLTA members and the public donated enough supplies and materials to fill four school buses, along with significant monetary donations. As a result, on September 11, 2025, President Dale Lambe presented a \$15,000 cheque to the Red Cross, which was tripled through donation matching by the Provincial and Federal governments.
- In late Fall 2025, the next Teachers Change Lives story will be released. The campaign is currently under development.
- On September 19, 2025, the NLTA President and Communications Officer attended a Sharing our Cultures Open House event with other supporters of the program. SOC promotes the values of multiculturalism and inter-cultural relations and fosters belonging and acceptance among all school children.
- On September 23, 2025, during the CAPTTO Board Meeting, the NLTA President participated in a media training session facilitated by the Atlantic Communicators in Education group. The session provided training on media engagement techniques and included mock interview scenarios.
- On October 1, 2025, MUNSU held a Day of Action rally at Memorial University. The NLTA President, Executive Director and Communications Officer attended, along with hundreds of other supporters, including other unions representatives and university students. President Lambe spoke at the rally, emphasizing the importance of properly funding public education and ensuring access to Memorial University so teaching students trained here remain in the province.

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- Programs and Services staff met with the NLCPA on September 9, 2025, to provide assistance in making changes to their constitution.
- Programs and Services staff met with all SIC Presidents on October 1, 2025, to establish protocols and procedures for the 2025/2026 school year.
- Numerous teachers have been assisted by Administrative Officers with resourcing concerns and questions.
- Numerous teachers have been assisted by Administrative Officers with the Right to Refuse Work.
- Several teachers have been assisted by Administrative Officers with accommodations.
- An Administrative Officer attended a virtual meeting of the CTF/FCE Réseau des Agentes et des Agents de Liaison Francophones (RALF) on October 30, 2025. A second meeting will be scheduled for Spring 2026.

- The SIC Leadership Conference took place on November 5-6, 2025.
- An Administrative Officer met for a full day with SIC Speech Language Pathologists on November 7, 2025.
- Four members of the Programs and Services team participated in the CTF Conference from November 18-21, 2025.
- On November 5, 2025, the NLTA participated in the Kids Eat Smart Radiothon. The President, joined by Provincial Executive members, answered phones and took pledges. The Association also donated \$7,500.
- Throughout November, the Association promoted participation in its annual Membership Update contest.
- On November 24, 2025, the Fall Teachers Change Lives campaign was launched, featuring French First Language teacher Mme. Jakiera Rideout and the impact she made on one of her Kindergarten students, Léonie, and her family. The campaign will run for four weeks on television and digital platforms. Work has already begun to identify the next story for the spring campaign.
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- AED delivered a presentation on Professional Boundaries to MUN K-6 Education students on November 27, 2025.
- Between November 4, 2025, and January 14, 2026, the NLTA President participated in multiple media interviews on topics such as 2026 Association priorities, teacher shortages, AI in the classroom, and reliance on retired teachers as substitutes.
- From February 9-13, 2026, Education Week 2026 will be held. Members have been provided information regarding the new Education Week School Participation Program and other resources related to Education Week and encouraged to participate.

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- A new political action campaign is under development, which will include buttons, stickers, and other promotional material provided directly to members, as well as messaging around the importance of investing in education.

Advocacy on, and Response to, Government Initiatives

Goal: To take action, 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.

- On August 28, 2025, the President and Executive Director attended the release of the Education Accord. The President was interviewed after the event by several media outlets.
- On September 4, 2025, the President and Executive Director attended a Government press conference on the new Child/Youth Community Health Model.
- On September 15, 2025, the NLTA issued a media release raising concerns about the Education Accord NL and questioning the validity of its sources. The Association continues to seek clarity from the Provincial Government and expects full transparency.
- Senior Leadership and Senior Staff met with Government on September 18, 2025, to discuss concerns with the Education Accord. Government indicated that a follow-up meeting would be arranged once they had completed their investigation into the matter.
- On October 15, 2025, the Association issued a news release welcoming the newly elected Progressive Conservative government. The release summarized all education-related election commitments and reiterated that the NLTA would hold the incoming government accountable to those promises.
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- On November 14, 2025, letters were sent to the Premier and Minister of Education requesting meetings to discuss education-related issues. A meeting with the Minister of Education was held on December 1, 2025. A meeting with the Premier took place on January 7, 2026.
- On Friday, November 21, 2025, the TARC Committee (Letter #13 of the Collective Agreement) met with the Teaching Allocation Review Report authors at the NLTA building

seeking clarifications on some of the Report Recommendations. A draft of the required report has been completed and will now be edited based on some of the responses from the authors of the original report. The TARC Committee's goal is to have the final report made available in early 2026.

- On November 25, 2025, the President and Communications Officer attended the Premier's State of the Province Address hosted by the Board of Trade. Special attention was paid to references to education and the Premier's commitment to following through on election promises, information that will help inform future Association advocacy efforts.
- President and AED met on October 15, 2025, as part of the Responsive Teaching and Learning Review Committee. A final report is in draft form.
- On November 26, 2025, the Recruitment and Retention Committee (Letter #11 of Collective Agreement) met at the NLTA building. The membership on the committee has changed considerably since the last meeting took place in June and was delayed because of some of those changes which were affected by the Provincial Election. The goal of the committee is to have its final report made available by early February 2026.
- As of December 1, 2025, the Association has not received any official follow up regarding the status of the Education Accord that was released earlier this year. The Association will continue to monitor and engage with Government where appropriate to advocate for teachers on this report.
- A new political action campaign is under development, which will include buttons, stickers, and other promotional material provided directly to members, as well as messaging around the importance of investing in education.
- The President and Assistant Executive Director, as the NLTA members on the RTL Review Committee, held meetings of the Committee on December 01, 08 and 09, 2025, to finalize the draft report of the review of the Responsive Teaching and Learning Model.