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T H E

bulletin

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Vol. 69/No.5

May/June 2026

NLTA Provincial Executive
#RED4EDNL

Woodland Primary
#RED4EDNL

St. Stephen's All Grade
#RED4EDNL

St. Paul's Junior High
#RED4EDNL

Belanger Memorial
#RED4EDNL

École des Grands Vents
#RED4EDNL

**ENSEIGNER AUJOURD'HUI
PRÉPARER L'AVENIR**

**TEACHING TODAY
SHAPING TOMORROW**

**INVEST IN EDUCATION
INVESTIR DANS L'ÉDUCATION**

#RED4EDNL

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In this final issue of *The Bulletin* for the 2025-26 school year, we are highlighting solidarity and the power of the collective!



Within these pages you will see the strength of the NLTA collective – we asked and you showed up. On Friday, May 1, schools across the province came together for #Red4EDNL and stood up for public education. Have a look at the sea of red in this issue and be proud of your collective voice.

We are also celebrating the tremendous work of our SICs and highlighting the 2026 NLTA award winners who are doing amazing work at the Branch and SIC level.

On behalf of the Communications Team at 3 Kenmount Road who bring you each issue of *The Bulletin*, thank you to everyone who contributed this year. Have a restful summer.

All the best,
Jennifer

T H E
bulletin

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NLTA STAFF UPDATES

APPOINTMENT NOTICES

The NLTA is pleased to announce the following staff appointments:



JAMIE KIELEY has been appointed to the new permanent position of Administrative Officer, Programs and Services, effective March 19, 2026.



DAVE LOCKE has been appointed to the permanent position of Administrative Officer, Programs and Services, effective August 1, 2026.

RETIREMENT

The Association would like to wish the following NLTA staff member much happiness in their upcoming retirement:



GABE RYAN will retire from his position as Administrative Officer, Programs and Services, on July 31, 2026.

UP FRONT WITH THE NLTA PRESIDENT



Visibility and unity have taken on a new form. We once walked with placards, held megaphones and were forced to share one space to make a bold statement. Now the barriers of distance are reduced as we can create “profile pic buttons” and send social media posts to present a message of unity and solidarity. While the placards and megaphones will remain when necessary, we need to use every opportunity to stand together and show government that education does matter and that teachers and TLAs are tired of being an afterthought amongst those who are tasked with making key decisions. #RED4EDNL provided us with our first opportunity to show our pride in our profession, while reminding government that we will not be silent in the wake of a budget that failed to acknowledge the challenges we face with our current working conditions. NLTA leaders worked hard with a quick turnaround time to make things happen. In the end, our members lived up to their challenge and social media networks in our province were a red sea of passion and support for education. This momentum needs to continue. Government needs to see us as united in our efforts to fight for better working conditions.

Class size and complexity is not just a catch phrase; it is a stark reality for our members. In travelling the province in my first year as President, I have been astounded by the layers of complications that are evident in our workplaces. In our larger centres our members face large class sizes which are inclusive of a wide variety of student needs and curricular expectations. In rural Newfoundland and Labrador, teachers are expected to teach several courses and grade levels in the same room. All these situations require intense preparation for those tasked with creating a learning environment for all. A multilayered and under-resourced classroom is a huge contributing fac-

tor leading to dysregulation amongst our students. Violence in schools is not unique to larger centres. I am hearing from members in every part of our province about members sustaining significant injuries in their roles. Also, about school communities who have faced very intense violent situations. If government is committed to safer communities, why are we allowing them, as our employer, to force us to work in unsafe school environments? Employers have a legal obligation to provide safety for their employees. Yet it is obvious that our members are not respected. We must work together to bring our realities to light for the general public. #RED4EDNL provided one avenue to do so and the response was overwhelming. We must sustain this momentum to make them realize that education holds the key to rebuilding our economy and labour force. It is a necessity for building safer communities and addressing future concerns for our justice system.

On May Day 2026, the teachers and TLAs of Newfoundland and Labrador showed significant strength. Words were secondary as we used visuals to send a clear message to government. I visited several schools, professional gatherings, and workplaces that day and the dignity and honour amongst our membership was quite apparent. Should government continue to ignore our significance in this province, we will be calling for action that will take different and more vocal forms. It is imperative that we respond to these calls, so the right people finally get the message.

Yours in leadership,
Dale


 Dale Lambe
President


 Sean Weir
Vice-President


 Angela Dawe
Table Officer


 Trent Langdon
Past President


 Ian Adey


 Hollis Cull

Enjoy the Summer!

FROM YOUR NLTA EXECUTIVE




 Marie-Chantal Hurley


 Kelly Loch


 Patrick Murphy


 Tracey Payne


 Lynette Snook


 Russell Stockley


 Della Way

PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

CORNER BROOK

2025 Humber Branch Scholarship Winners

Congratulations to Rebecca Flynn and Amy Dwyer on receiving the NLTA Humber Branch Scholarships for 2025. Thank you to our Provincial Executive Member, Tracey Payne for presenting these scholarships and a big thank you to all applicants who applied. Good luck in your post-secondary studies!



Amy Dwyer (right) accepts NLTA Humber Branch Scholarship from Provincial Executive Member Tracey Payne.



Rebecca Flynn (right) accepts NLTA Humber Branch Scholarship from Provincial Executive Member Tracey Payne.

2025 Rainbow Prism Award Presented to Stephanie Pennell

On April 22, NLTA President Dale Lambe officially presented the 2025 Rainbow Prism Award for excellence in 2SLGBTQIA+ inclusion to Stephanie Pennell, a teacher at Corner Brook Intermediate, in recognition of her outstanding contributions to creating inclusive school environments. The award, established by the NLTA's Gender and Sexual Diversity Special Interest Council, recognizes K–12 educators in Newfoundland and Labrador who make 2SLGBTQIA+ equity a priority in their schools and communities. It honours educators who actively create space for 2SLGBTQIA+ students and staff through their classroom practice, curriculum, and broader school culture. President Lambe was joined by Vice-President Sean Weir and Table Officer Angela Dawe for the award presentation.



Provincial Executive Visit Corner Brook

On April 24, the NLTA Provincial Executive met in Corner Brook. As part of the visit, Executive members also took the opportunity to visit several schools in the area to speak about association matters, as well as issues and concerns affecting educators in the region. School visits included: C. C. Loughlin Elementary, Corner Brook Intermediate, Corner Brook Regional High, Eastside Elementary, J. J. Curling Elementary, and Sacred Heart Elementary. The NLTA extends sincere

ON LOCATION

thanks to all school administrators and school representatives for facilitating the visits, and to all members who took the time to engage in thoughtful discussions.



Executive Members Russell Stokley and Kelly Loch met with J.J. Curling Principal Jennifer Sansome during their visit.

NATIONAL

Distinguished Principal Award



Congratulations to Andrea Clarke, principal of St. Augustine's Elementary on Bell Island, for being named Canadian Association of Principals' distinguished principal of the year. Earlier this year, Andrea received the NLTA School Administrator's Council Principal of the Year award as well. Known to her students as Mrs. ABC, Andrea has been recognized for her dedication to her school and the community of Bell Island.

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It Starts with a Spark

by Ian Crewe

As many teachers in Newfoundland and Labrador would (or should) be aware, the current Collective Agreement for teachers in this province expires on August 31, 2026. While that does not mean that teachers will be without a contract on September 1 (the current contract simply stays in effect until the new one is agreed upon), it does mark an important juncture for K-12 educators and education in this province.

Since 1973, when the first Collective Agreement was penned for teachers in this province, your Association has worked hard when it comes to negotiating better benefits and working conditions for those same teachers. While many teachers may be somewhat oblivious to this work, there are others who do pay close attention to the progress that is made from Agreement to Agreement. The negotiations, that will undoubtedly commence in the months ahead, will be a key piece of the message that our current government wishes to send to teachers and indeed, the general public, about the value it places on education in this province. More on that later.

On May 1, 2026, the NLTA organized #Red4EDNL, a campaign in which teachers were asked to wear red to symbolize their desire to be treated fairly by government when it comes to teaching conditions in their schools (which are the learning conditions for students) and the important role that teachers play in the lives of this province's children. NLTA School Representatives were asked to gather their colleagues for a picture showing their solidarity and support for this initiative, and to send it to NLTA Communications where all pictures were subsequently posted on various social media channels. It was a Call to Action to gauge teachers' willingness to speak out and be seen as doing such in a public way. After all, when negotiating with an elected body (the Provincial Government), an obvious strategy is to garner support from the public, who essentially determine if the government of the day will be successful in their quest to be the government of tomorrow.

The response to the Call to Action was a resounding one. Over 100 schools submitted photographs of teachers wearing red, clearly demonstrating that they had received the message, and that they are wanting government and the public to know that there is a resolve growing in the province's teachers; a resolve and desire to see things improve when it comes to how schools/classrooms are resourced and how teachers are treated when it comes to their worth to the province. The phrase "enough is enough" is often used by many teachers who contact the Association. It is a refrain that is becoming more common with many teachers who feel tired and unsupported; left wondering if teaching in Newfoundland and Labrador was/is their best choice.

As your Association enters into negotiations, I would encourage all teachers to pay close attention to the messages that are communicated to the membership. Apathy will not serve our profession well – especially if we are truly looking to government to do what is right and best for the education system in our province. #Red4EDNL on May 1 was an excellent start in communicating that message. Sometimes you must work hard to get a fire going and to keep it growing. Let's make sure the "spark" that we saw on May 1 continues to grow. Your Negotiating Team, Provincial Executive and NLTA staff will work hard to make sure that happens, but teachers will also have a part to play. While it may take some time and significant effort on the part of everyone, I do believe that we have it "in us" to make government realize the importance of what we do and to make Newfoundland and Labrador classrooms an inviting place to work. It starts with a spark.

Ian Crewe is the Executive Director of the NLTA.



Obtaining Credit for Seniority Service, Outside Service and Pension Service

by Deana Hatcher



The purpose of this article is to outline the different requirements to have service credited for salary steps and sick leave accrual, and pension credit, and to address some common questions regarding how this impacts service for seniority. These are different and separate processes, and service that counts for one may not count for another. For instance, if a member takes parental leave, that service counts for seniority, salary increments, sick leave accrual and is eligible to be purchased for pension purposes. While purchasing the period of leave for pension purposes is valuable, seniority will accrue either way. For the member who doesn't purchase the pensionable year, they may find their seniority to be higher than their pensionable service. Conversely, if a member were approved for regular unpaid leave for one school year, in most cases a maximum of 10 days would be eligible for seniority whereas the full year could be purchased for pension purposes. For the member who does purchase the pensionable year, they may find their seniority to be lower than their pensionable service. Therefore, a member should not rely on their seniority to determine their retirement eligibility and likewise should not rely on their pensionable service to determine their seniority.

Seniority

In most cases, seniority is captured internally by the CSFP and NLSchools through their records. If a member worked for both employers, they should check to see that seniority from both has been combined. If a member taught in schools in Churchill Falls and schools in Conne River, that service would also count for seniority, but would not be captured internally by CSFP or NLSchools and the member would need to make their employer aware of such service, to be included in their combined seniority.

In cases where service is eligible for both salary increments and for pensionable service, members must follow different steps for each separate process. The following information provides a general overview of the differences between these two types of service credit.

Outside Service for Salary Increments and Sick Leave Accrual

Only service with CSFP and NLSchools is automatically credited in the payroll system for salary steps and sick leave accrual purposes. Everything else is considered "Outside Service", including other teaching and specialized service in and outside the province. If you have outside service experience that may be eligible for credit, you will need to contact your former employer(s) to send confirmation of that information for assessment in accordance with the provisions of the Collective Agreement. While you can do this anytime, members should also be aware of the time limits to have service credit applied retroactively, as per Clause 21.07 of the Provincial Collective Agreement, which states in relevant part:

(h) Notwithstanding (a) to (g) above, teachers with prior service are responsible for providing the required documentation to the Registrar of Teacher Certification within ninety (90) calendar days of becoming employed with a School Board. If the teacher fails to do so within this time limit the retroactive application of prior service shall be to the first day of the month in which the teacher provided the required documentation. This clause does not apply in cases of demonstrated clerical error or in extenuating circumstances as determined at the discretion of the Registrar.

(i) Subject to retroactivity being conditional upon the teacher's responsibility as set out in Clause 21.07(h), upon a teacher being hired by a school board, including being accepted on the substitute list, the school board shall notify the teacher in writing of the requirements of Clause 21.07(h).

You should contact Teacher Certification for further information and the necessary forms. Confirmation of service from former employer(s), using the required forms, must be submitted directly to the Registrar of Teacher Certification, who then completes an assessment. If approved, the Registrar then sends the information to Teachers' Payroll for processing. Members

Every Breakfast, Every Child, Every School Day

A heartfelt thank you to the teachers and school communities who make it possible.

As the school year draws to a close, Kids Eat Smart Foundation NL would like to extend our heartfelt thanks to teachers and our school communities across Newfoundland and Labrador. Your ongoing support and commitment make it possible for students to start their day with the nourishment they need to learn, grow, and be their very best.



Every breakfast served and every moment of care helps create a more inclusive and supportive school environment. These programs are about more than food—they are about ensuring students feel welcomed, valued, and ready to engage in the classroom.

We know that school staff already give so much, and we are deeply grateful for the time, energy, and compassion you bring to supporting our Kids Eat Smart Clubs. Your efforts have a lasting impact on student well-being, academic readiness, and the overall school experience.

Thank you for being such an important part of this work. Together, we help build healthier, stronger school communities... One Breakfast at a Time.

If you would like more information, visit us at www.kidseatSMART.ca, or you can contact Celina Stoyles, Executive Director directly at 1-877-722-1996 or e-mail cstoyles@kidseatSMART.ca.



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should review Article 21 of the Provincial Collective Agreement for the full list of eligible service. The Registrar will cross reference your information with Clause 15.05 to determine whether your service also counts for sick leave accrual. Teacher Certification can be reached at (709) 729-3020 or teachercertification@gov.nl.ca, and most information is available online at www.gov.nl.ca/education/k12/teaching/certification.

Pension Service

Pensionable service with CSFP and NLSchools is automatically credited in either the Teachers' Pension Plan (TPP), or for substitute teacher service, in the Government Money Purchase Plan (GMPP). Some other types of service may also be credited automatically (teachers in Churchill Falls and members in seconded positions, for example), but in most cases, members must initiate a process to have other pensionable service as a teacher transferred to and credited under the TPP. Pensionable service, in Canadian provincial teachers' pension plans, for example, can be transferred to the Newfoundland and Labrador Teachers' Pension Plan, as long as the pension funds were not withdrawn from the other plan. Under certain conditions, direct plan transfers are also possible from other pension plans, including jobs the member held outside of education. You must also be actively contributing to the TPP when making a request to transfer pensionable service from another plan into the TPP. For example, members pay into the TPP when in a permanent or replacement contract, after 20 continuous days of substitute teaching, or when working in a "vacant time" claim for any period of time. Substitute service in the GMPP can also be transferred to the TPP when a member is in a position in which they are contributing to the TPP. Some transfer options are new, so don't rely on old information if you were told in the past that transferring pensionable service to the TPP was not possible. Members are advised to visit the Teachers' Pension Plan Corporation website at www.tppcnl.ca, or email memberservices@tppcnl.ca (you will need to provide your pension ID or the last 4 digits of your SIN) for information about pensionable service transfer eligibility and for the necessary forms to begin the transfer process.

It is important for members to know which types of service are eligible for salary steps, for sick leave accrual, for pensions and for seniority as these can impact salaries, available sick leave credits, retirement eligibility and hiring decisions. Members who have questions regarding service credit should contact an NLTA Administrative Officer via mail@nlta.ca for information and assistance.

Deana Hatcher is an Administrative Officer in Programs and Services with the NLTA, dhatcher@nlta.ca.

#Red4EDNL – CALL TO ACTION

In response to Budget 2026 and in preparation for upcoming negotiations, NLTA members across the province answered the call to wear red on May 1 in a show of solidarity. On May Day, a day recognizing collective action and the

strength of the labour movement, members came together to send a clear message about the importance of public education.

Thank you for the huge response! Here are the photos submitted from that day.



Admiral's Academy



Amalgamated Academy



Ascension Collegiate



BL Morrison All-Grade



Baccalieu Collegiate



Bay d'Espoir Academy



Bayside Academy



Bayview Academy



Bayview Academy



Belanger Memorial School



Bishop Feild Elementary



Brother Rice Junior High



CDLI



Canon Richards Memorial Academy



Carbonear Collegiate



Carbonear Academy



Corner Brook Intermediate



Copper Ridge Academy



Corner Brook Regional High



Cowan Heights Elementary



Crescent Collegiate



Dorset Collegiate



Carbonear Collegiate (Ms. Harnum)



Dunne Memorial Academy



Bay Roberts Primary



East Point Elementary



Eastside Elementary



Ecole des Grands Vents



Eric G Lambert School



Fatima Academy



Holy Heart High



RTANL Executive



Ecole Rocher-du-Nord



École Sainte-Anne



Fogo Island Central Academy



French Shore Academy



Gender Academy



Goulds Elementary



Green Bay South Academy



Greenwood Academy



Helen Tulk Elementary



Henry Gordon Academy



Holy Family Elementary



Holy Redeemer Elementary



Holy Cross Elementary



Holy Redeemer Elementary



Innovate to Educate SIC Conference



J J Curling Elementary



Hillside Elementary



James Cook Memorial (Jessica Simms)



Juniper Ridge Intermediate



John Burke High



King Academy



Labrador Straits Academy



Larkhall Academy



Laval High School



Leary's Brook Junior High



Legallais Memorial



Macdonald Drive Elementary



Lumsden Academy



Macdonald Drive Elementary



NLTA COSS Executive



Macdonald Drive Elementary



Mary Queen of Peace Elementary



Mount Pearl Intermediate



Macdonald Drive Elementary



NLTA Provincial Executive



Mary Simms All-Grade



NLTA Provincial Executive



NLTA Staff Picture



Persalvic School



Octagon Pond Elementary



Phoenix Academy



Pearson Academy



Point Leamington Academy



Riverside Elementary



St. Andrew's Elementary



St. Anne's Academy



St. Catherine's Academy



St. Augustine's Elementary



St. George's Elementary



St. Edward's School



St. James Elementary



St. Joseph's Academy



St. James Elementary



St. Kevin's High School



St. Joseph's Elementary



St. Mary's Elementary



St. Stephen's All-Grade



St. Lewis Academy



St. Matthew's School



St. Paul's Intermediate



St. Paul's Junior High



St. Peter's Academy



St. Peter's Junior High



St. Teresa's School



Stephenville Primary



Templeton Academy



Topsail Elementary



Topsail Elementary



Tricentia Academy



William Mercer Academy



Woodland Primary School



St. James Elementary



St. James Elementary



William Gillett Academy



Mattering Matters

by Lori Hewitt, MSW, RSW

You matter! Say it out loud, scream it from the roof tops, heck... make it into a neon sign! Do whatever it takes to ensure you internalize this message, because it is essential to good mental health (and because it's true)!

Now that we have that established, let's take a step back. Have you ever felt unheard, not valued, invisible? Have you maybe not gotten the recognition at work you were hoping for, or felt unseen in a large group? Have you felt taken for granted by a partner or friend? I'm certain we all have felt this way from time to time. The perceived absence of mattering can lead to feelings of insignificance, social isolation, and loneliness.

Now remember a time when someone asked for your opinion, when your presence was noticed and acknowledged, when someone sent you a message letting you know you were in their thoughts. How did this make you feel? Valued and appreciated? Seen and heard? Recognized and respected? Connected and cared for? As if you made a difference and you mattered?

What is Mattering?

"Mattering" is the basic human need to feel valued, and it's also the opportunity to add value. It is the notion that "we are a significant part of the world around us." This concept was first conceptualized by sociologist Morris Rosenberg in the 1980's. Most recently the concept of mattering was revisited by journalist Jennifer Breheny Wallace in her new book entitled, *Mattering: The Secret to a Life of Deep Connection and Purpose*. Wallace simplifies the somewhat academic concept developed by Rosenberg and offers practical, and dare I say simple ways to incorporate its intent into daily practice. Not only is it important to feel significant, appreciated, invested in, and depended on, it is essential to help instill these feelings in others and know we are adding value to the world around us. When we do this, we feel we make a difference and, in turn, we matter.

"Mattering is feeling valued by ourselves, our family, our friends, our colleagues, and society – and then having an opportunity to add value back."

~ *Samantha Laine Perfas, Harvard*

How "to do" Mattering

Mattering is not just a cognitive concept; it is tangible and actionable. There are things we can do daily for ourselves and others that support mattering. Wallace highlights some tips to help remind ourselves, and others, that we matter.

- **Take a Minute to Reflect**

At the end of each day, take a few minutes to think about how it went. Write down one way you contributed to someone else's life (I keep a special journal just for this purpose). Don't overcomplicate this, it can be as simple as making a colleague laugh with a silly joke or helping a neighbour carry in groceries. Or maybe you acknowledge you handled a difficult situation with patience and kindness. Wallace says that "this kind of self-awareness builds our own internal sense of mattering."

- **Find "Your People" and Create your Mattering Space**

In her book, Wallace talks about creating mattering spaces. "A mattering space is anything outside of our homes and workplaces where you can build community." This can be a gym, a park, a library, a spiritual hub, or a local coffee shop. Mattering spaces are anywhere that helps promote a sense of purpose and belonging and can be in person or virtual. They are places where your presence is recognized and you are missed when absent. You

can also create your own mattering space by recognizing others, showing interest in their lives, and building consistent, positive relationships with others. Finding or developing mattering spaces are crucial to our well being and support mental wellness.

- **Save Nice Notes**

Make an impact file, which can be a regular file folder, or a pretty box where you store thank you notes or cards people have given you. This also works for e-folders where you can store kind messages and e-mails. On days you're feeling as if you don't matter, pull everything out as a reminder of your value.

- **Make Your "Thank You's" Specific**

Showing others you appreciate them is a core component of mattering. The next time you receive a gift try focusing on the giver and not just the gift. Instead of saying, "thank you for this beautiful scarf", you could say, "Thank you for being the kind of friend who knows me so well and puts so much thought into what I might like."

- **Picture an invisible sign**

Imagine everyone you meet is wearing an invisible sign that reads, "Tell me, do I matter?" This can be as easy as making eye contact, saying hello, smiling, and being present with those around you. Every time we respond to someone with kindness and compassion, we not only reinforce their value, but we're also reminded that we are also needed and valued.

The concept of mattering can also be brought into your classrooms. There is quite a bit of research that focuses on the role of mattering in promoting child and youth mental health, belonging, and resilience (Gordon Flett, Canada Research Chair in Personality and Health). "Several studies confirm that high school students who feel like they matter are relatively protected from anxiety and depression, engage in fewer risk acts, and predicts academic engagement and higher grades." Rosenberg talked about how, after food and shelter, to matter is the motivation that drives human behaviour. "When people don't feel as if they matter, when they don't feel valued or know how they add value, they can become anxious, depressed, turn to substances to try and alleviate the pain, or lash out in anger."

This is important, because it provides a road map to understanding behaviours not only in ourselves, but in your students as well. This provides you, as educators, with a unique opportunity. I would expect you already demonstrate mattering in your schools on a regular basis. The fact you invest time and energy outside of your regular duties suggests you are a significant part of your students' lives. Have you ever tutored a student after classes are finished for the day? This is communicating that the student is important to you and that they matter. This does not go unnoticed.

Mattering and Self Care

I would be amiss if I didn't mention that mattering requires balancing our own needs with the needs of others. "True mattering requires us to matter to ourselves, which means prioritizing your own needs (not when everybody else's needs are met or when its at the end of your day and you're exhausted), but really radically prioritize them."

Our own personal resilience is impacted in part by the depth and support of our relationships. Find people who remind YOU of how much you matter. Nurture these relationships and allow them to fill you up. This is paramount if we are to show up day in and day out for those who rely on us. Keep in mind that our own sense of mattering can be shaken, especially during times of life transitions, excessive stress, or grief or illness. If you find yourself in this situation, or, if you feel you could benefit from additional support, please know your EAP is just a phone call away.

.....
Lori Hewitt is a Coordinator with the Employee Assistance Program for Teachers. For confidential assistance contact Lori Hewitt (709) 733-3242, lhewitt@capNLTeachers.ca, Kenda Riggs (709) 733-3265, kriggs@capNLTeachers.ca, or Lesley Brown (709) 733-3269, lbrown@capNLTeachers.ca. Or visit our website at <https://www.capnlteachers.ca/>.

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NLTA Reacts to Budget 2026

The Newfoundland and Labrador Teachers' Association acknowledges the education related investments included in Budget 2026 and welcomes the response to the ongoing challenges in the K-12 public education system. At the same time, significant gaps remain – particularly in addressing teacher and specialist retention and recruitment, overall system resourcing and increasingly complex student needs.

“We see adding additional teaching and TLA positions to the system, dedicated funding for Indigenous children and some investment in mental health supports as a positive step forward,” said Dale Lambe, President of the Newfoundland and Labrador Teachers' Association. “However, teachers and administrators are trying to create an environment in which students can learn and grow, an overwhelmingly difficult task when they are faced with inadequate resources, complex class composition, daily incidents of violence, and teacher and student assistant shortages. We need a long-term commitment to a well-funded strategy that will address the current reality and improve learning conditions for students and working conditions for teachers.”

The NLTA has consistently been calling on government to step up and show real leadership when it comes to improving education in this province. There needs to be meaningful investment to properly resource classrooms, reduce class sizes and address the increasing complexity within those classrooms and a



President Lambe speaks with Richard Duggan and Linda Swain of VOCEM News on Budget Day, April 29.

genuine commitment to supporting current educators and a sustained plan to recruit and retain new educators here in Newfoundland and Labrador.

“We recognize there are fiscal pressures, but the long-term cost of continuing to underinvest in education is far greater,” said President Lambe. “Education is a social determinant of health and the foundation for economic success. If we want stronger communities and a more resilient province, we must start with meaningful investment in our schools. Teachers in this province require a well resourced, supportive education system in which they can meet the diverse needs of their students. That is not an unreasonable ask.”

The NLTA remains committed to working with all partners to ensure the public education system in Newfoundland and Labrador receives the attention and investment it needs.

On Wednesday, April 29, the Government of Newfoundland and Labrador delivered Budget 2026. Education funding announced is as follows:

- \$625 million for educators, teaching and learning assistants, a \$29 million increase to add 94 teachers and 20 teaching and learning assistants.
- \$20 million this year to provide education supports to Indigenous children.
- \$1 million to place social workers in schools as part of a provincial expansion to the Doorways Program to support the mental health of students.
- \$500,000 is being provided for new automated external defibrillators (AEDs) and for additional first aid training for educational staff.

The NLTA acknowledges the education-related investments announced in the Provincial Budget and is encouraged to see additional teachers and TLAs added to the system. However, significant gaps remain – particularly in

addressing teacher and specialist retention and recruitment, overall system resourcing and increasingly complex student needs. We continue to advocate for:

- Reduction in class size caps and improved allocations to address increasingly complex class compositions;
- Additional supports to enable students with exceptionalities, mental health challenges, language barriers and trauma to access the same opportunities as their peers, including increases to allocations for school counsellors, instructional resource teachers, school psychologists, speech-language pathologists, and other specialized supports;
- Increased allocations for school administration; and,
- Meaningful and targeted action to address the retention and recruitment of certified teachers in all regions of province and professional areas.



Retired Teacher Celebrates 100th Birthday



Celebrating his 100th birthday, Walter Swyer of St. George's began teaching at just 16 years old in 1942 in Williamsport, White Bay, and continued in communities across Newfoundland, including Wild Cove, Port-au-Choix, Ship Cove, and Norris Arm.

He later pursued studies at Memorial University (1947–1951) in Education and Engineering, joined the University Naval Training Division, and went on to study Civil Engineering at the Nova Scotia Technical College and Naval Architecture at MIT.

Walter served with distinction in the Royal Canadian Navy, retiring in 1968 as a Lieutenant Commander. He then returned to education as a principal and high school teacher in St. George's and Stephenville, inspiring students in Mathematics and Science until his retirement in 1985.

In addition to his educational career, he also served his community as Mayor of St. George's and as a member of the Integrated School Board in Corner Brook.

Submitted by the Swyer family.

INTRODUCING THE 2026 NLTA AWARD WINNING TEACHERS



CONGRATULATIONS TO **DIONNE SNOW!** ☆
 WINNER OF THE 2026 **BANCROFT AWARD**
 AWARDED TO A MEMBER FOR OUTSTANDING SERVICE AT THE BRANCH LEVEL.
 DIONNE IS THE PAST PRESIDENT OF THE DEER LAKE BRANCH.

CONGRATULATIONS TO **MARLENE LESHANE!** ☆
 WINNER OF THE 2026 **BANCROFT AWARD**
 AWARDED TO A MEMBER FOR OUTSTANDING SERVICE AT THE BRANCH LEVEL.
 MARLENE IS THE PRESIDENT OF THE BACCALIEU BRANCH.

CONGRATULATIONS TO **SHELLEY LODER!** ☆
 WINNER OF THE 2026 **SPECIAL RECOGNITION AWARD**
 CREATED BY **RELATIONSHIP** AND AWARDED TO A MEMBER WHO HAS MADE A MAJOR CONTRIBUTION TO THE PROVINCE.
 SHELLEY IS THE PRESIDENT OF THE HUMBER BRANCH.

CONGRATULATIONS TO **LEIGH BORDEN!** ☆
 WINNER OF THE 2026 **BARNES AWARD**
 AWARDED TO A MEMBER FOR OUTSTANDING SPECIAL INTEREST COUNCIL SERVICE.
 LEIGH IS THE PRESIDENT OF THE TEACHER LIBRARIANS COUNCIL.

Innovate to Educate Conference 2026



Chris Wilson and Stephanie Legge



Leigh Borden and Yvonne Dawe

For the third year in a row, three NLTA Special Interest Councils hosted their Innovate to Educate Conference 2026 for educators in the province on May 1. Members of the Math Science SIC (MSSIC), Teacher Librarians of Newfoundland and Labrador SIC (TLNL), and Technology in Education SIC (TESIC) collaborated over the last few months to organize this joint conference with a diversity of topics and presenters. Over 100 educators attended, many of whom were presenters at the Expo and/or sessions.

Participants started their day with an Expo in the Education Library at the Faculty of Education in St. John's. Several groups and organizations provided information on their programs, including MUN's Marine Institute, Equiforce (previously STEM for Girls), Skills Canada, and NL Science Fairs Council. Members of TESIC provided a booth demonstrating technology that can be used at all grade levels to enhance student learning and engagement. In addition, TLNL shared an array of books celebrating diversity and wide reading interests while MSSIC showcased student work from an Eco-Art project, a cross-curricular, multigrade activity.

NLTA President, Dale Lambe and Dean of Education, Pam Osmond-Johnson welcomed the participants before moving to a full-day agenda with 22 concurrent sessions. The day ended with a full group plenary session where participants had a chance to win a number of prizes including numerous gift cards provided by the three SIC hosts as well as the NLTA and the Faculty of Education. The highlight was the drawing of two door prizes donated by TESIC: a Portable Laser Engraver and a Cricut Maker Bundle won by Chris Wilson and Stephanie Legge, respectively. In addition, Yvonne Dawe, President of MSSIC, was presented with flowers by Leigh Borden, President of TLNL to celebrate her retirement from teaching this coming June.

Check out the *2026 Conference Schedule* for more details.

Our sincere appreciation to all the volunteer presenters, to belairdirect for sponsoring the nutrition break, Larry Blanchard and his team at the Faculty of Education, and thank you to the Education Library staff who welcomed us into their space. Much appreciation extended to the educators who attended... you made it a powerful day of learning!

Participant quotes:

"I am a first-time attendee, and it was one of the most practical and meaningful PLs I have attended in a long time. It was also a wonderful opportunity to connect (and reconnect) with colleagues of similar disciplines to share ideas and experiences."

"Keep doing what you are doing. It's the best day ever, I always learn something new and cannot wait to try it this week."

"I very much appreciate in-person learning/networking opportunities. Thank you all so much for your efforts in organizing this important gathering."



NLTA President, Dale Lambe with participants of the Innovate to Educate Conference 2026.



NLScience Fairs Results 2026

by Yvonne Dawe

Memorial University's (MUN) Core Science Facility in St. John's was filled on Friday, March 6 with young scientists (grades 7–12) from schools on the Avalon Peninsula. Students were competing in the 45th annual Cenovus Energy Eastern Newfoundland Science and Technology Fair. Students from the rest of the province were competing online at the 7th annual Labrador, Western and Central Newfoundland (LWCN) Virtual Fair. Between the 2 fairs there were a total of 137 students, with 108 projects competing for medals, prizes, scholarships, special awards and for a spot on Science Team NL. Students represented 13 schools on the Avalon including Gonzaga High, Holy Heart of Mary High, Holy Spirit High, Holy Trinity High, Lakecrest Independent School, MacDonald Drive Junior High, Mount Pearl Intermediate, Paradise Intermediate, Prince of Wales Collegiate, St. Bonaventure's College and St. Paul's Junior High. The LWCN Virtual Fair included students from 11 schools: Bayview Academy (St. George's), Copper Ridge Academy (Baie Verte), Fitzgerald Academy (English Harbour West), Grandy's River Collegiate (Burnt Islands), Hampden Academy (Hampden), Holy Name of Mary Academy (Lawn), MSB Regional Academy (Middle Arm), St. James All Grade (Lark Harbour), St. Joseph's Academy (Lamaline), St. Joseph's All Grade (Terrenceville) and William Gillette Academy (Charlottetown, LAB).

Of the 90 projects (115 students) in the eastern fair, 79 were recognized with 15 honourable mentions and 78 medals, while most of the 18 projects (22 students) outside of eastern were recognized with 5 honourable mentions and 12 medals. In addition, students were competing for 69 Special Awards that included cash and scholarships from a variety of STEM organizations. In Eastern "Best of Fair" was awarded to Olumoroti

Adegboyega, a grade 11 student from St. Bonaventure's College, while Leah H. Butt, a grade 12 student from Copper Ridge Academy, received the honour from the LWCN fair. Further details can be found here: https://drive.google.com/file/d/1CUAu3i1HEjLVKGNzM_xWxh7KI6hMFEKE/view?pli.

Students from both regions were named to the 2026 Science Team NL and will represent the province at the 2026 Canada Wide Science Fair (CWSF) hosted by the University of Alberta in Edmonton from May 23 to May 30. From Eastern, the students selected include Gonzaga's Alishba Azrin; Holy Heart students Lucia Chen and Vidya Chedella; MacDonald Drive Junior High's Ayush Patro; and St. Bonaventure's College students Oladoyin Agbaje and Olumoroti Adegboyega. Joining the team from LWCN are Leah H. Butt from Copper Ridge Academy, Dustin Joyce from St. James All Grade, and Bayview Academy's Lucas Miles, Kaylee Blake, and Kloee Blake.

Our fairs would not be possible without our Platinum Naming Sponsor, Cenovus Energy; Platinum Sponsor, the Department of Education, Government of Newfoundland and Labrador; and Gold Sponsors: Faculty of Science, MUN; Department of Ocean and Naval Architecture, Faculty of Engineering, MUN; College of the North Atlantic; and NLSchools.



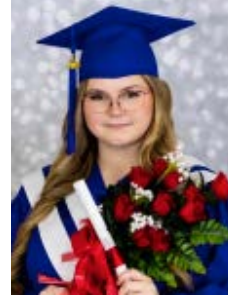
Mr. Jim Gilmour, Vice President, Cenovus Energy and Science Team NL (Eastern region); Oladoyin A., Alishba A., Ayush P., Lucia C., Vidya C., and Olumoroti A.

Congratulations to all participants! For more information on this year's fairs go to: <https://nlsciencefairs.ca/>. Results for the CWSF 2026 will be posted in June.

All CWSF projects for 2026 as well as previous years can be viewed at cwsf.youthscience.ca

Science fair participation is open to all students in grades 7 to 12 in the province. Anyone looking for more information on how to prepare students for one of the regional fairs and/or to get involved with the NLSFC can contact us through our website.

Yvonne Dawe is the President of MSSIC.



Science Team NL (Labrador, Western, Central region): Leah B., Dustin J., Lucas M., Kaylee B., and Kloe B.

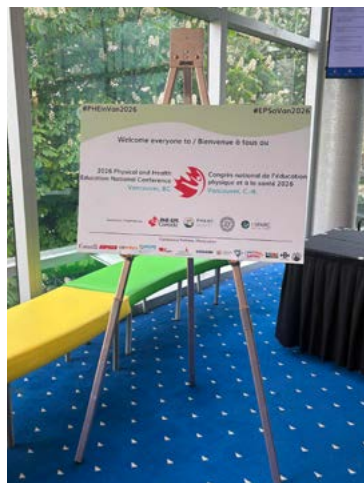
PHE Canada National Conference

by Megan Careen

In May, the PHE Canada National Conference in Vancouver served as a powerful reminder of the collective passion that drives our profession. With over 700 delegates attending from Newfoundland and Labrador to British Columbia, the energy throughout the conference was undeniable.

The conference theme, “Together We Rise,” was perfectly reflected in the event’s identity, which positioned the learner at the center of education - a philosophy that guided every session I attended.

One of the most significant experiences for me was attending the Council of Provinces and Territories (CoPT) meeting. This roundtable discussion provided an important but necessary snapshot on the current state of Physical Education across Canada. While provinces may be separated by geography, it became clear that we are united by many of the same challenges. The conversation repeatedly returned to the sustainability of school sport programs and the growing concern surrounding Athletic Director burnout.



In many provinces, the Athletic Director role is formally recognized and com-



pensated. Unfortunately, within our province, the role is still largely viewed as volunteer-based. Many Physical Education teachers are balancing full teaching loads while simultaneously carrying the extensive administrative responsibilities of an Athletic Director. This reality continues to contribute to significant teacher exhaustion and highlights the urgent need for advocacy and recognition of the role.

The importance of Physical Education and school sport is also becoming a major topic of discussion globally. As recently shared in the Physical Education New Zealand journal: “Physical Education is defined not by activity alone, but by the learning that occurs through movement, empowering students to navigate a changing world with adaptability, resilience, and a strong sense of identity.”

The PHE Canada National Conference was an incredible professional learning experience, and it was especially encouraging to see such strong representation from Newfoundland and Labrador educators and leaders throughout the week.

The keynote address by Dr. Dean Dudley focused on how, over the past quarter-century, the landscape of Physical Education has undergone a profound evolution, providing an engaging and insightful exploration of “What Drives Quality Physical Education? Best Evidence and Practice Over the Last 25 Years.”

His in-depth research included more than 42,500 students, challenged attendees to reflect on a central question: what truly drives student learning and development in Physical Education? His research highlighted that while Physical Education is often

positioned as a public health tool, its true effectiveness lies within four interconnected learning domains: psychomotor, affective, social, and cognitive learning.

Although there were over 70 conference sessions offered, several stood out as particularly meaningful and relevant to our local context. The session on Meaningful Physical Education in the primary grades focused on creating positive and meaningful movement experiences for students. It reinforced the importance of fun, social interaction, and providing different levels of challenge to help students build confidence and motor competence.

Another impactful session explored ways to head outdoors and get active. A hands-on workshop presented by CIRA Ontario was designed to help children become more active through outdoor play and organized activities. With only 25 percent of Canadian children currently meeting recommended physical activity guidelines, the session highlighted practical ways schools can encourage movement both during and beyond the school day.

Other highlights included Embracing Risky Play

by Mariana Brussoni and Dr. Megan Zeni, which supported the importance of outdoor risky play alongside practical implementation strategies and tools for school success. The session emphasized how appropriately managed risky play can help students build resilience, confidence, and overall well-being.

While we reflect on the success and inspiration of Vancouver, PESIC's attention is already turning toward the Fall. Planning is currently underway for the Fall 2026 PESIC Conference, and we are excited to bring this "Coast to Coast" energy back home to our members. Please keep an eye on your inbox over the coming weeks, as a formal Save the Date announcement, including location and registration details, will be shared soon.

Together, we must continue advocating for the recognition and support that Physical Education professionals deserve.

.....
Megan Careen is the President of PESIC.



Jamie Wilkinson Memorial Award

The Newfoundland and Labrador Music Educators Association (NLMEA) is delighted to announce the call for applications for the prestigious **Jamie Wilkinson Memorial Award**. This award honors the legacy of Jamie Wilkinson, a cherished music educator known for his passion, dedication, and inspiring influence on young musicians.

To apply, nominators must complete the Google application form, submit a letter of support, and a formal nomination essay of no more than 250 words. **All materials must be submitted by the deadline of June 20, 2026.** For submissions or inquiries, please contact Mitchell Hamilton at mitchellhamilton@nlschools.ca.

Application form link:
<https://forms.gle/TvsHGF6t7Box8t349>.

We encourage everyone to take this opportunity to celebrate the incredible contributions of music educators in our community.

Jamie Wilkinson Memorial Award
Deadline: June 20





NLTA Branch Service Pin Program – Recognizing Dedication at the Branch Level

by Jennifer Tulk

At BGM 2025, delegates voted to establish a Branch Service Pin Program to recognize members who have served on their local branch executive. We are pleased to share that this formal recognition program will launch in fall 2026, with the first Branch Service Pins distributed to members across the province.

Local branch executives play an important role within the NLTA. Members volunteer their time to support colleagues, organize professional learning and events, advocate on workplace issues, and help strengthen communication and engagement at the local level. This new program is intended to recognize and celebrate those valuable contributions branch executives make to both their colleagues and the Association.

Modelled after the NLTA Years of Service Pin Program, Branch Service Pins will be awarded in

five-year increments and will recognize service in any branch executive role from 2019 onward. Years of service will be tracked through branch registration forms. School Representatives will receive the pins in the fall of each year and be asked to distribute accordingly.

Solidarity is one of the five priorities of the 2025-27 Provincial Executive, with a focus on engagement and education. There are many ways for members to become involved in their Association and make meaningful contributions in their schools and for public education. Our hope is this small gesture of recognition and celebration will encourage all members to consider a larger role within the NLTA.

Jennifer Tulk is the Communications Officer at the NLTA.



IN MEMORIAM

TERI SMITH
NOVEMBER 4, 1977 – MARCH 27, 2026

Teri Smith, a beloved daughter, sister, mother, aunt, niece, friend, teacher and lifelong resident of Grand Falls-Windsor passed away on March 27, 2026.



Teri was born in Grand Falls-Windsor on November 4, 1977, the daughter of Ronald and Patricia (Patterson) Smith and sister of Ronnie Smith. She obtained her undergraduate degree from St. Mary's University and her Bachelor of Education from Université Sainte-Anne, Nova Scotia.

Teri spent her career as a French immersion teacher and touched the hearts and lives of every child she taught. For Teri, connection to her students was paramount. She understood that a genuine, heartfelt connection with every child was the key to creating a positive learning environment for them.

Teri's infectious humour and personality brightened every room she entered. She was the cause of much laughter, never shy to take centre stage at any party. Teri always led the fun and everyone happily followed. Teri was loving, empathetic and cared about family, friends and strangers alike. She was a gift to this world and will be deeply missed.

Teri is survived by her partner, Yvan Normandeau; her son, Nick Pitcher; her stepdaughters, Soleil and Ciel Normandeau; her parents, Ron and Pat Smith; her brother, Ronnie Smith; and a legion of extended family and dear friends she made along the way.

CONGRATULATIONS!

As we approach the end of another academic year, there are some of you who will not be returning to the classroom next school year because you will be retiring. The Retired Teachers' Association of Newfoundland and Labrador (RTANL) would like to take this opportunity to congratulate you on reaching this important milestone and to wish you a long, healthy, and happy retirement.

The RTANL would also like to welcome you into our group of over 5,000 fellow retirees scattered throughout the Province and beyond. Please consider becoming a member to enjoy our social activities and stay in touch by completing the Membership Application Form which was included with your package during the Pre-Retirement Seminar. For your convenience, this Form can also be downloaded or completed online from the main page of our website: www.nlta.nl.ca/rtanl. You must complete a Membership Form in order to become a member of the RTANL. Communication to members is through email only unless you request a hard copy (secretary@rtanl.ca) OR Secretary, 3 Kenmount Road, St. John's NL, A1B 1W1). There is life after retirement, but you have to make it! Good luck.

Paid Advertisement

NLCU SCHOLARSHIP PROGRAM



Two scholarships of **\$3,000** each.
Applications available at nlcu.com
on **June 30, 2026**.

 NLCUHOME  NLCU  NLCUGRAM



Student and teacher. Clifford George, 79, and Carl Wright, 83.

The Art of Teaching

Central High School, Green's Harbour

It was September, 1963. The Beatles hadn't even hit North America yet. Carl Wright was 21 years old, fresh out of university, and walking into Green's Harbour's Central High School as its new teacher.

The school was brand new at the time, serving students from six surrounding communities. Besides French and physics, Carl was also a homeroom teacher to a grade ten class. That's where he met Clifford — a student who doodled in all the margins

and sketched anatomical diagrams for biology class. He'd round up old house paint from neighbours to paint empty bleach bottles.

It was hard to get real art supplies in outport Newfoundland. So when Carl returned home to St. John's, he gathered up some oil paints and brushes from his parents' basement where an artist had been lodging. He gave them to Clifford. And that changed everything.

Clifford George is a beloved landscape artist, capturing the beauty of Newfoundland and Labrador on can-

vas for the past 60 years. You can see his work at the Christina Parker Gallery in St. John's. He still thinks of Mr. Wright every time he grabs a tube of paint.

To watch Carl and Clifford's story, and to hear them in their own words, visit <https://teacherschangelives.ca/cliffords-story/>



NLTA SUMMER HOURS

June 29 - September 4 • Monday to Thursday 8:30 a.m. - 4:30 p.m. • Friday 8:30 a.m. - 1:00 p.m.

