Newfoundland and Labrador Teachers' Association

Priorities for 2025-27

Joint Council

November 6-7, 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 Gander 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.
- Between January 14, 2026, and February 16, 2026, the NLTA President participated in multiple media interviews on topics such as the Tumbler Ridge tragedy, investing in education, new government priorities and school safety.

- In advance of Budget 2026, the NLTA has been actively engaged in the provincial government's pre-budget consultation process. The Association prepared and submitted a written submission outlining key priorities for public education and encouraged members to participate directly by completing the government's pre-budget questionnaire and making their own written submissions. Members were also provided with key messages highlighting the importance of investing in education to assist them in completing the questionnaire.
- An ATIPP request was filed to gain access to the information provided by Student Services Program Specialists regarding the needs that have been identified in schools and the allocations requested to meet those needs. The Department advised that a search for the information determined that no single record exists that tracks the requested information.
- An ATIPP request was received listing all currently vacant positions within the NL Education system as of the end of March.
- An ATIPP request was received regarding the deployment of the 400 additional units that were allocated to the system in the Spring of 2025. 231.82 teaching units and 158 TLA units were reported as deployed with 13.68 teaching units and 12 TLA units remaining at that time.
- The Winter phase of the Invest in Our Kids campaign was launched on March 25 and ran for four weeks across television, radio, Spotify, and social media. The creative built on the Fall campaign, reinforcing the message that investing in education now reserves a spot for kids in the future. This phase included stronger messaging that highlights the lack of meaningful emphasis on education by the current government and encouraged the public to speak up and advocate for the future.
- A new political action campaign is underway, with promotional materials (including buttons, stickers, and other items) now received. The plan is to distribute these materials to members in late April/early May, likely to coincide with the provincial budget. The campaign will also include messaging highlighting the importance of investing in education.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. This work is being informed by ongoing research, including a public survey, a survey of lapsed teachers that has now been distributed, and in-person interviews with teachers and administrators that are currently underway. 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.

- Between March 5 and March 31, 2026, the NLTA President participated in multiple media interviews on topics such as the lack of education priorities in the Speech from the Throne and recruitment and retention issues throughout the province.
- On April 8, 2026, the President and Executive Director met with the Minister and Deputy Minister of Education. Several topics/issues were discussed at that meeting including, but not limited to, recruitment/retention and onboarding/support of new teachers, workload of teachers, and collective bargaining.
- Between April 27 and May 4, 2026, the NLTA President participated in multiple media interviews on topics such as reaction to Budget 2026 and issues related to recruitment and retention in rural areas.
- On April 29, 2026, the provincial government tabled Budget 2026. The Association launched a strategic reaction to the budget and the lack of meaningful education-related investments contained within the budget:
    - In the days leading up to Budget Day, the Association mailed Political Action items to all schools, with enough to ensure every member received a button, sticker, or lanyard. Members were asked to display and wear the items in response to government's budget announcement.
    - On Budget Day, President Lambe participated in several media interviews reacting to the budget, acknowledging positive investments in education while noting that significant gaps remain. A news release was issued detailing the Association's response.
    - On Budget Day, President Lambe and the senior Leadership Team met with Branch Presidents to discuss the budget and discuss the Association's public awareness efforts related to the budget.
    - On April 30, 2026, all members received communication outlining the #Red4EDNL movement and asking that they wear red and send staff pictures to the Association to show solidarity and a strong collective voice following the budget and in advance of negotiations.
    - On May 1 (May Day), photos from schools across the province were posted on the Association's Facebook page featuring members wearing red. In total, approximately 100 schools submitted photos.
    - The May/June issue of The Bulletin continues the initiative featuring photos from across the province and articles emphasizing solidarity and collective action when the time is right.
- The NLTA launched its back-to-school radio and social media campaign during the first week of the 2026-27 school year. The campaign included the traditional welcome-back radio

advertisement featuring a message from NLTA President Dale Lambe, with a new focus this year on school safety. The message called on the entire school community to work together to help make schools safe for everyone. The campaign ran on radio for one week and will continue on NLTA social media channels through the end of September.

- Between June 10 and September 2026, the NLTA President gave multiple media interviews on topics including social media ban, school safety, class sizes and supports, reaction to a Child Youth Advocate report, and back to school concerns.
- Programs and Services staff held SBTLC meetings with the CSFP on May 28, 2026.
- AED met with Teacher Certification on July 15, 2026, to further lobby that Emergency Supply teachers be approved to replace TLAs.
- An ATIPP request was filed on July 2, 2026, and received on July 27, 2026, seeking information on unfilled custodian and cleaner positions during the 2025/2026 school year.
- An ATIPP request was filed on July 2, 2026, and received on July 27, 2026, seeking information on the number of times a “no sub required” comment was entered for custodian or cleaning staff during the 2025/2026 school year.
- Programs and Services staff surveyed Administrators to gather data regarding School Cleanliness.
- Senior Leadership has met with Government and NLSchools on several occasions to express concerns related to the Employer decision to implement a policy of no job postings below 50% late in the hiring season. This decision, made without consultation with the Association, has disadvantaged some NLTA members. A policy grievance has been filed and settlement discussions are ongoing.

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 responded 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 was then scheduled for October 17, 2025.

Grievances were filed with respect to the Travel Allowance. The grievance has been settled in accordance with our interpretation. Retroactive payments began on January 22, 2026.

- The Collective Bargaining Committee finished proposals, which were approved by Provincial Executive. A Joint Council meeting was held, as per policy.
- Numerous teachers are receiving representation in discipline matters.
- Several members 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 has been provided advice in relation to the denial of their claim to WorkplaceNL and a potential application for internal review of that decision.
- A Bulletin article was published on violence in the workplace.
- 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, November 26, 2026, January 29, 2026, and March 12, 2026 to continue to push the Employer to address and resolve systemic issues with teacher payroll. 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 met with the CAPTTO PD group in Halifax on January 21-22, 2026.

- Programs and Services staff met with the CAPTTO PD group in Charlottetown on September 22-23, 2026.
- Programs and Services staff met with Working Together on September 23 and October 1, 2025.
- Programs and Servies 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.
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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.

- 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), Clarenville (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 met with SAC Provincial Executive on October 6, 2026, to discuss the 2026 Provincial Conference and to discuss the possibility of hosting CAP 2028 in St. John's.
- 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.
- Programs and services staff attended a meeting with members of the SLC SIC regarding banking questions and accessing funding for members to attend ACPI Conference.
- Programs and Services staff delivered a PL opportunity on November 2 on Financial Wellness.
- 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.
- On March 18, 2026, NLTA staff consultant for Group Insurance held initial meeting with belairdirect in preparation for the 5-year market study to be completed for the 2027 renewal.
- On March 12, 2026, programs and services staff met with Computer for Schools executive to discuss the program.
- On April 14, 2026, programs and services met with the Reading Specialist SIC regarding final steps of setting up the SIC.
- On March 30, 2026, programs and services met with the NLCPA President regarding the shortage of School Counsellors and School Psychologists.

- The Administrative Officer with responsibility for the Beginning Teachers' Conference wrote an article for the March/April edition of The Bulletin on the Beginning Teachers Conference.
- On April 16, 2026, information regarding CONTACT and DSS went out to the membership resulting in an increase in applications for both conferences.
- On March 20, 2026, the Beginning Teacher Conference planning committee met to evaluate this year's events and plan for next year.
- NLTA Administrative Officer assigned to the Beginning Teacher's Conference held planning meetings with NLSchools on September 25, October 1, 5 and 9, 2026.
- Beginning Teacher's Conference was held in St. John's on October 16-17, 2026.
- Beginning Teacher's Conference was held in Deer Lake on October 24-25, 2026.
- On March 12, 2026, programs and services staff met with the Next Steps for School Meals-Advisory Committee.
- On March 27, 2026, programs and services staff presented at Ignite Ed on the Code of Ethics and Collegial Relations.
- On April 1, 2026, programs and services staff presented to MUN students on Legal Issues and the Code of Ethics.
- On April 9, 2026, programs and services staff met with EECD regarding the status of lunch service providers in the province and the RFP that went out in the Fall.
- On March 26, programs and services staff met with the SLP SIC regarding RTL concerns and PowerSchool access for SLPs.
- On April 1, 2026, NLTA staff consultant for Group Insurance met with senior belairdirect and Manulife staff to discuss trends in benefits and cost containment strategies.
- On April 13, 2026, programs and services staff met with the COSS SIC and delivered a session for their provincial PL.
- On April 14, 2026, Professional Issues Committee had their third meeting.
- On October 20, 2026, the Professional Issues held their first meeting of the year.
- On October 20, 2026, the Substitute Committee held their first meeting of the year.
- 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.
- Programs and Services staff assisted members in return-to-work meetings with WorkplaceNL and the employer.
- Programs and services staff assisted members with various ongoing salary issues with teacher Payroll.
- Programs and services staff assisted members with individual issues related to Labrador travel allowance.
- Programs and Services staff met with Computers for Schools on February 10, 2026.
- Programs and Service staff assisted members with Harassment free Workplace issues.
- Programs and Services staff met with the new executive of SIC ELA on February 5, 2026.

- Programs and Services staff met with the new executive of Reading Specialist SIC on December 16, 2025, and February 25, 2026.
- Program and Services staff met with NLSchools staff on February 13, 2026, and February 25, 2026, regarding debriefing and planning for the Beginning Teacher Conferences for next year. The HR Director Provincial is going to discuss possibilities for future conferences with The Superintendent of Schools.
- Program and Services staff met with EECD on February 25, 2026, as part of a working group regarding school development surveys.
- In the month of February, EAP has actively participated in five (5) workplace wellness days (the 6th session was rescheduled due to weather), engaging over 175 members. Additional sessions are scheduled throughout the Winter and into the Spring.
- The new EAP website has been launched (eapnlteachers.ca), offering a more user-friendly and easy-to-navigate experience for members. Supporting promotional materials are currently being developed and distributed to schools to increase awareness and encourage access to EAP services and outreach.
- Between January 14, 2026, and February 16, 2026, the NLTA President participated in multiple media interviews on topics such as the Tumbler Ridge tragedy, investing in education, new government priorities and school safety.
- In advance of Budget 2026, the NLTA has been actively engaged in the provincial government's pre-budget consultation process. The Association prepared and submitted a written submission outlining key priorities for public education and encouraged members to participate directly by completing the government's pre-budget questionnaire and making their own written submissions. Members were also provided with key messages highlighting the importance of investing in education to assist them in completing the questionnaire.
- EAP Coordinators and AED met with government to provide information on the implementation of the Respectful Workplace Program which is currently being rolled out to schools.
- AED attended a Family of Schools meeting to observe the sharing of information on the Respectful Workplace Program with Administrators.
- An ATIPP request has been filed to determine the number of teachers and TLAs who have resigned their position before reaching a retirement trigger each since 2020/2021.

- An ATIPP request has been filed to determine the number of NLTA members who are currently in receipt of Workplace NL benefits, off work or on a partial or ease back due to a workplace injury. This data has been received.
- Programs and Services staff have been working with the DM to facilitate an improved transition to belairdirect of teacher status and future-dated data.
- On February 5, 2026, senior NLTA staff, including the President, met with representatives from MQO to discuss updated school violence statistics.
- The President and the Executive Director represented the NLTA at the February 16, 2026, Safety Coalition meeting at Confederation Building.
- The Executive Director and Assistant Executive Director met with senior staff at the Teacher Pension Plan Corporation on February 17,2026, to discuss services that are provided by the TPPC.
- Programs and Services staff virtually attended the CAPTTO Eq Welfare meeting on February 19.
- Programs and Services staff did a Financial Wellness presentation on February 20, 2026.
- Programs and Services staff provided a session on Financial Wellness at the InspirEd conferences on March 2, 2026.
- Programs and Services staff did a Financial Wellness presentation at Gill Memorial Academy on March 13, 2026.
- Programs and Services staff did a Financial Wellness presentation at Long Range Academy on March 20, 2026.
- On March 2, 2026, the new government delivered its first Speech from the Throne. The following day, the Association issued a news release expressing disappointment with the lack of stated commitments to education and the absence of any recognition of the work of educators. The release called on government to make education-related investments a clear priority and urged the public to voice their support or education. Following the release, the President participated in multiple media interviews to reinforce the messages and highlight the need for action.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. This work is being informed by ongoing research, including a public survey, a survey of lapsed teachers that has now been distributed, and in-person interviews with teachers and administrators that are currently underway. 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.

- Between March 5 and March 31, 2026, the NLTA President participated in multiple media interviews on topics such as the lack of education priorities in the Speech from the Throne and recruitment and retention issues throughout the province.
- Programs and Services staff assisted members with grievances related to termination.
- Grievance filed in relation to termination of probationary teacher, and grievance has been referred to arbitration. The arbitration panel has been named. Dates ave been set for October and January.
- EAP wrote a wellness article for the March/April edition of *The Bulletin* "Forest Therapy: Nature Connection and Wellness."
- In the 2025-26 school year (up to April 25, 2026), EAP's wellness program delivered 22 presentations to over 500 participants across the province, covering key topics such as values-based leadership, retirement planning, and mental health. Sessions included both province-wide offerings and localized presentations in St. John's Metro, Gander, Grand Falls–Windsor, and Corner Brook areas. A growing library of presentation resources continues to be developed to support timely and responsive delivery as needs arise.
- Programs and Services staff wrote an article for the March/April edition of *The Bulletin* outlining the Collective Bargaining process.
- Programs and Services staff worked with the Collective Bargaining Committee to develop a set of opening proposals for approval by Provincial Executive.
- Programs and services staff met with the Payroll Working group in March to finalize a new template for pay stubs to provide members with more complete information.
- Programs and Services staff have met with the Employers and/or the Registrar several times to discuss issues surrounding future implementation of new provisional teaching certificates. A policy grievance is forthcoming.
- Programs and Services staff met with the Employer to discuss initiatives to address school violence. The small focus group is intended to continue those discussions in the coming months.
- On May 5-6, 2026, staff consultant for Group Insurance met with group insurance staff consultants for NBTF, NSTU and PEITF. Senior staff from belairdirect presented at this meeting.

- On April 20, 2026, staff consultant for Group Insurance had a virtual meeting with national counterparts for an exploratory meeting to discuss national collaboration among teacher organizations on member benefits, with particular focus on health and dental coverage.
- On April 9, 2026, staff consultant for Group Insurance held a virtual meeting with national counterparts to discuss matters related to Long Term Disability.
- On April 1-2, 2026, staff consultant for Group Insurance met with senior staff of Manulife and belairdirect to discuss coverage costings.
- On March 18, 2026, staff consultant for Group Insurance held initial meetings with belairdirect in preparation for the five-year market study. A second meeting was held on April 29, 2026, and further meetings are planned through the Spring and Summer.
- On January 23, 2026, staff consultant for Group Insurance met with belairdirect staff to discuss drug coverage and biosimilars.
- On April 16, 2026, staff consultant for Group Insurance met with Deputy Minister of Education to discuss strategies to improve payroll matters related to group insurance. A follow up meeting is planned for May and will include Operations' staff from belairdirect.
- Notice to begin bargaining for the next round of collective bargaining for the Labrador Benefits was served on Government by the Chief Negotiator (NAPE) for the multi - union group.
- On May 14, NLTA staff met with SAC region 10 for Professional Learning on the collective agreement.
- A policy grievance has been filed and referred to arbitration with respect to inconsistencies in the redundancy and reassignment process.
- Discussions occurred with the employer regarding a policy matter pertaining to tenure. This matter was resolved without need for policy grievance.
- A grievance was filed in relation to the Employer's assessment of capability for a music assignment, leading to the redundancy of a music teacher. Referral to arbitration is being considered.
- NLTA staff met with the Employer regarding a policy grievance concerning the complexity of, and excessive time required for, the substitute approval process. Following three productive meetings, the Employer agreed to implement several changes intended to make the process more efficient and less cumbersome. The grievance has been placed in abeyance for the 2026 hiring season in order to assess the effectiveness of these changes.

- The NLTA had to file for arbitration in relation to numerous grievances that remained unresolved with the Employer, many of which did not receive any response despite the Employer's obligation to respond under the collective agreement and the dispute resolution process.
- The NLTA reached a settlement with the Employer on a policy grievance establishing a revised process for hiring teachers for International Baccalaureate job postings.
- On June 1 and 2, 2026, programs and services staff presented to MUN students on Legal Issues and the Code of Ethics.
- On May 26, 2026, programs and services staff met with the President of the NLCPA SIC regarding questions about the impact of potential upcoming regulations for Counseling Therapists and the impact on School Counsellors.
- On May 28, 2026, programs and services staff met with the Next Steps for School Meals-Advisory Committee.
- On May 4, 2026, programs and services staff met with the PIE SIC to discuss recruitment and retention concerns and PD planning.
- On May 5, 2026, programs and services staff met with the President of the Reading Specialist SIC regarding finalizing set up of SIC.
- On April 14, 2026, the MBS Committee met in Gander to review and make recommendations in relation to resolutions from BGM 2025 and from the March Joint Council meeting.
- Programs and Services staff continue to provide assistance to teachers related to individual issues related to labrador allowance, travel and expense claims for legacy teachers from Labrador West.
- Programs and Services staff provided assistance and advice to numerous teachers related to redundancy and reassignment.
- Programs and Services staff continue to provide assistance to teachers related to ongoing investigations.
- Programs and Services staff continued to provide advice to teachers related to accommodations.
- Programs and Services staff provided advice to teachers related to hiring and equivalency.
- Programs and Services staff continued to provide advice to teachers related to conflict in the workplace.

- Programs and Services staff did a Financial Wellness presentation at Gill Memorial Academy on March 13, 2026.
- Programs and Services staff did a Financial Wellness presentation at Long Range Academy on March 20, 2026.
- NLTA provided a Financial Information Seminar at Conception Bay South Branch on April 18, 2026.
- Programs and Services staff did a Financial Wellness presentation at St Peter's Junior High on April 20, 2026.
- Programs and Services staff did a Financial Wellness presentation at Main River Academy on May 1, 2026.
- NLTA provided a Financial Information Seminar at Clarenbridge Branch on May 2, 2026.
- Programs and Services staff did a Financial Wellness presentation at Goulds Elementary on May 8, 2026.
- Programs and Services staff did a Pension Overview presentation at Landfall Branch in Bonavista on May 13, 2026.
- The nomination package for the Province-Wide Election of NLTA President and Vice-President for the 2027-29 term was provided to all members on April 21, 2026. The nomination deadline for President is October 28 and the nomination deadline for Vice-President is November 18.
- EAP wrote a wellness article for the upcoming bulletin entitled "Mattering Matters."
- In the 2025-26 school year (up to and including May 22, 2026) there have been 29 EAP presentations, with participation from approximately 780 teachers.
- Programs and Services staff attended the annual conference of the Canadian Association for the Professional Study of Law in Education. A presentation was also presented in partnership with O'Dea Earle.
- Programs and Services staff met with Member Benefits group of CAPTTO in April.
- Programs and Services staff attended the Women's Symposium along with members of Provincial Executive in May 2026.
- On August 30 – September 2, 2026, Group Insurance Managers attended the Canadian IFEBP Employee Benefits Conference in Halifax. Two Managers completed the Foundations of Trust Management Standards (FTMS) program as part of their fiduciary training.

- On August 11, 2026, staff consultant for Group Insurance held a meeting with belairdirect in preparation for the five-year market study. A follow up meeting was held on August 25, 2026. Further meetings are planned through the Fall.
- On June 18, 2026, staff consultant for Group Insurance met with belairdirect staff to discuss strategies to improve payroll matters related to group insurance. Additional meetings with payroll and Department of Education staff are planned.
- A grievance was filed alleging a violation of the 2022 MOA, specifically that unqualified teachers were assigned to a vacancy for a teacher on leave while the member was available for work and qualified for the position. The grievance was referred to arbitration but was settled prior to the arbitration hearing.
- A member who was terminated for gross misconduct filed a grievance, which was denied by the Employer and subsequently referred to arbitration. The arbitration hearing is scheduled for November 2026.
- An arbitration involving a teacher's return-to-work was settled prior to the hearing. The grievance concerned the Employer's decision to keep the teacher off work despite medical documentation confirming their ability to return.
- A grievance was filed alleging violation of Clause 6.11. The grievance was referred to arbitration but was settled prior to the arbitration hearing.
- Programs and services staff and NLSchools representatives met on June 23, 26 and July 6 for planning sessions for the Beginning Teachers' Conference to be held this year.
- On June 10, 2026, programs and services staff met with the Math/Science SIC regarding concerns around semesterization.
- On July 8, 2026, programs and services staff met with NLCPA executive and FACT-NL to discuss proposed regulation of Counselling Therapists.
- On July 9, 2026, programs and services staff met with the Math/Science SIC, and the Department of Education on semesterization.
- On October 6, 2026, programs and services staff met with the Math/Science SIC President regarding concerns around semesterization.
- On October 13 and 14, 2026, Programs and Service staff travelled to Labrador with the President to visit schools to hear the concerns on retention and recruitment.
- On September 1, 2026, programs and services staff met with the Department of Education on the 2026-2027 Assessment and Evaluation policy.

- On September 9, 2026, programs and service staff met with the Department of Education on the Provincial Exam Program (PEP).
- Programs and Services staff facilitated NLTA participation in the DSS conference which was held at Mount Allison University in New Brunswick from July 7-9. Jim Strackin led an engaging professional learning opportunity on mentoring for mentors. Participant feedback was very positive.
- Programs and Services staff facilitated NLTA participation in CONTACT which was held in Wolfville, Nova Scotia, from August 4-7. The theme this year was, “Cultivating Wellness, Balance and Purpose in Our Practice.” Participant feedback was very positive. CONTACT will be hosted in PEI next year.
- Programs and Services staff had a telephone meeting with Lynda Brown, Business Expertise Consultant, Service Canada, with respect to issues experienced by teachers with Employment Insurance.
- Programs and services staff assisted various members with concerns related to hiring.
- Programs and services staff assisted various members through the discipline investigation process.
- Programs services staff assisted various members with concerns related to teaching assignments.
- The NLTA launched its back-to-school radio and social media campaign during the first week of the 2026-27 school year. The campaign included the traditional welcome-back radio advertisement featuring a message from NLTA President Dale Lambe, with a new focus this year on school safety. The message called on the entire school community to work together to help make schools safe for everyone. The campaign ran on radio for one week and will continue on NLTA social media channels through the end of September.
- Work continues to revamp the Association’s digital presence, including an update to the website and production of short videos highlighting Association services for members.
- AED attended the CTF Collective Bargaining Conference from June 4-6, 2026.
- Programs and Services and Corporate Services staff attended the CPBI National Conference on June 24, 2026.
- AED supported the President in a meeting on July 3, 2026, with a Principal who was expressing numerous concerns.

- Senior Leadership have been supporting the President in addressing ongoing concerns being expressed by a group of Program Development Specialists. Meetings have been held, numerous emails have been exchanged, and legal opinions have been sought.
- AED and Administrative Officer met with the Employer on July 29, 2026, to resolve ongoing issues surrounding the closing date of competitions which have impacted hiring decisions.
- AED and President met with NAPE regarding Program Development Positions on July 28, 2026.
- ED and AED met virtually with NAPE on September 11, 2026, prior to scheduled meetings with Government concerning Program Development Specialist positions.
- AED met with the Office of the Auditor General on July 8, 2026, regarding violence in schools.
- Further discussions and meetings were held with the Employer to draft an agreement on what constitutes the closing date of positions. This agreement will help to protect the transparency of hiring decisions.
- Further meetings and discussions have been held with NAPE and Government to address ongoing concerns regarding the advertising and awarding of Program Development Specialist positions as well as representation for terms and conditions of employment. Planning is underway for another meeting with Government to be followed by a meeting with Program Development Specialists.
- Programs and Services staff met with NLSchools to discuss reconfiguration in the PWC system. This was followed by a virtual meeting with the staffs of those impacted schools on October 5.
- Programs and Services and Corporate Services staff attended the CPBI Atlantic Conference on October 1-2, 2026.
- Collective Bargaining sessions were held on October 14-16.
- A bargaining brief was prepared and released to the system on October 14, 2026.

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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Programs and Services staff have met with the Employer on several occasions to review this process and clarify or adjust as needed in an attempt to resolve this matter outside the arbitration process.
- 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.
- 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.
- Between January 14, 2026, and February 16, 2026, the NLTA President participated in multiple media interviews on topics such as the Tumbler Ridge tragedy, investing in education, new government priorities, and school safety.
- In advance of Budget 2026, the NLTA has been actively engaged in the provincial government's pre-budget consultation process. The Association prepared and submitted a written submission outlining key priorities for public education and encouraged members to participate directly by completing the government's pre-budget questionnaire and making their own written submissions. Members were also provided with key messages highlighting the importance of investing in education to assist them in completing the questionnaire.
- In February 2026, an ATIPP request was filed to determine the number of teachers and TLAs who resigned their position before reaching a retirement trigger since 2020/2021. The Atipp request was received, but the response indicated that the Employer system does not distinguish between resignations and retirements. The number has varied from 224 to 257 with an increase in 2021-2022 to 281. As of March 9, 2026, there were 100. Note that these numbers include all positions in the system including Administrators, Program Specialists and seconded teachers.
- A February ATIPP request sought the number of teachers and TLAs who have been recruited internationally. The response indicated that the Department did not track totals prior to the 24/25 school year. Numbers were provided for 2024 only and indicated only 10 were hired that year. We are in the process of confirming the accuracy of this data.

- The Recruitment and Retention Committee (Letter #11 of Collective Agreement) met on February 5, 2026. The final report for this committee is in draft form and will be available for distribution prior to the Easter break.
- The TARC Report Review Committee (Letter #13) met on February 10, 2026. The final report for this committee will finalized and distributed prior to the end of March, 2026.
- On March 2, 2026, the new government delivered its first Speech from the Throne. The following day, the Association issued a news release expressing disappointment with the lack of stated commitments to education and the absence of any recognition of the work of educators. The release called on government to make education-related investments a clear priority and urged the public to voice their support or education. Following the release, the President participated in multiple media interviews to reinforce the messages and highlight the need for action.
- The Winter phase of the Invest in Our Kids campaign was launched on March 25, 2026, and ran for four weeks across television, radio, Spotify, and social media. The creative built on the Fall campaign, reinforcing the message that investing in education now reserves a spot for kids in the future. This phase included stronger messaging that highlights the lack of meaningful emphasis on education by the current government and encouraged the public to speak up and advocate for the future.
- Production of the Spring Teachers Change Lives (TCL) campaign is nearing completion, with the new story set to air on television and social media in late April. As always, TCL highlights the lasting impact teachers have on their students and reinforces the important role educators play in society.
- A new political action campaign is underway, with promotional materials (including buttons, stickers, and other items) now received. The plan is to distribute these materials to members in late April/early May, likely to coincide with the provincial budget. The campaign will also include messaging highlighting the importance of investing in education.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. This work is being informed by ongoing research, including a public survey, a survey of lapsed teachers that has now been distributed, and in-person interviews with teachers and administrators that are currently underway. 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.
- Between March 5 and March 31, 2026, the NLTA President participated in multiple media interviews on topics such as the lack of education priorities in the Speech from the Throne and recruitment and retention issues throughout the province.
- On April 8, 2026, the President and Executive Director met with the Minister and Deputy Minister of Education. Several topics/issues were discussed at that meeting including, but

not limited to, recruitment/retention and onboarding/support of new teachers, workload of teachers, and collective bargaining.

- Between April 27 and May 4, 2026, the NLTA President participated in multiple media interviews on topics such as reaction to Budget 2026 and issues related to recruitment and retention in rural areas.
- On April 29, 2026, the provincial government tabled Budget 2026. The Association launched a strategic reaction to the budget and the lack of meaningful education-related investments contained within the budget:
    - In the days leading up to Budget Day, the Association mailed Political Action items to all schools, with enough to ensure every member received a button, sticker, or lanyard. Members were asked to display and wear the items in response to government's budget announcement.
    - On Budget Day, President Lambe participated in several media interviews reacting to the budget, acknowledging positive investments in education while noting that significant gaps remain. A news release was issued detailing the Association's response.
    - On Budget Day, President Lambe and the senior Leadership Team met with Branch Presidents to discuss the budget and discuss the Association's public awareness efforts related to the budget.
    - On April 30, 2026, all members received communication outlining the #Red4EDNL movement and asking that they wear red and send staff pictures to the Association to show solidarity and a strong collective voice following the budget and in advance of negotiations.
    - On May 1 (May Day), photos from schools across the province were posted on the Association's Facebook page featuring members wearing red. In total, approximately 100 schools submitted photos.
    - The May/June issue of *The Bulletin* continues the initiative featuring photos from across the province and articles emphasizing solidarity and collective action when the time is right.
- On May 29, 2026, NLTA co-hosted the Teacher Induction Ceremony at Memorial University. Approximately 100 teachers (primary/elementary including the first cohort of fully French pre-service teachers) were inducted into the teaching profession. Several senior staff and the President were involved in the ceremony which was well organized (by NLTA staff) and well received by those in attendance.
- A policy grievance was filed in late 2025 regarding the Employer's failure to make every effort to ensure that substitute teachers are available when teachers are absent for valid reasons. The grievance alleges that this failure is directly attributable to the Employer's creation and maintenance of an unnecessarily lengthy, complicated, and arduous process for

substitute teachers, particularly retirees, seeking approval to be placed on the substitute list. The grievance has been placed in abeyance to allow for an assessment of the changes implemented for the 2026 hiring period as a result of NLTA advocacy.

- On August 28, 2026, the NLTA President and Communications Officer attended a Sharing our Cultures event to celebrate the conclusion of the BOOST Summer Program. Since July, Students with Interrupted Formal Education (SIfE) have been receiving instruction in Math, Science, Social Studies, and English by teachers in a structured classroom setting.
- The NLTA launched its back-to-school radio and social media campaign during the first week of the 2026-27 school year. The campaign included the traditional welcome-back radio advertisement featuring a message from NLTA President Dale Lambe, with a new focus this year on school safety. The message called on the entire school community to work together to help make schools safe for everyone. The campaign ran on radio for one week and will continue on NLTA social media channels through the end of September.
- In Fall 2026, the next Teachers Change Lives story will be released. The campaign is currently under development.
- Between June 10 and September 2026, the NLTA President gave multiple media interviews on topics including social media ban, school safety, class sizes and supports, reaction to a Child Youth Advocate report, and back to school concerns.
- Work continues to revamp the Association's digital presence, including an update to the website and production of short videos highlighting Association services for members.
- AED met with the Provincial HR Director and a representative of the Nunatsiavut Government on July 27, 2026, to discuss a Return for Service plan the NG plans to implement.
- Throughout September and October, the President conducted a number of interviews with various media outlets regarding different issues/challenges in the education system, notably retention and recruitment of teachers and resourcing.

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.

- World Teachers' Day 2025 was celebrated on October 5, 2025. 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.
- 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.
- 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.
- Programs and Services staff met with all SIC Presidents on September 29, 2026, to establish protocols and procedures for the 2026/2027 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.
- An Administrative Officer attended a virtual meeting of the CTF Teaching Together 2026 debriefing on October 6, 2026.
- The SIC Leadership Conference took place on November 5-6, 2025.
- The SIC Leadership Conference took place on October 27-28, 2026.
- 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.
- 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 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.
- Three Branch Leadership Seminars took place in Plum Point (October 24-25, 2025), Clarenville (November 14-15, 2025), and Deer Lake (November 28-29, 2025). The sessions were well attended and received positive feedback.

- 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.
  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.
- 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.
- Between January 14, 2026 and February 16, 2026, the NLTA President participated in multiple media interviews on topics such as the Tumbler Ridge tragedy, investing in education, new government priorities, and school safety.
- In advance of Budget 2026, the NLTA has been actively engaged in the provincial government's pre-budget consultation process. The Association prepared and submitted a written submission outlining key priorities for public education, and encouraged members to participate directly by completing the government's pre-budget questionnaire and making their own written submissions. Members were also provided with key messages highlighting the importance of investing in education to assist them in completing the questionnaire.
- Education Week 2026 took place February 9-13, 2026 and was a success, highlighted by the launch of the NLTA's Education Week School Participation Program, which provided funding to 60 schools across the province to support local celebrations and recognition activities. The week also included a number of school visits and events with the NLTA President. Engagement was strong on social media, with many schools and teachers participating in the Education Week and Teacher Appreciation Week contest. As a follow-up, a survey has been

distributed to School Representatives to gather feedback on this year's initiatives, which will help inform planning and decision-making for Education Week 2027.

- Janeway Day in the Schools took place February 13, 2026. This year, the Association introduced new, simplified ways to donate, including text-to-give and online options, making it easier for members, schools, and families to contribute. The total collected is still being calculated and will be announced during the Janeway Telethon in June.
- In the wake of the tragedy in Tumbler Ridge, British Columbia, the NLTA expressed its solidarity and support for colleagues, students, and school communities affected by this devastating event. The Association responded to multiple media requests, reinforcing the importance of school safety and standing with educators during difficult times. Messages of support were also shared across NLTA social media channels, and the President reached out directly to the Presidents of the British Columbia Teachers' Federation and the Canadian Teachers' Federation to convey sympathy and support on behalf of teachers in Newfoundland and Labrador.
- AED delivered a presentation on Professionalism to MUN Education students on February 11, 2026.
- The Executive Director facilitated a discussion related to a number of NLTA topics with staff at Waterford Valley High School during their PL (Teacher Wellness) Day on February 13, 2026.
- The Winter phase of the Invest in Our Kids campaign was launched on March 25, 2026, and ran for four weeks across television, radio, Spotify, and social media. The creative built on the Fall campaign, reinforcing the message that investing in education now reserves a spot for kids in the future. This phase included stronger messaging that highlights the lack of meaningful emphasis on education by the current government and encouraged the public to speak up and advocate for the future.
- Production of the Spring Teachers Change Lives (TCL) campaign is nearing completion, with the new story set to air on television and social media in late April. As always, TCL highlights the lasting impact teachers have on their students and reinforces the important role educators play in society.
- Work has begun on revamping the Association's digital presence, including an update to the website. An audit of existing digital assets was completed to identify what is working well and where improvements can be made. This work will help inform a more modern approach, including the integration of video content and other digital features that reflect what members want from the Association.

- A new political action campaign is underway, with promotional materials (including buttons, stickers, and other items) now received. The plan is to distribute these materials to members in late April/early May, likely to coincide with the provincial budget. The campaign will also include messaging highlighting the importance of investing in education.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. This work is being informed by ongoing research, including a public survey, a survey of lapsed teachers that has now been distributed, and in-person interviews with teachers and administrators that are currently underway. 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.
- Between March 5 and March 31, 2026, the NLTA President participated in multiple media interviews on topics such as the lack of education priorities in the Speech from the Throne and recruitment and retention issues throughout the province.
- The nomination package for the Province-Wide Election of NLTA President and Vice-President for the 2027-29 term was provided to all members on April 21, 2026. The nomination deadline for President is October 28 and the nomination deadline for Vice-President is November 18.
- Following feedback from members, Education Week 2027 will take place April 12-16, 2027. Further details on the theme and structure will be distributed early in the 2026-27 school year.
- Between April 27 and May 4, 2026, the NLTA President participated in multiple media interviews on topics such as reaction to Budget 2026 and issues related to recruitment and retention in rural areas.
- On April 29, 2026, the provincial government tabled Budget 2026. The Association launched a strategic reaction to the budget and the lack of meaningful education-related investments contained within the budget:
    - In the days leading up to Budget Day, the Association mailed Political Action items to all schools, with enough to ensure every member received a button, sticker, or lanyard. Members were asked to display and wear the items in response to government's budget announcement.
    - On Budget Day, President Lambe participated in several media interviews reacting to the budget, acknowledging positive investments in education while noting that significant gaps remain. A news release was issued detailing the Association's response.

- On Budget Day, President Lambe and the senior Leadership Team met with Branch Presidents to discuss the budget and discuss the Association's public awareness efforts related to the budget.
- On April 30, 2026, all members received communication outlining the #Red4EDNL movement and asking that they wear red and send staff pictures to the Association to show solidarity and a strong collective voice following the budget and in advance of negotiations.
- On May 1 (May Day), photos from schools across the province were posted on the Association's Facebook page featuring members wearing red. In total, approximately 100 schools submitted photos.
- The May/June issue of The Bulletin continues the initiative featuring photos from across the province and articles emphasizing solidarity and collective action when the time is right.

- On April 27, 2026, the newest Teachers Change Lives story was launched on TV and across social media. Celebrated Newfoundland and Labrador artist Clifford George shared the story of how his teacher, Mr. Carl Wright, inspired and encouraged his love for art some 60 years ago and he still credits Mr. Wright with launching his career. The campaign has received overwhelmingly positive feedback.
- On June 7, the NLTA will once again participate in the Janeway Telethon, with President Lambe presenting $14,537.12 raised through NLTA Janeway Day in the Schools in February and several NLTA members will volunteer to take pledges throughout the day. Since 1986, students and teachers have donated more than $1.3 million to The Janeway Children's Health and Rehabilitation Centre.
- An Administrative Officer presented to MUN students on Legal Issues in Education in July 2026.
- On August 28, 2026, the NLTA President and Communications Officer attended a Sharing our Cultures event to celebrate the conclusion of the BOOST Summer Program. Since July, Students with Interrupted Formal Education (SIfE) have been receiving instruction in Math, Science, Social Studies, and English by teachers in a structured classroom setting.
- The NLTA launched its back-to-school radio and social media campaign during the first week of the 2026-27 school year. The campaign included the traditional welcome-back radio advertisement featuring a message from NLTA President Dale Lambe, with a new focus this year on school safety. The message called on the entire school community to work together to help make schools safe for everyone. The campaign ran on radio for one week and will continue on NLTA social media channels through the end of September.

- In Fall 2026, the next Teachers Change Lives story will be released. The campaign is currently under development.
- Between June 10 and September 2026, the NLTA President gave multiple media interviews on topics including social media ban, school safety, class sizes and supports, reaction to a Child Youth Advocate report, and back to school concerns.
- Work continues to revamp the Association's digital presence, including an update to the website and production of short videos highlighting Association services for members.
- Senior Leadership attended General Secretaries meetings on May 25-27, 2026.
- Senior Leadership attended the CTF AGM from July 8-10, 2026.
- On September 23, 2026, Programs and Services staff represented the NLTA on the selection committee for Workplace NL Scholarship applications.
- Programs and Services staff engaged in training and meetings of the CAPTTO Ec. Welfare Committee on September 22 and 23.

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.
- 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 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.
- 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 was prepared.
- 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 1, 8 and 9, 2025, to finalize the draft report of the review of the Responsive Teaching and Learning Model.
- In advance of Budget 2026, the NLTA has been actively engaged in the provincial government's pre-budget consultation process. The Association prepared and submitted a written submission outlining key priorities for public education, and encouraged members to participate directly by completing the government's pre-budget questionnaire and making their own written submissions. Members were also provided with key messages highlighting the importance of investing in education to assist them in completing the questionnaire.
- The report of the RTL Review Committee was finalized and was shared with senior members of the NLTA, government and the CSFP on February 25, 2026.

- On March 2, 2026, the new government delivered its first Speech from the Throne. The following day, the Association issued a news release expressing disappointment with the lack of stated commitments to education and the absence of any recognition of the work of educators. The release called on government to make education-related investments a clear priority and urged the public to voice their support or education. Following the release, the President participated in multiple media interviews to reinforce the messages and highlight the need for action.
- A new political action campaign is underway, with promotional materials (including buttons, stickers, and other items) now received. The plan is to distribute these materials to members in late April/early May, likely to coincide with the provincial budget. The campaign will also include messaging highlighting the importance of investing in education.
- The Association is working with M5 to develop a new public awareness campaign focused on strengthening teacher recruitment and retention in the province. This work is being informed by ongoing research, including a public survey, a survey of lapsed teachers that has now been distributed, and in-person interviews with teachers and administrators that are currently underway. 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 March 10, 2026, the President, Executive Director and Communications Officer met with the PC MHA (Opposition Critic) responsible for Education.
- On April 8, 2026, the President and Executive Director met with the Minister and Deputy Minister of Education. Several topics/issues were discussed at that meeting including, but not limited to, recruitment/retention and onboarding/support of new teachers, workload of teachers, and collective bargaining.
- On April 29, 2026, the provincial government tabled Budget 2026. The Association launched a strategic reaction to the budget and the lack of meaningful education-related investments contained within the budget:
    - In the days leading up to Budget Day, the Association mailed Political Action items to all schools, with enough to ensure every member received a button, sticker, or lanyard. Members were asked to display and wear the items in response to government's budget announcement.
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- Between June 10 and September 2026, the NLTA President gave multiple media interviews on topics including social media ban, school safety, class sizes and supports, reaction to a Child Youth Advocate report, and back to school concerns.
- Through August – September 2026, the Executive Director and Assistant Executive Director and other Association staff worked with senior Department of Education/NLSchools officials and supported individual teachers to address the concern/issue that has arisen by the Department/NLSchools advertising positions that are 0.5 FTE and greater, thereby eliminating some part-time staff from being able to compete for those positions. This work is ongoing.
- Programs and Services staff member travelled with NLTA President to Labrador to meet with schools affected by staff shortages.
- Programs and Services staff sought clarity on the tracking of graduation data from the government as per Executive request. In addition to annual graduations statistics, cohort data is tracked by Government.
- The President and Executive Director attended meetings of the Safety Coalition on October 1 and November 3, 2026.