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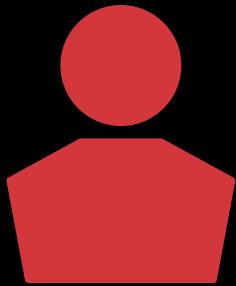


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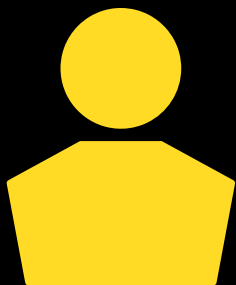
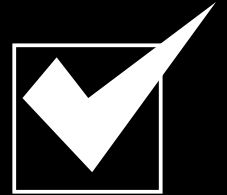
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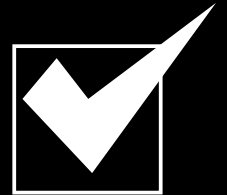
## NLTA ELECTION 2024



**VOTE FOR  
PRESIDENT  
NOVEMBER 25-29**



**VOTE FOR  
VICE-PRESIDENT  
DECEMBER 9-13**



**CANDIDATES FORUM NOVEMBER 2**

**TEACHERS CHANGE LIVES  
EVERY DAY**

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Welcome back to all NLTA Members! We are pleased to share with you the first issue of *The Bulletin* for the 2024-25 school year. This year is a significant one for all NLTA members, with the upcoming Province-Wide Election of the Association's President and Vice-President for 2025-27, as well as our Biennial General Meeting in April. *The Bulletin* is one key communications tool we will use to provide important updates to members.



Over the course of this year, we are also proud to help celebrate the 50<sup>th</sup> anniversary of MUN-Ed's *The Morning Watch Journal*, by featuring an article in each issue focused on teacher leadership. *The Morning Watch Journal* and *The Bulletin* share a vision for celebrating and showcasing excellence in education in our province—so it's a natural partnership to celebrate the Journal's milestone anniversary. In this issue, we will also introduce you to the Dean of Memorial's Faculty of Education.

All the best,  
Jennifer

THE

# bulletin

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Submission Deadlines:

*November/December:* November 1

Opinions, advertisements and/or notices carried in this publication do not imply endorsement or recommendation by the Association.

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# UP FRONT WITH THE NLTA PRESIDENT



*“Morale does not come easily, nor naturally. Respect is felt when the employer and policymakers identify public education as an essential service that requires financial investment, is rooted in long-term objectives, and addresses the needs of the people on the ground. This, combined with our own steadfastness and self-advocacy, will lead to improved morale within our ranks.”*

Colleagues / Friends,  
I find it fitting to start this initial 'Up Front' by acknowledging and sending our deepest condolences to those school communities that experienced tragic events over the summer months. It is no doubt our greatest fear as educators that we will lose one of our own. Thank you to our school leaders who stepped up during these challenging times; please continue to lean on your professional family and please remember that our EAP Coordinators are here to offer continued support as needed.

By the time of publication, we will be well into the heart of another school year. I very much hope that it has been a stable start for you and that the early months provide opportunities for growth, preventative maintenance, and self-care in hopes of a successful completion of the year.



Educators and schools provide essential structure and stability to the communities that we serve. Subsequently, I decided to include the image of the balancing beach rocks as it relates to teaching and our current education system:

**Within the image,**

- I see an education system that remains supported by the selfless individual and collective efforts of our teachers and TLAs in a dynamic that can oftentimes be fragile and unpredictable.
- I am reminded of how the balance can be totally disrupted with a single incident or chronic issues that are present in your work environments.

- I can visualize a teacher uplifting all students in their class (while feeling the weight and responsibility), preparing for challenging times while things are calm and settled.
- I observe an employer that must find ways to reinforce the system's foundations with essential resourcing, providing the gatekeepers with what they need to truly meet the needs of all students that enter our doors.

*“The best way to take care of the future is to take care of the present moment.”*

~Thich Nhat Hanh

- I see a profession that can be quite isolating unless one seeks the support of colleagues and the services of its professional organization.



So where to from here? I wholeheartedly believe that the NLTA and educators are influencers in their communities, regions, provincially and within the political backrooms. Moving forward, my personal invitation remains that you make opportunities to infuse education issues into your discussions with parents, community leaders, and certainly at your doors as political hopefuls knock looking for your support. Ask the hard questions and challenge their commitment to making real and long-term, substantive change on our frontlines.

Internally this year, you will be asked to consider the leadership of the NLTA for the 2025-27 term of office (for both President and Vice-President) as I will be concluding my four-year term as President at the end of July of 2025. I will continue to serve our Association for the remainder of this

school year prior to returning to my school in September. I ask that you take the time to know the profiles of each of the NLTA Members that have put their name forward for these critical leadership roles.

This is also a school year that includes our Biennial General Meeting (BGM). In the spring, during Easter Break, your Branch and SIC leaders will come together in St. John's to debate the key issues chart our course. This is the primary decision-making assembly for the NLTA and will guide us for the next two years. Your Provincial Executive will be elected during this time; if your time and personal circumstances currently allow, please consider stepping forward to offer your voice in representation of your colleagues and our profession.

As an Association, we are steadfast in our efforts to 'move the needle' on educational resourcing (e.g. violence and aggression) and policy decisions (e.g. cellphone usage) as an essential service that must be prioritized for any long-term stability, success, and health for this province. All efforts, at all levels, come together to pressure Government to demonstrate a real response to the front-line experiences of our members.

As always, thank you to our staff for your dedicated service to our membership and to our elected leaders for your ongoing commitment to our collective wellness and success. Continue to be safe and I look forward to crossing paths with you in the near future.

Yours in Solidarity,  
Trent



Knowing fully that you cannot always see or hear our media presence, a listing (with links) of our media coverage can be viewed on the NLTA website at the following link: <https://www.nlta.nl.ca/nltapresident-trentlangdon-2/>

## ATTENTION! NEW TEACHERS

Information for New Teachers is available on the NLTA website at [www.nlta.nl.ca](http://www.nlta.nl.ca). Click "Member Services" and then "Beginning/Early Career Teachers"

If new teachers wish to receive any of the information on the website on a flash drive, please email: [newteachers@nlta.ca](mailto:newteachers@nlta.ca)





PROVINCIAL/NATIONAL/INTERNATIONAL  
**NEWS**

**CORNER BROOK**

**Branch Retirement Dinner**

A beautiful evening in June celebrated a teaching milestone for some members of the Humber Branch: retirement. A special congratulations to our Retirees for 2023-24.

Pictured Front L-R: Maxine Lushman, Dr. Joanne Gallagher-Duffy, Bernadette Park, Catherine McWirther, M. Elizabeth Saunders Buckle.

Back L-R: Frank Humber, Donna Organ-Hulan, Gerald Ford, Alex Gill, Kimberly Cleary, Tina Pittman. Retirees unable to attend the retirement dinner: Julia Allingham, Deborah Hoven & Paul Rose.

Also pictured (middle row) are Humber Branch President Shelley Loder and Provincial Executive Member Tracey Payne who presented the scrolls to our retirees.



**LUMSDEN**

**Lumsden Academy Remembers Terry Fox**

On October 4, 2024, students and staff at Lumsden Academy participated in the annual Terry Fox Run. The school has been participating in, and raising funds for, the Terry Fox Run since its inception. It was a beautiful day for students to get outside and walk the trails of Windmill Bight Park. NLTA President Trent Langdon was in the area visiting the school and joined in! The Terry Fox Run is an annual non-competitive charity event held around the world to raise money for cancer research in commemoration of Canadian cancer activist Terry Fox and his Marathon of Hope.



**LAKE MELVILLE**

**Rainbow Prism Award Winner Announced**

Brad Wade of Lake Melville School has been selected as this year's winner of the Rainbow Prism Award for excellence in 2SLGBTQIA+ inclusion. Mr. Wade was nominated by a former student, who highlighted his inclusion in curriculum and school culture, saying "He made himself an available support system, and you could feel comfortable and safe talking to him about anything. He was never shy about speaking up on issues, and for things that he believed in." The NLTA's Gender and Sexual Diversity Special Interest Council created the award to recognize K-12 educators in Newfoundland and Labrador who are making 2SLGBTQIA+ equity a priority in their workplace. The award celebrates those who create space for 2SLGBTQIA+ adults and children in their classroom, in the curriculum, and in our school communities. Congratulations to Mr. Wade!



Brad Wade presented with the 2024 Rainbow Prism Award by NLTA Vice-President Dale Lamble, Executive Member Sean Weir and Lake Melville School NLTA School Representative Jennifer Baker.

**OTTAWA**

**NLTA delegates at CTF AGM**

The NLTA sent a delegation to participate in the Canadian Teachers' Federation (CTF/FCE) Annual General Meeting this summer in Ottawa. Each year, the CTF/FCE AGM is the supreme policy-making body of the Federation. The NLTA group engaged with delegates from across the country on critical education issues facing members. Key activities during this event include approval of the annual budget and executive elections. NLTA's delegation included President Trent Langdon, Vice-President Dale Lambe, Executive Members Colin Short and Della Way, Executive Director Stefanie Tuff, Assistant Executive Director Ian Crewe.

**OTTAWA**

**Prime Minister's Awards Recognize NL Teachers**



The Prime Minister's Awards for Teaching Excellence have recognized exceptional elementary and secondary school teachers in all disciplines since 1994. Teaching Excellence Award recipients are honoured for their remarkable achievements in education and for their commitment to preparing youth for a digital and innovation-based economy. Congratulations to the 2024 recipients from this province!

Certificate of Excellence - **Jennifer O'Neill-Riggs**, Macdonald Drive Junior High, St. John's, Grades 7-9, Science

Certificate of Achievement - **Thomas Ayre**, St. Michael's Elementary School, Stephenville Crossing, Grade 4, English Language Arts, Mathematics, Science, Social Studies, Religion.



**CONTACT CULTURES**

NEW CONTENT  
NOUVEAU CONTENU

An interactive learning resource that lets you experience different cultures around the world, in French.

Une ressource d'apprentissage interactive qui permet de découvrir différentes cultures autour du monde, en français.

APPRENTISSAGE EN LIGNE  
ONLINE LEARNING

Pour les élèves et les enseignants M à 12e année  
For K-12 teachers and students

[www.contactcultures.ca](http://www.contactcultures.ca)

Présentations vidéos créées par des élèves de la province, questions-réponses, activités, et ressources .  
Video presentations created by students in the province, questions and answers, activities, and resources.

DÉCOUVRE ET APPRENDS  
DISCOVER AND LEARN

GRATUIT  
FREE

Newfoundland & Labrador  
Canada

Ce programme est subventionné dans le contexte de l'Entente Canada – Terre-Neuve-et-Labrador relative à l'enseignement dans la langue de la minorité et à l'enseignement de la seconde langue officielle.





## *Violence in the Workplace* Basic Advice and Guidelines for Teachers

by Miriam Sheppard

Incidents of work-related violence are a significant source of concern for NLTA members. Aggressive and sometimes violent student behaviour is an unfortunate reality that teachers sometimes face in their professional lives. The Provincial Government (NLSchools) and the Conseil Scolaire Francophone Provincial have employer policies relating to violence in the workplace. Further, pursuant to section 4 of the Occupational Health and Safety Act (OHSA), all employers in Newfoundland and Labrador must, within reasonably practical limits, provide a work environment that ensures the health and safety of its employees.

In the school setting, this means that, with respect to students, parents/guardians or other individuals who are physically aggressive/violent, employers have a legal responsibility to ensure that the proper preventative measures, supports and training are in place to enable teachers to work without unreasonable threat to their own safety.

The *Occupational Health and Safety Regulations, 2012* (Regulations) specifically address the issue of violence in the workplace as a health and safety concern. Section 22 of the Regulations defines violence as “the attempted or actual exercise of physical force to cause injury to a worker and includes threatening statements or behaviour which gives a worker reason to believe that the worker is at risk of injury.” Some teachers work closely with students who have behavioural challenges and have limited ability to regulate their own conduct. While the actions of the aggressors are not always within their control, an intent to act violently or to cause harm is not required to trigger the employer’s obligations. What is necessary to ensure employee safety is case specific and depends on the nature of the situation. Situations like this should be assessed and addressed on a “case by case” basis, and NLTA Programs and Services staff are available to assist teachers experiencing violence in the workplace. However, the following guidelines can assist in ensuring that cases of violence are appropriately addressed:

- 1. Get the information you need:** Has the employer or school administration provided you with information about the possibility of encountering someone with a history of violent behaviour from whom you may experience injury? If you may be exposed to risk of violence at work, you are entitled to know the nature of the risk, the precautions that may be taken, and information related to the risk from persons who have a history of violent behaviour and whom you are likely to encounter in the course of your work.
- 2. Document, Document, Document:** Do you know how to report violent incidents? Promptly report and document all violence-related incidents and accidents, regardless of the severity, to the school principal, manager or supervisor. Ensure that there are written records of the event in accordance with Board and school reporting protocols. Communicate to your administration, in writing, your concern for your safety, the safety of other employees, and others (such as students). The NLTA can assist you in drafting appropriate correspondence.
- 3. Request the risk assessment(s):** Ask your administrator whether a risk assessment pertaining to the risk of violence in the workplace has been completed. If so, ask to see a copy. If not, ask when one will be done. Sometimes an already completed risk assessment needs to be updated, especially where there have been changes or a significant event.
- 4. Examine the assistance provided:** If a risk assessment concludes that there is a risk of violence, the employer must implement procedures, policies and work environment arrangements to eliminate the risk to workers from violence, or to minimize the risk in cases where elimination is impossible. This may require assessment of facilities, equipment, human resources, and student programming. The age and cognitive ability of the student(s) in question will have an impact on the type of options that are appropriate in any situation. Consider: Have safety plans been developed for students whose behaviour poses a risk to your safety? Does following the existing safety plan protect you? Are the proposed measures reasonable and complete, and have they been implemented in a timely fashion? Seek employer support for matters that cannot be resolved at the school level despite administrator involvement; sometimes employer involvement is necessary to obtain required training, supports, resources or programming changes. As well, it may be necessary to consider different approaches when the risk of violence comes from the behaviour of a parent/guardian as opposed to a student.
- 5. Reflect on staffing:** Are there enough trained staff to support students to prevent escalations and follow safety plans? Are contingency plans in place in the event of an absence so that roles in safety plans and emergency plans are filled by other trained staff?
- 6. Consider incident response times:** Have you been provided with the tools and specific plans to summon assistance in various circumstances? Does assistance arrive quickly?
- 7. Use the Occupational Health and Safety Committee:** If a teacher believes that his/her workplace is unsafe, and school administration has been advised of these concerns, then a report can be made to the school Occupational Health and Safety Committee. The employer must respond in writing within 30 days following receipt of a recommendation from an OHS Committee.
- 8. Know your rights:** Ultimately, if you have reasonable grounds to believe that specific work circumstances pose an imminent danger to your health and safety and have brought this to the attention of your principal, you have the right, pursuant to the OHSA and the Regulations, to refuse unsafe work until remedial action has been taken. Advice and assistance from NLTA staff are available whenever an NLTA member has exercised or is considering exercising the right to refuse unsafe work.
- 9. Consider whether you need police assistance:** Some violence or aggression, including threats, may be considered criminal acts—if there is a question as to whether this is the case, or if you feel your personal safety is at risk, you should contact the police.

**10. Would personal protective equipment (PPE) help?:** While not a complete answer to violence, PPE can be part of a solution. Have you been provided with appropriate and adequate PPE to protect you from injury from violence? Is it checked and cleaned regularly? Have you been instructed on its care, use and limitations?

**11. Access the appropriate benefits:** In cases of workplace injury, WorkplaceNL benefits (including medical aid) may be appropriate—not sick leave. On application, a top up of WorkplaceNL benefits may be available to teachers who have long term disability coverage through the NLTA Group Insurance Plan, and who are injured at work.

**12. Help us, help teachers:** The Association has developed a Violent Incident Tracking Form, which can be accessed under the forms listed on the NLTA website ([nlta.nl.ca](http://nlta.nl.ca)). We are asking teachers to use this form to document violent behavior and/or conduct in the workplace. Information provided through the Violent Incident Tracking Form is being used ONLY for internal collective bargaining research and ongoing advocacy, and the identities of teachers who use the form will not be disclosed.

**13. Call your Association:** Dealing with workplace violence can be complicated and stressful. Teachers and administrators who have questions or require assistance with concerns regarding workplace health and safety, including issues related to violence in the workplace, should contact an Administrative Officer in Programs and Services at the NLTA. Support is also available through the Employee Assistance Program for many stressful situations, including dealing with workplace violence.

*Miriam Sheppard is an Administrative Officer in Programs and Services at the NLTA.*

### APPLYING FOR EDUCATIONAL LEAVE?

Applications for Educational Leave for the 2025-26 School Year will be available soon on the NLTA website. Please check back at [www.nlta.nl.ca](http://www.nlta.nl.ca)

Application is made to the District.  
**DISTRICT DEADLINES** are as follows:

**NLSchools:** January 12, 2024

**CSFP:** January 12, 2024



## Your Membership Rights and Privileges as a Substitute Teacher

by Gabe Ryan

Early in my teaching career, after a rewarding and wonderful first year as a replacement teacher at Holy Cross School Complex in Eastport, I had the pleasure of working as a substitute teacher on the Avalon Peninsula, mostly in the Metro St. John's area. During that time, I certainly encountered challenges in the classroom, but those challenges were far outnumbered by positive interactions with students and staff. I also thought back to my school days when I resorted to clowning around a little too much in classes when substitute teachers were filling in for absent regular teachers. As an adult and as a teacher, whenever I have encountered a former substitute from my alma mater, I have always offered an apology for my lack of focus and my zest for a good laugh. I realize now that those laughs were at the expense of a dedicated teacher who deserved better from me and from some others as well. Of course, my apology has always been met with grace and a comment of "you were a good boy." Teachers are such good and understanding people.

Substitute teaching is not an easy job. Many of you reading this article truly are experts across so many aspects of the K-12 curriculum. You are ready on very short notice to take charge of a classroom and deliver lessons as if you had prepared them yourselves, and at some points you do that preparation. Increasingly, in this ever-changing modern world, you are faced with challenges non-existent until a few short years ago. Under-resourcing of school—a problem and a reality for quite some time, large class sizes in many areas, class composition with diverse needs and learning styles, and classroom behaviours, all present challenges for teachers, especially substitute teachers who could find themselves teaching hundreds of different students in any given week. Schools would not function, without trained and dedicated substitutes, including retired substitutes who sometimes step in for areas lacking in substitute availability. While this article will mention "substitutes" or "substitute teachers," it applies equally to Teaching and Learning

Assistants. Your contributions to school life, and particularly to the students you assist, are vitally important to the success of all, and your rights are similarly protected under the Provincial Collective Agreement. We also acknowledge the importance of those Emergency Supply Personnel who work diligently to promote educational success for our province's youth.

The NLTA, under the *Publications* tab on its website, offers a wealth of material specific to the professional needs of substitute teachers. NLTA Infosheets provide information related to a wide range of topics. For example, *Infosheet #5* gives helpful information for Teachers and Employment Insurance. *Infosheet #13*, Substitute Teacher Membership and Benefits, discusses topics such as contributions to the Government Money Purchase Pension Plan (GMPP) for substitutes and the regular Teachers' Pension Plan (TPP). As well, *Infosheet #14*, Substitute Teachers and Group Insurance, gives more detailed information on access to Group Insurance for substitute teachers. Let's address the above points in more detail.

**Employment Insurance Eligibility** – It is important to note that one full day of teaching equates to eight hours of insurable employment. The number of eligible Employment Insurance hours is set each month by Service Canada, depending on the unemployment rate in a given region. Currently, the number of required hours fluctuates from 420 to 700. As well, Employment Insurance benefits during periods of sickness or for compassionate, maternity or parental leave, all require specific numbers of qualifying hours. While the NLTA can provide assistance in these areas, it is always a good first step to connect with Service Canada when considering availing of such leaves.

Teachers should note that they may not be eligible for Employment Insurance benefits during the non-teaching periods of Christmas, Easter and summer breaks, but there are exceptions. Substitute teachers must show that they are actively seeking employ-

ment in their fields of employment during non-teaching periods. Additionally, if a teacher in receipt of Employment Insurance benefits during the non-teaching months of July and August, for example, secures a position for September, that teacher may be declared ineligible to receive further benefits. Once you accept such a contract, you will need to advise Service Canada immediately and they will assess the specifics of your situation to decide if you remain eligible or not to receive Employment Insurance benefits during the remainder of the non-teaching period. You can reach a Service Canada agent at 1-800-206-7218 during their normal business hours of 8:30 AM to 4:30 PM local time, Monday to Friday.

**Group Insurance** – Substitute teachers are eligible for coverage under the NLTA Group Insurance Plan's Substitute Teacher program. To join without having to provide evidence of insurability, you must apply within 31 days of your first teaching day in a given school year. If you apply after that time, you will need to provide evidence of insurability. In subsequent years, to maintain coverage, you will need to have taught for at least ten days the previous year and at least one day by November 30 of the next school year. For payment of premiums, you will need to arrange automatic deductions from your banking institution. New substitute teachers are encouraged to contact the NLTA after their first day of employment to discuss group insurance coverage.

**Pension** – All substitute teachers participate in the Government Money Purchase Pension Plan (GMPP). This plan is administered by Canada Life and the contribution rate is 5% of salary, matched by government. The GMPP is a *defined contribution* plan which is like an RRSP in that investments and earned interest determine the benefit level upon retirement. Substitute teachers who obtain replacement or permanent positions should consider transferring their GMPP service to the regular Teachers' Pension Plan (TPP), which is a *defined benefit* plan. Teachers in this position should contact the Teachers' Pension Plan Corporation by email at [memberservices@tppcnl.ca](mailto:memberservices@tppcnl.ca), providing their name, address and social insurance number, to request a transfer of their funds from the GMPP to the TPP.

**Sick Leave** – In previous Collective Agreements, substitute teachers were required to accumulate 50 days of substitute teaching time during a school year to avail of earned sick leave, albeit retroactively to when that sick day would have been needed. Under the 2022-2026 Provincial Collective Agreement, that provision has been eliminated. As before, to access paid sick leave, an illness-related absence is considered to have occurred during a contract period if it happened after the teacher commenced work during that contract period, and that teacher will only be eligible for sick leave up to the number of days for which that substitute teacher was contracted—but there is no longer a requirement to accumulate those 50 teaching days to gain access to such leave. All teachers, including substitute teachers, who began teaching in the province on or after September 1<sup>st</sup>, 2006, accumulate a maximum of 12 sick days per year, prorated as per the amount of time taught. This calculation is done by dividing the number of days in a school year (195) by the maximum number of sick days available (12). So,

a teacher accumulates one sick day for every 16.25 days worked. For example, a teacher who has taught 65 days in a school year will accumulate 4 sick leave days.

**Pay Scale** – Substitute teachers are paid according to *Schedule B* of the Provincial Collective Agreement. If a substitute teacher replaces the same regular teacher beyond three consecutive days, the substitute teacher is paid according to the regular teacher salary scale, *Schedule C*. Note as well that this transition to *Schedule C* triggers payment at the higher rate of pay retroactive to the first period contracted for the absent regular teacher. This can be found in *Article 49*, specifically *Clause 49.02*, of the Provincial Collective Agreement. When a paid holiday occurs during a substitute teacher's contract period, the substitute teacher will receive pay for that holiday, if they have worked the last period before the paid holiday and the first period after it. For teachers in Newfoundland and Labrador, the Provincial Collective Agreement covers three paid holidays—Thanksgiving Day, Remembrance Day and Victoria Day.

As mentioned in the opening paragraphs, substitute teaching is not an easy position, but it is essential to the success of the education system and to the success of our province's students. In recognition of the importance of substitute teachers, the NLTA maintains a Substitute Teacher Standing Committee that meets several times each year to discuss topics of interest and concern to this vital component of our membership. This committee also makes recommendations to the Provincial Executive. The current committee, struck for the period September 2023 to June 2025, is chaired by Provincial Executive member Russell Stockley and the first meeting of the 2024-2025 school year will take place in mid-October.

Substitute teachers are valued members of the NLTA and as such you hold all the rights and privileges of membership. You are eligible to hold office within the Association, to be a delegate to the Biennial General Meeting and to seek advice and representation from the NLTA. If you are a substitute teacher and would like further information about the supports and resources provided by the NLTA, please do not hesitate to contact us at (709) 726-3223 or toll free at 1-800-563-3599. While all Administrative Officers are able to respond to your questions, the main contact person for substitute teachers is Gabe Ryan who can be reached via email at [gryan@nlta.ca](mailto:gryan@nlta.ca) or via the phone numbers listed above, at Ext. 232.

Finally, substitute teachers should ensure that their contact information is up to date. You can update your information via this link - <https://lfweb.nlta.nl.ca/Forms/TeacherUpdate>. You will need your Employee Number and NLTA Membership Number to complete this form. You can also request your NLTA Membership Card right here - <https://lfweb.nlta.nl.ca/Forms/RMC>. The NLTA also has a Discount Program for Teachers. You can access that right here: <https://www.nlta.nl.ca/discounts>.

*I would like to thank and acknowledge my colleague, Administrative Officer Bob Johnston and former NLTA Administrative Officer George Tucker for their contributions to this article.*

*Gabe Ryan is an Administrative Officer in Programs and Services with the NLTA.*





## Celebrating 50 Years of *The Morning Watch Journal*

by Kirk Anderson

Hello to all educators in the province from *The Morning Watch Journal*, a journal rooted in Newfoundland and Labrador education since 1973—Yep, it's our 50th anniversary.

As a teacher in Newfoundland and Labrador for nearly 20 years, I recall walking into the staff room and seeing copies on the *Morning Watch* on a table, often next to copies of *The Bulletin*—interesting reading written by teachers and academics from this province and about things important to all of us.

As we celebrate the *Morning Watch's* 50th Anniversary (1973-1974 to 2023-2024), this excitement continues as we continue with a new editorial team (since 2019), while sharing the founding editors' legacy. We also will share and partner more with the NLTA on future editions of *The Bulletin*.

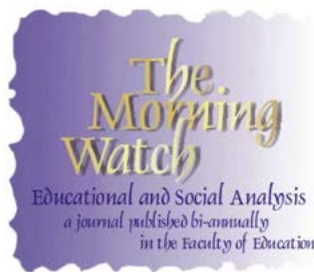
For example, the next edition of the *Morning Watch* will share stories and articles about "Teacher Leadership in Schools." Selections from those articles will be shared in *The Bulletin*, as well. We know that all teachers are leaders and that effective administrators understand they are leaders of leaders. With that said we invite you to consider two things:

**First- Consider the Journal:** Think about sending something from your school or other writing that celebrates teacher leadership in schools (Deadline of October 30). This edition will be released later in the fall. Feel free to reach out to me at [kirk.anderson@mun.ca](mailto:kirk.anderson@mun.ca) if you have any questions. Check the *Morning Watch* out online at [journals.library.mun.ca/index.php/mwatch/index](http://journals.library.mun.ca/index.php/mwatch/index). See the three most recent editions which are focused on Education in the Pan-Arctic and Graduate Students writing at MUN.

**Second-Consider this Teacher Leadership Conference:** As the North American representative of the newly formed *Association for Teacher Leadership and Scholarship (ATLAS)*, I ask you to consider taking in our free October 18 web conference featuring "Teacher Leadership." Please see [www.altas-tl.net](http://www.altas-tl.net)

### The Morning Watch

Published bi-annually in the Memorial University of Newfoundland's Faculty of Education, the *Morning Watch: Educational and Social Analysis* journal is hosted by Memorial University Library's Open Journal Systems. Please visit the library site noted below to learn more about the journal and to view current and past issues.



to know more and register, or email if you have questions.

The *Morning Watch* has been a steadfast companion of the Faculty of Education and the NLTA. From pioneering research on rural and multi-age schooling to the evolution of distance education in the province and everything in between, the *Morning Watch* has shaped our understandings of the unique challenges facing our schools and communities and showcased our resilience and ingenuity. In celebrating five decades of publication and strengthening our ties with the NLTA and *The Bulletin*, we honor the many visionaries, educators, researchers, and practitioners who have contributed to the *Morning Watch* and the *The Bulletin's* enduring legacy. We look forward to the next fifty years of scholarship featured in the *Morning Watch*.

In closing, please join me in celebrating 50 years of inspiration and impact from *The Morning Watch Journal*.

Respects to all of you,  
Kirk Anderson

*Kirk Anderson is a Professor of Educational Administration in Memorial University's Faculty of Education, the Senior Editor of The Morning Watch Journal of Educational and Social Analysis and the University of Arctic Chair for School Effectiveness and School Improvement.*

### NLTA SPECIAL INTEREST COUNCILS

A Great Way to Get Involved in Your Association!

Special Interest Councils are professional learning communities dedicated to life-long learning and the ongoing professional growth of NLTA members. Their mandate includes offering a range of professional development programs, including conferences, institutes, focus groups, teleconferences, and e-learning initiatives. Councils communicate with their membership using a variety of current technologies. As part of their mandate, the councils will respond to curriculum and program concerns, develop position papers on critical issues, work with government on curriculum development and advise the NLTA on matters of importance.

There are **17 Special Interest Councils:**

- Council of Special Services (COSS)
- Deaf and Hard of Hearing/Blind and Visually Impaired (DHH/BVI)
- English Language Arts (7-12) Council
- Gender and Sexual Diversity (GSD) Council
- Health Education Council
- Math/Science Council (MSSIC)
- Newfoundland and Labrador Music Educators' Association (NLMEA)
- Newfoundland and Labrador Counsellors' and Psychologists' Association (NLCPA)
- Physical Education Council (PESIC)
- Psychologists in Education (PIE)
- School Administrators' Council (SAC)
- Second Language Council (SLC)
- Small Schools Council
- Social Studies Council
- Speech Language Pathologists (SLP)
- Teacher Librarians Newfoundland Labrador (TLNL)
- Technology in Education Council (TESIC)

Please make every effort to be an active member of special interest councils that are of interest to you. If you wish to become a member of one of the existing councils, you have only to contact the president of that council (go to the NLTA website for this information), and you will be sent the necessary membership information.

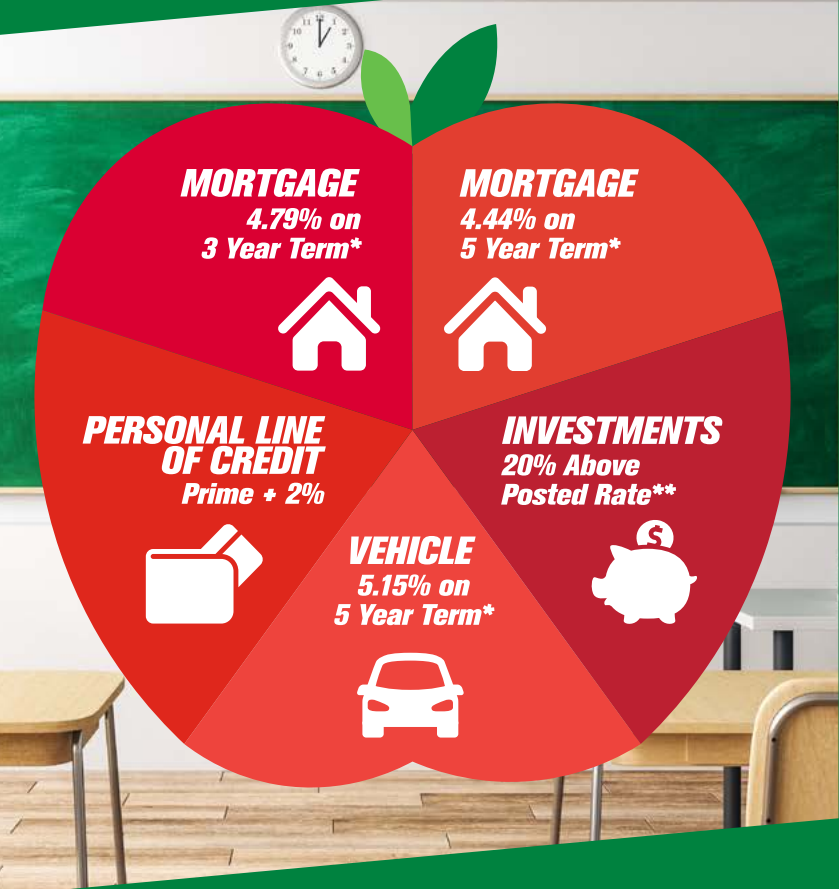
If you have any questions, concerns or ideas re the NLTA Special Interest Councils, contact:

**DARLENE JOHNSON**

Administrative Officer, Programs & Services, NLTA  
[djohnson@nlta.ca](mailto:djohnson@nlta.ca);  
709-726-3223 or 1-800-563-3599, ext. 241

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# TEACHERS CARE PACKAGE



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\*Rates are subject to change. Certain conditions apply.  
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## An Interview With... Dr. Pamela Osmond-Johnson, Dean of Faculty of Education

Dr. Pamela Osmond-Johnson is the Dean of Memorial University's Faculty of Education. A former science teacher and administrator at Fogo Island Central Academy, Pamela completed her Doctorate in Educational Leadership and Policy Studies at the Ontario Institute for Studies in Education (OISE) at the University of Toronto in 2015. Prior to joining Memorial as Dean of Education in December of 2023, she spent eight years at the University of Regina, the last four of which she served as Associate Dean of Student Services and Undergraduate Programming. Much of her research has centered around teacher-led professional learning and teaching as an activist profession. In 2017, she was awarded Education Canada's Pat Clifford Award for Emerging Scholar in Education and her most recent work on the well-being of school administrators during COVID has been featured on the CTF's national podcast voicEd Radio.

As an introduction to the membership, Dr. Osmond-Johnson answers a series of questions.

**Q.** What is your main priority as Dean of the Faculty of Education?

**A.** I joined the Faculty less than a year ago. So much of my focus thus far has centred around building relationships within and beyond the Faculty. As a new Dean, I have to understand both the successes and the pressure points within Memorial, the Faculty of Education, and the broader education sector in the province so I can effectively lead the Faculty in working with our partners to identify shared goals and priorities that are rooted in our current realities.

**Q.** What is your vision for the future of teacher education in this province?

**A.** I come from a teacher education background, having completed my B.Ed. at Memorial in 2002. Having taught in the K-12 system in the province for almost 10 years and having so many connections

to those currently teaching in the system, it is essential to me that the future of teacher training in Newfoundland and Labrador is focused on creating opportunities to celebrate and promote teaching as **THE** learning profession. The process of learning to become a teacher is a career-long journey. That journey begins with initial teacher education (at the Faculty of Education), but it cannot end there. Instilling the value of ongoing professional learning and its importance in ensuring teachers are always learning from the latest research on how to best meet student needs is, for me, paramount to the future of teaching. In that sense, I see the future of teacher education in the province as a joint endeavour—the Faculty, the Department, the NLTA—we all have a role to play in supporting the continued development of educators.

**Q.** The retention and recruitment of teachers in this province has been a priority for the Association in recent years. What do you see as Memorial's role in training and recruiting educators who choose to remain and teach in Newfoundland and Labrador?

**A.** As the sole site of teacher education in the province, Memorial University and the Faculty of Education have a big role to play in recruiting educators who wish to remain in Newfoundland and Labrador. Memorial University has a special mandate to provide access to university education for the people of the province and to contribute to the social, cultural, and economic development of Newfoundland and Labrador, which also supports the Faculty in prioritizing our partnerships within the education sector. Since becoming Dean, I have been meeting regularly with our partners to discuss possible opportunities for innovative pathways and new programming options to address the issues related to the current teacher shortage. Thanks to funding through the Official Languages in Education (OLE) program, one of our most recent successes has been the launching of our very first Primary/

Elementary French Cohort, which has increased our capacity in the after-degree intake this year by 40% (from a cap of 40 to an enrolment this fall of 56). This initiative will add 16 new educators in an area of identified need to the available pool for the 2026 school year. It's this kind of responsiveness and partnership that will be needed across the sector to improve teacher recruitment in the province.

**Q.** What do you consider your greatest achievement?

**A.** My greatest personal achievement has been working through life after an impaired driving crash. While I wasn't directly involved in the crash, my husband was severely injured as a pedestrian a little over three years ago. You really find out how strong you are when you're faced with picking up the pieces after this kind of life-altering event. For me it has also made me realize that we all have battles that others may know nothing about, so I try to give people the benefit of the doubt. My greatest professional achievement has been becoming the Dean of my alma mater. I'm a three-time graduate of Memorial University, two of which have been with this Faculty. While the learning curve has been steep, it truly is an honour to stand alongside so many prolific former Deans who have shaped this Faculty over its 100 years of existence. It has been a massive amount of work, and the road to get here amid our post-crash journey has been full of twists and turns, but there's no greater feeling that returning home after 12 long years.

**Q.** What motivates you to work hard?

**A.** I've just always been a driven person who is excited by the prospect of a new challenge. There's nothing I like more than stewing over a juicy problem. My mind just clicks on and I'm full steam ahead—"What about this? No, that's won't work. Ok. Well how about this possibility? Or what if we thought of it like this? Or what if we tried this?" I'm sure I can be exhausting and so I try to tone it down but I'm not sure I'm really good at that! One of my favourite instructors from Peloton (I cycle most every day), Robin Arzon, says "Your 'too much' is your superpower" and so I try to embrace that while also trying to spare others from my incessant banter!

**Q.** Which historical figure do you most identify with?

**A.** No question—RBG. Ruth Bader Ginsburg is truly my inspiration. She was such a trailblazer for women in positions of leadership and such a staunch advocate for the rights of women. Like Ruth, I often find myself sharing the dissenting opinion. It's not

an easy space to occupy, especially as a woman in a traditionally male dominated field (leadership in higher education for me; leadership in law for Ruth). But she did it so well and for such a long time. I can only aspire to leave the kind of legacy that she did.

**Q.** What do you like to do in your free time?

**A.** I'm obsessed with my Peloton. I ride pretty much every morning. It's my time. No interruptions. That's important—taking time to put your own oxygen mask on first. I'm also an avid baycationer. Since returning to Newfoundland last year, I've named 2024 as the #yearofhome and together with my husband Tim and our little Morkie Lily we've taken every opportunity to travel the province and enjoy all it has to offer. So far, other than some rain, we've not been disappointed.

If you would like to suggest someone in your school community that you think the entire membership should get to know a little more, send your suggestion to [jtulk@nlta.ca](mailto:jtulk@nlta.ca).

## ATLAS 2024 Conference Program

FRIDAY, OCTOBER 18, 2024  
3:00 p.m. ET USA (9:00 p.m. CEST Europe)

3:00 - 3:15	CONFERENCE OPENING NOTE	Jacob Skousen
3:15 - 3:45	INTRO TO ATLAS	Peter Wiens
3:45 - 4:35	SESSION 1: Exploring Your Teacher Leadership Potential	Session Chair: Andre Du Plessis Presenter: Jana Hunzicker
4:35 - 4:45	VIRTUAL COFFEE BREAK	
4:45 - 5:30	SESSION 2: Teacher Leadership in the Literature: <i>What do we know?</i>	Session Chair: Kirk Anderson Presenter: Sally Wan, David Gurr, Bill Burgeon
5:30 - 5:45	CLOSURE	Peter Wiens

<https://www.atlas-tl.net>





## Meet Your Employee Assistance Program (EAP) Coordinators – *We Are Here for You!*

by Kenda Riggs



EAP Coordinator  
Kenda Riggs



EAP Coordinator  
Lori Hewitt



EAP Coordinator  
Nancy Ivany

**W**elcome back from your summer break! We hope you had a lovely summer with much relaxation and energy restoration. However, if summer was a more difficult time for you in body, mind, or spirit, we hope you were able to find ways to embrace some glimmers of positive moments during your summer break.

As you enter this school year, it is important to think about and plan for your own wellbeing. Teaching is very stressful, and stress can accumulate quickly, particularly when you are busy multi-tasking daily. For the start of this school year, we want to remind you that your EAP is here for you. As an active NLTA member in Newfoundland and Labrador, you have access to benefits and supports through the EAP which offers a variety of counselling services in person, virtually, or by phone. To access your EAP, just reach out to one of us as your Coordinators to start the referral process.

Many teachers may not be aware that they have EAP benefits available to them. The EAP is supported by NLSchools, Conseil Scolaire Francophone Provincial (CSFP), and the Newfoundland and Labrador Teachers Association (NLTA). Although we are a partnership program with Johnson Group Insurance, if you have a different insurance plan provider, many of the therapists covered under the EAP program can be also covered by your insurance plan as well. We work to ensure you can maximize your EAP benefits, as well as your insurance plans to keep counselling affordable and accessible to you.

### Types Of Referrals

There can be many reasons that you may need to contact your EAP. Here are some examples of referrals that we talk to teachers about every day:

- Employment Concerns
- Family Issues
- Financial Stress
- Grief and Loss
- Interpersonal Conflict
- Life Transitions

- Mental Health
- Parenting
- Personal Stress
- Physical Health Concerns
- Relationships (Personal and Professional)
- Retirement Planning
- Substance Use
- Traumatic Workplace Incidents
- Workplace Stress
- Work Life Integration

### Knowing Your EAP

Through the EAP, teachers have access to a maximum of \$3,000 funding for counselling during their working career at \$40/session. Under Johnson Group Insurance, your plan provides coverage of \$1,600 per calendar year for counselling services at 80% reimbursement. The counsellor will bill your EAP directly for \$40 per session. You pay the session balance directly to the counsellor, who will give you a receipt to submit to your insurance for 80% reimbursement (or according to your individual insurance plan).

We are a highly confidential, private, voluntary program. When you contact the EAP by phone or email, you will reach one of your EAP Coordinators for an initial confidential consultation. Unless consent is provided by you, neither NL Schools, CSFP, nor NLTA have access to any of your information. Although the EAP is highly confidential, the only time we cannot maintain your confidentiality is if you disclose a situation or behavior that may cause harm to self or others; situations involving a child or youth under the age of 18 years who may be in need of protective intervention; or when subpoenaed by a court of law.

The EAP has experienced therapists (clinical psychologists, social workers, or Canadian Certified Counsellors) throughout the province who have been screened and approved by the program and provide confidential counselling. Wait times are minimal, and by contacting your EAP, we can get you started on your wellness journey as soon as

possible. If you have any questions about the EAP, or if you would like to confidentially consult about a personal or professional matter, please don't hesitate to reach out! Your EAP is committed to providing inclusive and accessible services to help facilitate your participation in our programs or services.

### Wellness Workshops

Wellness workshops are a preventative form of intervention at schools with a focus on promoting a psychologically healthy and respectful workplace. Some wellness workshop themes include managing stress and work-life integration, coping with critical incidents, grief and loss, navigating life transitions, fostering positive relationships, and understanding your EAP program. At this time, the EAP program can provide a limited number of wellness workshops per month. If you are interested in having a wellness workshop at your school, please contact EAP Coordinator Nancy Ivany at [nivany@eapNLTeachers.ca](mailto:nivany@eapNLTeachers.ca) or (709)733-3269 for an initial consultation. Wellness workshop requests must be formally submitted in writing at least 30 days in advance of the scheduled Professional Learning, and approval must be received from the Board. As workshop requests fill up quickly, there can be no guarantee that a request will be fulfilled. There is no cost to you for an EAP coordinator to facilitate a school workshop.

### Living Well Articles

In each edition of The Bulletin, published by the NLTA, there is a Living Well section which has an electronic library of articles written by your EAP on many different topics that may be of relevance to you. Here is the link to access these articles: <https://www.nlta.nl.ca/living-well-articles-from-the-employee-assistance-program/> or you can find them in print in each edition of the bulletin. Take some time to read some articles that focus on living well!

### The Importance of Self-Care

Remember, daily self care is such an important component of being well and must be a top priority each and every day. Self-care is any activity that someone engages in to try and reach optimal physical, mental, or emotional health. It does not have to be big! Here are some ideas to consider: make time to go for a walk or sit outside and breathe in the fresh outdoor air; watch the sunset or take a few moments to gaze at the sky at night; reconnect with an old friend or acquaintance; try something new that you'd love to do like a class such as pottery or photography; tune out of social media or television

and listen to some music or an uplifting podcast; try a new recipe or bake a delicious treat; or take time to read a chapter of a good book or a Living Well article while enjoying a cup of tea. Finally, it is important to try to embrace self-compassion, which is a form of self-care; how you speak and treat yourself is of utmost importance. Be kind to yourself. Remember, we interact with ourselves more than anyone else in this universe.

As you start this new school year, your EAP team would like to wish you a successful academic year! Take good care of yourselves and each other.

*Kenda Riggs is a Coordinator with the Employee Assistance Program for Teachers. For confidential assistance, please contact Kenda at (709) 733-3265, [kriggs@eapnlteachers.ca](mailto:kriggs@eapnlteachers.ca), Lori Hewitt (709) 733-3242, [lhewitt@eapnlteachers.ca](mailto:lhewitt@eapnlteachers.ca) or Nancy Ivany at (709) 733-3269, [nivany@eapnlteachers.ca](mailto:nivany@eapnlteachers.ca).*



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**DONALD JAMES JONES**  
**NOVEMBER 21, 1943 – AUGUST 8, 2023**

Passed peacefully away at the Health Sciences Centre with his family by his side after a brief illness. Leaving to mourn with fond and loving memories, his beloved wife of 56 years, Virginia, his children; Cherie, Dion and Angeline, his sons-in-law; Stephen and Mark, and his grandchildren; Kat, Maggie, Emily and Hugo. He also leaves behind a large number of extended family and friends.

Husband, Father, Friend, Teacher: Don was a devoted husband, father and grandfather whose first priority was always his family whom he nurtured with love and kindness. He was a stalwart friend, full of warmth and welcome and a natural musician who could often be found singing and playing guitar or accordion at community and family events. An avid outdoorsman, Don enjoyed nothing more than being in the woods, cutting logs and the occasional trip in his boat on Cape Broyle Harbour. He was a talented carpenter and spent many happy hours engaged in building furniture, outdoor decks and doing household renovations. During his career as a teacher with the Roman Catholic Schoolboard, Don had the opportunity to share his quick sense of humour and his natural gift for storytelling with many students in the St. John's District.



**JOETTE WELLS**  
**OCTOBER 16, 1967 – JANUARY 4, 2024**

It is with great sadness that we announce the passing of our loving Joette, a dedicated wife, mother, daughter, sister, and grandmother. Departing this world peacefully on January 4th, 2024, at the Dr. Y.K Jeon Kittiwake Medical Center, after a courageous battle with cancer at the age of 56.

A loving wife to her husband of 32 years, Brian. Compassionate and selfless mother to her Children Alicia (Kyle), Megan (Bradford) and Zachary (Madison), treasured by grandchildren Ezra, Eli, and Avery and, cherished by parents Edgar and Marjorie and, brother Marvin (Janette). She will be dearly missed by the extended and numerous relatives of both the Rogers and Wells families, and a large circle of friends and colleagues.

For 30 years, Joette worked as a devoted teacher who was loved and respected by her staff and stu-

dents, leaving a lasting and positive impact on those who worked and learned in her presence. She taught in English Harbour, and Bonavista in her 30-year career, as a primary teacher and a special education teacher. Joette was a teacher who shared a wealth of knowledge to both her colleagues and students. She always had a calming presence in the classroom and strived to include every student in her presence. Joette enjoyed her teaching career to the fullest. When she retired in 2020, she went back to substitute in her hometown of Centreville and schools in the surrounding area for a couple of years. She dearly loved the classroom and the students who came in her care.

Joette appreciated the simple enjoyments in life. She loved to spend time outdoors gardening, berry picking, taking trips to the cabin or spending time out on the water. She especially thrived in her new role as a grandmother, showering her three grandchildren with love and care, while always being there to provide help and support without a moment's notice.

The family would like to express their sincere gratitude to the medical professionals and care workers of the health facilities in St. John's, Gander, and Brookfield for their outstanding care and compassion.

Joette will be remembered for her calming presence, patience, her desire to support others and her unwavering dedication to her family. Her legacy will continue through her students, colleagues and family.



**MELVIN KELLEY**  
**DECEMBER 11, 1945 - APRIL 27, 2024**

Trinity Bight has lost a true treasure...

Mr. Melvin Kelley began teaching in 1964 as a Grade 8 teacher at the Anglican Central High School in Bonavista. Eventually, he made his way to Bishop White Central High in Port Rexton in 1966 and was a high school teacher until 1973. At that time, Mr. Kelley accepted the position of principal of Bishop White All-Grade and was also a supervising principal to feeder schools. He remained in this position until he retired in 1996 after a rewarding career in Education. Aside from the Newfoundland school system, Mr. Kelley was also a night instructor for ABE in 1972-1996 in Bonavista for various courses.

Mr. Kelley's own personal and community involvement was extensive for many years. His involvement included a 30-year membership in the Port Rexton Lions Club, and he volunteered for 23 years with the Port Rexton Fire Department. He was also a member

of the Trinity East Recreation Committee, where he held the President position for 13 years. He was dedicated to and served various roles in the Anglican Parish of Port Rexton and volunteered with The Tourism Industry and the Cabot 500 Celebrations.

After his retirement in 1996, Mr. Kelley remained involved in the school community, volunteering his time, attending assemblies and events, and lending his time and talents in many other ways. He was committed to presenting the Stuart Kelley Award each year to a student at Bishop White School; this was in memory of his father, who was also a teacher at Bishop White.

Mr. Kelley truly believed in the value of education and took great pride in Bishop White School. He demonstrated a genuine interest in the happenings of the school and the students, and there was always a smile on his face whenever he entered the building. Mr. Kelley had a lasting impact on both the school and the community; he will be dearly missed.

## Notice for Substitute Teachers

Information for Substitute Teachers is available on the NLTA website at [www.nlta.nl.ca](http://www.nlta.nl.ca)

Click **"Member Services"** and then **"Substitute Teachers"**

**For any questions re: substitute teacher issues**

**PLEASE CONTACT:**

**GABE RYAN**  
 Administrative Officer,  
 NLTA Programs and Services

709-726-3223 or 1-800-563-3599,  
 ext. 232  
[gryan@nlta.ca](mailto:gryan@nlta.ca)



With a new school year ahead of us, we know that for many, this time of year brings the excitement of returning to routine, catching up with old friends, meeting new friends and getting to know their teachers.

For many families, the new year means the return of early morning routines including breakfast to fuel their day. Unfortunately, this is not the case for everyone. It is difficult for us to think of our school-age children and youth who will go to school hungry. It could be any child, any youth, anywhere.

At Kids Eat Smart Foundation Newfoundland and Labrador, our vision is that every school age child in Newfoundland and Labrador attends school well-nourished to be ready to learn.

In Newfoundland and Labrador 1 in 4 children under the age of 18 live in a food-insecure home, or a home without food, and come to school hungry. It used to be that our schools knew those most vulnerable, and those children who needed breakfast the most. This is not the case anymore, and the need is great.

Currently operating Kids Eat Smart Breakfast Clubs in 100% of the schools in the province and serving over 46,000+ meals every school day to students from Kindergarten to Grade 12, in schools from Labrador to Twillingate, Port aux Basques to St. John's, and everywhere in between, children start their school day with access to nutritious food, at no cost to families.

Our Kids Eat Smart Clubs are so important - they support families and protect children who live in food insecure homes by providing inclusive consistent access to a healthy breakfast every school day.

Our Principals tell us that having breakfast club improves the well-being of our children and sends a powerful message – they are valued, they are worthy, and their future is bright.

It is together with your support, and the support of our Partners, Donors, volunteers, and school communities that we look forward to the school year ahead. **Together, we make a direct impact on the lives of our school age children and youth – one breakfast at a time.**

*If you would like more information, visit our website at [www.kidseatSMART.ca](http://www.kidseatSMART.ca), or contact Celina Stoyles, Executive Director directly, at (877) 722-1996 or email [cstoyles@kidseatSMART.ca](mailto:cstoyles@kidseatSMART.ca).*



**IMPORTANT  
ASSOCIATION DEADLINES**  
**NOMINATIONS FOR  
PRESIDENT AND  
VICE-PRESIDENT**

The Electoral Committee will receive nominations\* for the office of President and Vice-President up to 30 days before the date of the province-wide election.

**OCTOBER 30<sup>th</sup> FOR  
PRESIDENT**

**NOVEMBER 13<sup>th</sup> FOR  
VICE-PRESIDENT**

\*Nominations can be sent to the NLTA Office via mail, courier or in person.

\*Nominations will be accepted by facsimile or other electronic means, provided the original nomination form is received at the NLTA Office within 10 days of receipt of the facsimile/electronic nomination.

\*Nominations must be signed by at least 10 members in good standing and must be submitted on the official nomination form.

**PROVINCE-WIDE VOTE  
FOR PRESIDENT AND  
VICE-PRESIDENT**

The election for President will take place the week of

**NOVEMBER 25-29, 2024**

The election for Vice-President will take place the week of

**DECEMBER 9-13, 2024**

More information about the province-wide election, including the nomination form and a package of information on the policies and procedures for the conduct of the election, is available on the NLTA website at [www.nlta.nl.ca](http://www.nlta.nl.ca).

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**ELECT  
SHERRI ROSE  
FOR NLTA PRESIDENT  
2025-2027**



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**FOR MORE INFORMATION:**

**EMAIL:** [sherrirose76@gmail.com](mailto:sherrirose76@gmail.com)

**FACEBOOK:** Sherri Rose for NLTA President

**X:** @SherriRose4NLTA

**LINKEDIN:** Sherri Rose

**WEBSITE:** [sites.google.com/view/sherrirosefornltaresident](https://sites.google.com/view/sherrirosefornltaresident)



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Dale Lambe for NLTA President 2025-27

HONOURING THE PROFESSION THROUGH PASSION AND EXPERIENCE  
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For complete information check this out:  
<https://bit.ly/dalelambe4nltaresident>

To reach out to current NLTA VP (Elect) and Presidential candidate Dale Lambe contact here:  
E-mail:  
[dalelambe@nlta.ca](mailto:dalelambe@nlta.ca)  
[dalelambe4nltaresident@gmail.com](mailto:dalelambe4nltaresident@gmail.com)

**A Respected Voice for Newfoundland and Labrador's Educators**

**Dates to Remember**

**October 2024**

**OCTOBER 17**

**Deadline:** PD Fund Applications

**OCTOBER 17-18**

Pre-Retirement Seminar (Deer Lake)

**OCTOBER 31**

NLTA Provincial Executive Meeting

**OCTOBER 31**

Pre-Retirement Seminar (St. John's)

**November 2024**

**NOVEMBER 1-2**

NLTA Joint Council Meeting

**NOVEMBER 21**

**Deadline:** PD Fund Applications

**NOVEMBER 25-29**

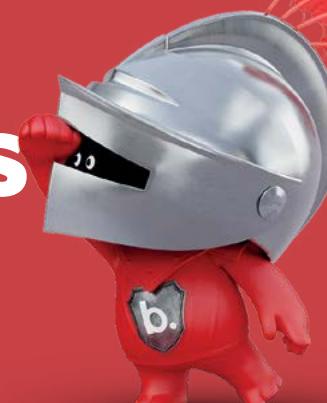
NLTA Province-Wide Vote for President

**NOVEMBER 28-29**

Pre-Retirement Seminar (St. John's)

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## CONGRATULATIONS TO THE 2024 TEACHER AWARD WINNERS

On June 18, 2024, Premier Andrew Furey and Education Minister Krista Lynn Howell presented awards to the recipients of the and the Minister of Education's Award for Compassion in Teaching.

The Premier's Award for **Teaching Innovation** recognizes primary, elementary or secondary teachers in all disciplines who have demonstrated innovation in instruction and a commitment to preparing their students for future success.

### **2024 Premier's Award recipients:**

- **CHRISTINA MANNING**, Holy Trinity Elementary, Torbay
- **LAURA ELLIOTT**, Forest Park Primary, Grand Falls-Windsor

The Minister's Award for **Compassion in Teaching** recognizes inspirational and compassionate teachers at the primary, elementary or secondary level who have demonstrated an exceptional commitment to supporting the social, emotional and mental health of their students, colleagues or school community as a whole.

### **2024 Minister of Education's Award recipients:**

- **LESLEY CASTELLA**, Larkhall Academy, St. John's
- **S. NICOLE MCLEAN**, Amos Comenius Memorial, Hopedale
- **SEAN KENNEDY**, St. Paul's Junior High, St. John's
- **STACEY LUSCOMBE**, A.P. Low Primary, Labrador City

The Teaching Awards were established in 2021 to acknowledge the leadership role that all educators play in the lives of students

**Photo caption:** Premier Andrew Furey and Minister Krista Lynn Howell with the 2024 recipients of the Premier's Award for Teaching Innovation and the Minister of Education's Award for Compassion in Teaching.