

Newfoundland and Labrador Teachers' Association



Priorities for 2023-25

Joint Council

November 1-2, 2024

Priority #1: Workload Concerns

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

- Programs and Services are continuing to receive and respond to a high volume of calls/emails from members about workload concerns (teaching assignments, classes “over cap”, duty schedules, etc.) during Fall 2024. Staff are assisting and, in many cases, subsequent contacts are being made with employer officials to advocate on behalf of the members involved.
- Programs and Services staff continue to assist numerous teachers during the Fall of the 2024-25 school year in drafting correspondence re: class size and composition and inadequate resources that prevent them from effectively delivering curriculum and ensuring a safe and effective teaching and learning environment despite their best efforts as caring and competent professionals. In several cases, additional allocations have followed.
- Continuing into the 2024-25 school year, Administrative Officers have assisted teachers with exercising the right to refuse unsafe work under OHS legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. While some matters have been resolved to teachers’ satisfaction, several such refusals are still ongoing.
- At their December 2023 meeting, the Teachers’ Pension Plan Joint Sponsor Body considered a proposal to extend (for the current school year) the maximum number of days which a retired teacher can substitute. The proposal was approved and as such, retirees will be able to substitute beyond the normal maximum for the current school year. It is anticipated that this matter will also be on the agenda for the December 2024 meeting of the Sponsor Body.
- The Association worked with M5 to develop a campaign to run in March/April 2024 that highlights the current struggles in the classroom (i.e.: workload, violence, lack of resources). The strategic timing of the campaign is being considered in relation to the Teachers Think Tank, as well as the Provincial Budget and potential (rumoured) call for a Spring 2024 Provincial Election.
- In December 2023, an arbitration challenging an employer hiring decision was concluded. A synopsis of this arbitration will be published in an upcoming (2024-25) edition of *The Bulletin*.
- In December 2023, on behalf of the Special Interest Council leadership, Programs and Services staff have lobbied NLSchools and the Department of Education outlining the key challenges facing their members and their key professional learning needs. A meeting with the Assistant Deputy Minister was scheduled for January 2024. All challenges were

shared with ADM Scott Linehan, along with an offer to collaborate on professional learning.

- Programs and Services staff assisted the School Administrators' Council in establishing funding guidelines and leave for members to attend the Provincial SAC Conference and the National CAP Conference in Spring 2024.
- An Administrative Officer and the Executive Director liaised with the CSFP and the ADM for K-12 Education in December 2023 and January 2024 to assist in supporting efforts to increase staffing levels at Ecole Boreale in HVGB, which was seriously understaffed due to recruitment challenges. The CSFP was able to commence the 2024-25 school year with a full staff complement for all 6 of their schools.
- Programs & Services prepared an article on reporting workplace violence for the January/February 2024 edition of *The Bulletin*. An article featuring advice for teachers who encounter violence in the workplace was published in the September/October 2024 edition.
- An Administrative Officer and Executive Member, Sean Weir, met virtually with Speech Language Pathologists from across the province to discuss workload concerns and concerns with a lack of clear guidelines and expectations for the work of SLPs. The Administrative Officer shared all recommendations with Denise King, SS Manager in April 2024.
- An appeal was filed (February 2024) and is ongoing (May 2024) with the Office of the Privacy Commissioner in response to an ATIPP request filed with the Department of Health in relation to changes impacting comprehensive assessments (vision/hearing screening). No changes resulted from this appeal.
- A policy grievance (failure to consult) was filed regarding changes to Department of Education policy which required NLTA members (lead assessors) to administer student hearing and vision screeners prior to comprehensive assessments. This matter was referred for arbitration with hearing dates confirmed for November 2024. The RNUNL has been notified of the arbitration dates as this matter has raised work of the bargaining unit (public health nurses) concerns for them, which they are pursuing as well with the Department of Health & Community Services through their own dispute resolution processes. Several meetings have been held by the parties during the Spring/Summer 2024, continuing into the Fall of 2024, in an effort to settle the matter. This case is still scheduled for arbitration; however, steps have been recently made in recent weeks (October 2024) towards a successful settlement.
- In March 2024, an administrative officer met with DOE/NLSchools officials and also engaged in a hands-on demonstration of data entry with DOE Program Development Specialists responsible for the RTL database to discuss workload concerns caused by data entry tasks required by the re-entry of previously existing data. These meetings resulted in changes to the tasks that were required for the last reporting period. Discussions

continued on work expectations required in May 2024 and staff was able to secure flexibility for the June 10, 2024, deadline for the entry of end-of-year data. This deadline was extended to the end of the school year.

- The Collective Agreement (2022-2026) contains a provision requiring the establishment of a committee within 120 days of the signing of this Agreement for the purpose of conducting a review of the RTL model. Discussions with the Department of Education were initiated (March-May 2024) to commence the work of this committee and several meetings have now occurred. Work is ongoing in Fall 2024.
- An administrative officer worked with and advocated on behalf of the School Administrator's Council to secure leave for members to attend the National CAP Conference and Provincial SAC Conference taking place in Spring 2024.
- The President and an Administrative Officer met with Guidance Counsellors in mid-April 2024 to discuss concerns around RTL and changes to the comprehensive assessment guidelines. A virtual open house was subsequently established for counsellors with DOE staff to provide an opportunity to ask questions and resolve concerns.
- Three Administrative Officers presented several sessions during the IgnitEd professional learning day on March 22, 2024. Feedback was extremely positive.
- The Association provided feedback in March 2024, in keeping with NLTA policy, on the proposed introduction of provincial high school assessments and modular assessments for former public exam courses. This was submitted via the EngageNL platform.
- On March 21, 2024, the Provincial Government delivered its 2024 Budget. There was very little new spending announced to address any issues in the education system. The Association issued a reaction to the budget, giving it a failing grade and highlighting the lack of government response to the serious concerns and ideas for improvements identified during the Teachers Think Tank process.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of investment in K-12 public education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding increasing violence/aggression in schools was gathered through Access to Information requests the Association submitted in the Fall of 2023. A further ATIPP request is planned to get the data for the entire 2023-24 school year after the end of June.
- On March 26, 2024, the Association launched a public awareness campaign entitled "Not Okay." The campaign was launched during the President's media availability and focuses on issues of violence in the classroom, inadequate resources and teachers' inability to do their jobs as a result. The digital campaign ran for four weeks.
- The President wrote to the Minister of Education on April 9, 2024, detailing the Association's concerns regarding her response to the NLTA media statement re: increasing incidents of violence/aggression in schools and lack of response to the

Teachers Think Tank. The letter also detailed specific measures to improve teaching and learning and teacher retention/recruitment.

- The President and Executive Director met with representatives of Community Advocacy for Safe Schools Group based in Corner Brook on May 2, 2024, to discuss ideas for amplifying the parent voices advocating for increased resources for schools in that area.
- The 2022-2026 Collective Agreement contains a provision requiring the establishment of an Advisory Committee within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Association staff initiated discussions with the Department of Education (March-May 2024) to commence the work of this committee. Due to staffing changes at the Department of Education/NLSchools and CSFP, the initial meeting of this committee was delayed, but the first meeting took place on October 8, 2024. Subsequent meetings have been scheduled for the remainder of the year.
- The School Board-Teacher Liaison Committee for NLSchools met on May 8, 2024. Topics discussed included: technology concerns and support; school facility maintenance; supports for student mental health/well-being; RTL database and PL; role of IRTs; and class size and composition. The next meeting has been scheduled for December 12, 2024.
- The President and an Administrative Officer met with the Executive of the PIE and SLP Special Interest Councils on May 9, 2024, to discuss concerns and share information pertaining to the work of both groups.
- The President and Executive Director facilitated the coordination of a meeting between representatives of the PIE SIC with the Deputy Minister for June 3, 2024, to discuss concern around retention/recruitment and workload for this group.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their stories. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- The President had a telephone meeting with Premier Furey in mid-May 2024 to discuss teacher shortages and ideas to address teacher workload and retention/recruitment challenges. This was followed up with correspondence from the President to the Premier on May 29, 2024. Subsequent discussions with NLSchools officials in July 2024 led to a response from the Minister of Education on August 12, 2024, confirming a commitment for some additional resources in several regional “pilot” schools, including some small

increases in student assistant time and the introduction of a new student services TLA support position in 6 schools for the 2024-25 school year.

- The first meeting of the committee established to review the RTL model took place on June 6, 2024. The second meeting occurred on September 13, 2024.
- Updated data on incidents of violence in schools during 2023-24 was sought via an ATIPP request following the end of the school year. The information was received in August 2024 and staff worked on having the data analyzed to compare to what was previously received, including whether the predicted increase for 2023-24 was accurate. Further decisions around how best to present and use the data will be made following completion of this analysis.
- Programs & Services staff have developed and are sharing (Fall 2024) an explanation with teachers regarding the possibility of a grievance under Article 30 (Class Size) of the Collective Agreement. Integration of the former NLESD with the Department of Education may make grievances around class size/under resourcing more likely to succeed, depending on the facts of each particular case.
- Association staff have continued to assist members and advocate on their behalf with respect to school resourcing issues over the summer of 2024 and early Fall. Efforts have led to additional allocations in several situations, including an extra IRT allocation in one school and an extra teacher to split a large class in another.
- A grievance filed by several school administrators in February 2022 alleging the employer breached the Collective Agreement by imposing unreasonable duties/work expectations during the 2021-22 school year Christmas break was referred to arbitration. However, in August 2024, the Employer and the five administrators, as represented by the NLTA, reached a mutually acceptable settlement with terms which shall govern the future interpretation of Clause 28.01 (a)(ii).
- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments will be packaged and used in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign was determined strategically to coincide with the reopening of the House of Assembly for the Fall sitting on November 4, 2024.

- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- Administrative Officers with responsibility for Special Interest Councils conducted a school start-up and SIC assistance meeting with all Presidents on September 18, 2024.
- A Leadership Seminar for Presidents of all Special Interest Councils (and one other Executive member) was hosted by the NLTA Administrative Staff contacts for SICs on October 16-17, 2024.

Priority #2: Membership Well-Being and Protection

Goal: To promote and improve supports for teacher health and wellness, including teacher mental health and well-being

(See Appendix for updates on recommendations from the Teacher Mental Health and Well-being Ad Hoc Committee)

- The volume of teachers requiring EAP support and intervention continues to grow during Fall 2023 and Spring 2024. More than 1 in 7 teachers under NLSchools are currently (Spring 2024) accessing EAP supports. Due to the continued growth of mental health referrals to the EAP for Teachers program, EAP has had to significantly reduce the number of workshops provided in schools. There are ongoing requests and a need for more wellness workshops in schools throughout the province. With the addition of a third EAP position, the provision of some workshops is resuming during the 2024-2025 school year.
- On October 30 and November 2, 2023, two Administrative Officers presented sessions on The Code of Ethics and Legal Issues impacting teachers for Memorial University Faculty of Education students. Legal Issues presentations were also provided at Memorial University in January, March and May of 2024.
- Since the Fall of 2023 and continuing into the 2024-25 school year, Administrative Officers have assisted several teachers with exercising the right to refuse unsafe work under OHS legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. While some matters have been resolved to teachers' satisfaction, several such refusals are still ongoing.
- The third meeting of the School Safety Coalition was held at RCMP Headquarters on June 25, 2024. The group was pleased to welcome Rod Jeddore from the Miawpukek First Nation in Conne River as a first-time attendee. Discussion included exploration of ideas for better preventive measures and a presentation from Relationships First on a restorative justice/hubs of service proposal. Dates for the next meeting are being explored for late November/early December of 2024.
- The President wrote to all NL senators in Ottawa in Fall 2024 to advocate for support of the CTF proposed amendment to the Criminal Code for language to replace section 43 in the event that the current provision is repealed in response to a recommendation from the Truth and Reconciliation Commission report. NLTA has also provided CTF with relevant information on NL cases and opinions from our legal counsel in support of these efforts. The President and Executive Director have met with three senators virtually (Senators Ravalia, Wells and Marshal in November 2023, December and February 2024) and in person with Senator White on April 8, 2024.

- The Association received data on student violence/aggression in schools in late December 2023 via ATTIP requests filed with the RNC, RCMP, NLESD and CSFP. Using this information, the Association has worked with M5 to develop a campaign to run in March 2024 that highlights the current struggles in the classroom (i.e.: workload, violence, lack of resources). The strategic timing of the campaign is being considered in relation to the Teachers Think Tank, as well as the Provincial Budget and potential (rumoured) call for a Spring 2024 Provincial Election.
- The President and Assistant Executive Director met with members of the Churchill Falls Branch in January 2024 to discuss concerns they have with their employer and provide advice/support for addressing these.
- Programs & Services provided articles on reporting workplace violence and the basics of workplace accommodations for the January/February 2024 edition of *The Bulletin*. An article featuring advice for teachers encountering violence in the workplace was published in the September/ October 2024 edition.
- EAP wrote a wellness article for the January/February 2024 edition of *The Bulletin* titled, 'The Deal on Deep Listening'.
- An Administrative Officer wrote an article for the January/February 2024 edition of *The Bulletin* on the structure of the NLTA Group Insurance Plan.
- EAP provided intervention and wellness supports to several school(s) in relation to stress, grief/loss, and trauma related to tragic incidents affecting their school communities during August 2024.
- The NLTA liaised with the Department of Education to schedule a meeting of the EAP Coordinating Committee in March 2024 to start the process for filling the new EAP Coordinator position negotiated in the new Collective Agreement. The Committee was in supportive of the NLTA plan to use the \$450,000 grant from government (announced in late February following the Think Tank) to help stabilize Association funds used to provide members with limited financial support for counselling services. The new (third) EAP coordinator commenced work in July 2024.
- The President, Executive Director and Assistant Executive Director met with the Dean and other representatives of the MUN Faculty of Education in early March 2024 to discuss the planning of a day for NLTA information/PL sessions for students of the Faculty.
- The President and Executive Director participated in the virtual external stakeholder session of the MUN Faculty of Education Academic Unit Planning Review Panel on March 25, 2024.
- EAP wrote a wellness article on secondary traumatic stress/compassion fatigue for the March/April 2024 edition of *The Bulletin* called 'Burning the Candle at Both Ends'.

- An article on Changes to the Hiring Process was published in the March/April 2024 issue of *The Bulletin*.
- An Administrative Officer facilitated mediation sessions during Winter/Spring 2024 to assist members in managing professional relations matters.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of focus on education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding violence in the classroom was gathered through Access to Information requests the Association submitted in the Fall of 2023. A further ATIPP request is planned to get the data for the entire 2023-24 school year after the end of June.
- On March 26, 2024, the Association launched a public awareness campaign entitled "Not Okay." The campaign was launched during the President's media availability and focuses on issues of violence in the classroom, inadequate resources and teachers' inability to do their jobs as a result. The digital campaign ran for four weeks.
- The President and Executive Director met with representatives of the Canadian Mental Health Association NL chapter on March 28, 2024, to discuss their proposal for a program to provide supports for student and staff mental health.
- On April 5, 2024, the President, Executive Director and Assistant Executive Director, along with several NLTA members, collaborated with the MUN Faculty of Education to host a mini-conference for pre-service teachers in their graduating year. The conference was well attended and received very positive reviews/feedback. The sessions provided dealt with supporting gender/sexual diversity in schools, the benefits and leadership opportunities of NLTA involvement for new teachers and information on teacher staffing processes. A meeting is scheduled for October 29, 2024, to begin planning for another mini-conference in late November 2024.
- The NLTA, in coordination with the CTF, prepared a written brief which was provided to the members of the federal Standing Committee on Justice and Human Rights for consideration in their ongoing study of Bill C-273 (repeal of section 43 of the Criminal Code). The Association also requested to appear before the Committee during their hearings on April 15, 2024, but this was not granted. The NLTA brief has been provided to all NL Senators and Members of Parliament.
- Association staff continue (September 2024) to assist members with various payroll matters, including issues related to the calculation and payment of recent negotiated bonuses and retroactive salary increases, the expanded eligibility for the isolation allowance and teachers not paid in the first pay period for 2024-25. Meetings between Programs & Services staff and Payroll officials have been ongoing to address problems and advocate for systemic improvements, including during July-August 2024.

- Two NLTA administrative officers attended CAPSLE (Canadian Association for the Practical Study of Law in Education) in Toronto April 28-30, 2024.
- The second SBTLC meeting for the 2023-24 school year was held on May 8, 2024. One particular item that was brought forward by NLTA representatives was the fact that teachers do not receive travel and accommodation reimbursement to work on the Provincial Marking Board. This was rectified (via communication from the Deputy Minister) to reflect that on a go forward basis, teachers will be reimbursed for travel and lodging at government rates.
- The Executive Director and Assistant Executive Director attended a session facilitated by CPBI on Artificial Intelligence on May 9, 2024.
- EAP for Teachers hosted a conference 'Navigating the Path of Wellness Together' for EAP and Counsellors for Teachers from Atlantic provinces in June 2024 in St. John's with a focus on teacher wellness and self-compassion in education.
- EAP Coordinators prepared an article for the May/June 2024 edition of *The Bulletin* addressing the transition from work mode to summer break, including practical suggestions for having a productive and fulfilling summer.
- The Assistant Executive Director and an Administrative Officer met with Teacher Certification personnel on May 23, 2024, to discuss the issue of School Psychologists not currently having a path to Certificate VII without having a Bachelor of Education degree and proposals to improve the certification process for out of country applicants. Government officials have since confirmed that regulatory changes to address the concerns of School Psychologists are forthcoming, hopefully before Christmas 2024.
- NLTA staff advocated on behalf of school administrators in an attempt to have NLSchools allow multiple administrators from a school to attend the SAC Provincial Conference in late May 2024.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- On May 20, 2024, the Spring Teachers Change Lives campaign was launched and tells the story of Scott Fifield who noticed that the boys overshadowed the girls in his skilled trades class, he didn't accept the status quo. He created an all-girls class so the girls could learn better – about electrical, plumbing and carpentry.

- EAP Coordinators prepared an introductory and overview article on EAP supports and services for the September/October 2024 edition of *The Bulletin*.
- Updated data on incidents of violence in schools during 2023-24 was sought via an ATIPP request following the end of the school year. The information was received in August 2024 and staff worked on having the data analyzed to compare to what was previously received, including whether the predicted increase for 2023-24 was accurate. Further decisions around how best to present and use the data will be made following completion of this analysis.
- The President wrote to the Auditor General on July 31, 2024, regarding systemic Teacher Payroll concerns and seeking a formal review and audit by the AG. The AG responded on August 9, 2024, which led to a telephone meeting between the AG, the President and the Executive Director on August 23, 2024. While the AG confirmed that Teacher Payroll will be considered for an audit, she advised that this could take some time (over a year) as there are already a number of other matters in the queue. In an effort to prioritize this matter with the office of the AG, the President subsequently wrote to MHA Pleaman Forsey, chair of the government Public Accounts Committee, on September 5, 2024, asking that the Committee direct the AG to conduct an audit of Teacher Payroll. MHA Forsey responded, indicating that this matter will be on the agenda for the next Committee in the Fall of 2024, and the Association has asked to be informed when a date for that meeting has been set.
- The Public Accounts Committee copied the President on its October 24, 2024, correspondence to the Deputy Ministers of Education and Treasury Board Secretariat, seeking information from them on government efforts to address Teacher Payroll problems. The Association has responded, seeking timelines for the Committee's deliberations and an opportunity to provide feedback on any information provided by government.
- The Association facilitated and attended a meeting with Department of Education officials for representatives of the PIE SIC on June 3, 2024. PIE presented research and suggestions to improve the recruitment and retention of school psychologists. It was confirmed during this meeting that NLTA advocacy has been successful in leading to regulatory changes to create a path to level VII certification for all school psychologists, and to update terminology in regulations to refer to "school", as opposed to "educational" psychologists.
- The Association worked with M5 to review the most recent comments received from parents after the latest Not Okay campaign, which was launched online in May 2024. These comments will be packaged and used in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The Association is in the early production phase of the Fall 2024 Teachers Change Lives campaign. Work is ongoing to select a teacher to highlight in the upcoming campaign.
- On July 22, 2024, President Langdon joined teachers and community members in Gander to celebrate pride and support the 2SLGBTQIA+ community.

- In late August 2024, NLTA staff advocated on behalf of teachers at Bayview Academy, which experienced significant damage due to flooding over the summer, for extra “non-contact” time to allow for preparation/planning given their circumstances. This advocacy resulted in an extra day of preparation time being granted to the staff prior to students returning.
- Programs & Services staff actively (August-September 2024) advocated with government officials for the continuation of the policy to not require medical documentation from teachers for periods of absence (up to 14 days) for COVID-19 and/or related symptoms. This policy currently remains in place until future notice.
- NLTA staff continue (September 2024) efforts to have the employer implement a system that would allow members to have individual, “self-service” access to personal leave accrual and usage information. Letter #12 in the Collective Agreement requires the employer to explore this. Teacher Payroll officials have advised that this functionality has been included in ongoing investigations into a new payroll system to replace TCAS but, in the interim the possibility of other options are being explored (for example SmartFind, monthly balance updates ...). The Association is also exploring whether a complaint regarding privacy concerns to the OIPC could lead to this issue being expedited. In mid-September 2024, the Association was made aware that members are able to access leave accrual information via SmartFind. While some concerns have come in regarding the accuracy of these numbers, the overall sense is that the majority of this information is correct.
- The information and application form for the newly established NLTA Benevolent Grants has been added to the NLTA website.
- Planning is underway for three Beginning Teachers’ Conferences to be held across the province in November and December 2024.
- The President participated in numerous media interviews (12 from August 27-September 9, 2024), speaking out on various issues including: vacant teacher positions (particularly in Labrador); cell phones in schools; return to school issues; lack of supports for students with special needs; under-resourcing of schools; pilot SS TLA positions; and, new funding for school lunch programs.
- NLTA has commissioned Thinkwell Research to gather feedback from members on potential changes to the Group Insurance Health Plan to ensure long-term financial sustainability of the Plan. A survey is being conducted for two weeks beginning October 21, 2024.
- Three Group Insurance Managers are scheduled to complete the Foundations of Trust Management Standards (FTMS) course as required for their fiduciary responsibilities.
- The next installment of the Not Okay campaign was launched on October 29, 2024, and incorporates comments received from parents as well as a statement regarding the increase in incidents of school violence as disclosed by updated ATIPP request data received in August 2024. The campaign includes social media assets, an online video and a television

commercial. The timing of the campaign was determined strategically to coincide with the reopening of the House of Assembly for the Fall sitting on November 4, 2024.

- The President participated in several media interviews (September 18-26, 2024), speaking out on violence in schools, lack of resources for newcomers and staffing shortages in Labrador.
- An article specific to substitute teachers was written for the September/October 2024 edition of *The Bulletin*.
- EAP has developed a protocol for assessing and responding to requests for PL Days. Since September 2024, 8 requests for presentations have been received from across the province. There have also been two requests during this time period for EAP wellness information kits to be distributed.
- An Administrative Officer engaged in sessions from Lancaster on Protecting Public-facing Workers from Harassment.
- The President and Executive Director met with government representatives on September 5, 2024, to review and discuss proposed changes to employer policy regarding the prevention and response to workplace harassment. As part of the consultation process, the Association was provided with the draft policy language and provided detailed feedback.

Priority #3: Collective Bargaining and Services for Members

Goal: To continue to provide exceptional representation and supports to members, including through collective bargaining and other programs and services

- Government officials have advised (Fall 2023) that options for a new payroll system to replace TCAS are being explored. In this regard, NLTA continues to stress the importance of including in this project options for members to be able to privately access personal information such as sick leave balances as well as the need for improvements to pay advice information, to make pay statements easier to understand. A letter relating to leave balances is part of the 2022-26 Provincial Collective Agreement, in which the parties acknowledge that the Employer is exploring methods in which employees can access their leave accruals. Members with NLSchools are now, since mid-September 2024, able to view their sick leave information in SmartFind.
- Programs and Services staff assisted members with a number of payroll questions/issues during September 2023, the majority of which have been resolved. However, payroll issues have continued to arise over the Fall 2023 and into May 2024, including in relation to payment of recognition bonuses and retro pay – Administrative Officers are assisting members as necessary while broader system discussions are ongoing. A grievance was filed in relation to the (non) payment of recognition bonus to certain members on unpaid sick leave as of August 20, 2022.
- Issues around the payment of school counsellor bonuses appear to be largely resolved as of September-October 2024, and timely to date. A systemic settlement to the outstanding grievances filed in previous years is being discussed.
- All five Pre-Retirement Seminars were held in Deer Lake, Gander and three in St. John's over the Fall 2023. A pre-retirement seminar was held in Gander on Oct. 7-8, 2024, and in Deer Lake (Oct 17-18), with further sessions in St. John's (Oct. 31/Nov. 1, Nov. 28-29); and Dec. 5-6).
- Programs and Services staff continue to assist numerous teachers during Winter/Spring 2023-24 and again in Fall 2024 in drafting correspondence re: class size and composition and inadequate resources that prevent them from effectively delivering curriculum and ensuring a safe and effective teaching and learning environment despite their best efforts as caring and competent professionals. In several cases, additional allocations have followed. This work is ongoing.
- Since the Fall of 2023 and continuing into the 2024-25 school year, Administrative Officers have assisted several teachers with exercising the right to refuse unsafe work under OHS

legislation. Members have been provided with advice and support regarding violence in the classroom, rights, responsibilities and options. While some matters have been resolved to teachers' satisfaction, several such refusals are still ongoing.

- Administrative Officers are assisting and representing a number of teachers in complex discipline investigations as of Fall 2024.
- ATIPP requests for information related to violent incidents at two schools were submitted in 2022-23. Some disclosure was received in September 2023, but the NLTA filed for a review by the OIPC in October to ensure that the exemption cited to prevent release of other materials was properly applied. The exemption due to ongoing law enforcement matters was upheld by the OIPC but this file remains active as of October 2024. Further disclosure will be sought once law enforcement matters have concluded, which is anticipated to occur in the coming weeks.
- An Administrative Officer attended a virtual meeting of the CTF Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education on November 16, 2023. A second meeting was held May 2024.
- A new Provincial Collective Agreement was ratified on December 7, 2023. A total of 5211 members (72% of eligible voters) voted with 76% voting to accept the contract. An update was sent to members in early January 2024 regarding timing of signing and implementation in relation to pay matters. Regular contact was maintained with Government officials in January to April 2024. In March 2024, a letter was sent to the Minister of Finance citing discontent with the process to date and particularly the lack of timely and open communication around the process and timelines for payment of the recognition bonus and retroactive salary increases.
- On August 29, 2023, the President, Executive Director and Assistant Executive Director met with Department and District officials, including the Minister of Finance and Superintendent Terry Hall, to discuss past issues/concerns with payroll and the plan moving forward. It was agreed that a subsequent meeting would be held in January 2024 to debrief how changes made during the Fall have improved things or if further measures might be required. A follow-up meeting was held with the Assistant Executive Director, the Comptroller for Government Payroll and Payroll Liaison Officers at the District and Department to discuss the plan. Information exchanges relating to systemic and payroll matters continued into Spring/Summer 2024. Subsequent to this, a new Provincial Comptroller has been hired with Treasury and an initial meeting took place with that individual in September. Work is ongoing on this issue.
- Education Week 2024 was held March 17-22, 2024, with the theme Planting Positivity/Semer la Positivité. The week included a social media contest for members and schools, an art contest for grades K-6 and a proclamation signing with the Minister of Education. Teachers were provided with items for their students/classes and the NLTA partnered with School Sport NL again in 2023-24 for Dart Outdoors, and with Agriculture in the Classroom to

provide relevant resources for the week. The Association surveyed members about the theme and structure of Education Week to help with the planning of future weeks.

- Programs & Services assisted members with a number of workplace accommodations throughout the 2023-24 school year and during the 2024 staffing season. This work continues into the 2024-25 school year.
- A Mid-Career all day Financial Information Seminar was held at Clarenbridge branch on April 27, 2024. The actual number of attendees were much lower than registered.
- Programs and Services staff are providing a Financial Wellness presentation at St. Peter's Primary on March 1, 2024.
- Programs and Services staff provided a Financial Wellness presentation at Riverwood Academy on June 3, 2024.
- The Assistant Executive Director and an Administrative Officer met with HR officials from NLSchools in January 2024 in an effort to clarify the parameters used by NLSchools in the consideration of equivalency in the assessment of qualifications. Discussions on this issue were ongoing as of May 2024 and have continued during the 2024 staffing season and into September 2024. There is a grievance on an equivalency matter that has been moved to arbitration, currently in the process of appointing nominees to the arbitration panel.
- An Administrative Officer provided assistance and support to SAC in organizing attendance at the CAP conference in April 2024 and attended on behalf of the NLTA.
- Programs and Services staff provided assistance and support to SAC in organizing attendance at the SAC conference in May 2024 and attend on behalf of the NLTA staff.
- As of the end of August 2024, NLTA staff continue to receive and respond to a high volume of contact from the membership re a wide variety of issues (eg. workload, discipline/allegations investigations, matters leading to potential grievance, etc.) Hiring matters tend to be the main focus during the hiring season, however.
- A meeting was held in April 2024 in an attempt to systemically resolve outstanding individual and policy grievances related to the timing of payment and resulting tax issues for school counselor allowances. Discussions continue.
- Programs and Services staff prepared the annual report (2023-24) on French language education in the province in their role as French liaison officer with the Canadian Teachers' Federation/Fédération canadienne des enseignantes et des enseignants.
- As of the end of October 2024, NLTA staff continue to receive and respond to a high volume of contact from the membership re a wide variety of issues (eg. workload, discipline/allegations investigations, matters leading to potential grievance, etc.).
- March 22, 2024, several Programs and Services staff provided presentations (Financial Wellness, Legal Issues in Education) in person to IgnitED held at Paradise Intermediate. Feedback was very positive.
- The Assistant Executive Director and Administrative Officer responsible for Group Insurance met with Johnson staff in Spring 2024 to discuss recurring payroll issues. The Association

worked to coordinate a meeting with government payroll, employer payroll and senior employer personnel to identify and attempt to address systemic issues.

- The Administrative Officer responsible for Group Insurance met with their counterparts from the other Atlantic teachers' associations on April 2-3, 2024. Discussion topics included plan structures, changes with Johnsons and impact of rising drug costs.
- The Assistant Executive Director and an Administrative Officer met with teachers at École des Grands Vents on March 27, 2024, to discuss teachers' rights with respect to the reconfiguration of two metro area schools of the CSFP.
- A School Board Teacher Liaison meeting with the Conseil francophone scolaire provincial was held on March 26, 2024.
- Programs and Services staff have assisted members, responding to a high volume of questions/calls/emails related to Recognition Bonus and Retroactive Pay coming out of the 2022-26 Collective Agreement. This required a substantial amount of communication with government and payroll offices. While most issues have been addressed, this work is ongoing as of October 2024. The major systemic issue outstanding relates to eligibility for the recognition bonus for a number of teachers who commenced sick leave prior to August 20, 2022, and who are still on leave. Legal counsel has been sought and a group/policy grievance was filed and referred to arbitration.
- Labrador Benefits Agreement negotiations – a previously scheduled meeting of union representatives had to be cancelled/rescheduled. The first introductory/planning meeting took place on Friday April 12, 2024. Notice to open negotiations was sent to Government on April 15, 2024. A survey to NLTA members in Labrador was sent out on April 17, 2024, to get membership input for the joint union opening package.
- An Administrative Officer attended the CTF/FCE Francophone Symposium with francophone liaison counterparts as part of CTF initiatives in French First Language Education on May 7-9, 2024. As part of the session, staff presented a report about French first language education in the province. A teacher with the CSFP also attended in their role on the CTF/FCE Comité consultatif du français langue première.
- An Administrative Officer met with CSFP staff in Spring 2024 to review contractual obligations with respect to the redundancy/reassignment process.
- During the week of April 22, 2024, Programs and Services staff provided presentations on the redundancy/reassignment process in the event of school reconfigurations/closures at meetings with the staffs of three metro area schools impacted by reconfigurations taking effect in September 2024.
- Programs and Services staff will be providing presentations on Financial Wellness and the Collective Agreement for New Administrators at the SAC Provincial Conference on May 29, 2024.
- The Unions involved in Labrador Benefits Agreement negotiations have gathered input from their respective memberships. NLTA received survey responses from 66 members and have

compiled the results of that survey as of May 2024 for use in future discussions with the multi-union bargaining team.

- During the May 8, 2024, School Board-Teacher Liaison Committee meeting for NLSchools, employer representatives advised that they are exploring the potential use of SmartFind to provide a way for teachers to be able to privately access personal information such as leave balances pending the outcome of ongoing government efforts to develop a new payroll system to replace TCAS.
- The EAP Coordinating Committee met on May 10, 2024, to finalize the most recent version of the Letter of Understanding between the parties and to discuss the hiring process related to the new EAP Coordinator.
- Programs and Services staff prepared an article for the May/June 2024 edition of *The Bulletin* on collective agreement provisions addressing teaching assignments and consultation.
- The Assistant Executive Director attended (and co-chaired) the National Teachers' Bargaining Network meeting (virtual) on May 16, 2024.
- Since, January 2024, Association staff and the President have been communicating with individuals in various departments of government with respect to improvements in monetary benefits for teachers in Churchill Falls (who do not fall under the Provincial Collective Agreement). On April 26, 2024, the President received a phone call from the Minister responsible for NL Hydro (employer of Churchill Falls teachers) to indicate that those teachers would receive an increase in monetary benefits that would be parallel to those improvements received by teachers in the Provincial Collective Agreement signed on February 1st, 2024.
- Association staff continue (October 2024) to assist members with various payroll matters, including issues related to the calculation and payment of recently negotiated bonuses and retroactive salary increases, the expanded eligibility for the isolation allowance and teachers not paid in the first pay period for 2024-25. Meetings between Programs & Services staff and Payroll officials have been ongoing to address problems and advocate for systemic improvements, including during July-August 2024 and September-October 2024.
- The President wrote to the Auditor General on July 31, 2024, regarding systemic Teacher Payroll concerns and seeking a formal review and audit by the AG. The AG responded on August 9, which led to a telephone meeting between the AG, the President and the Executive Director on August 23, 2024. While the AG confirmed that Teacher Payroll will be considered for an audit, she advised that this could take some time (over a year) as there are already a number of other matters in the queue. In an effort to prioritize this matter with the office of the AG, the President subsequently wrote to MHA Pleaman Forsey, chair of the government Public Accounts Committee, on September 5, 2024, asking that the Committee direct the AG to conduct an audit of Teacher Payroll. MHA Forsey responded, indicating that this matter will be on the agenda for the next Committee in the Fall of 2024, and the Association has asked to be informed when a date for that meeting has been set.
- The Public Accounts Committee copied the President on its October 24, 2024, correspondence to the Deputy Ministers of Education and Treasury Board Secretariat, seeking information from them on government efforts to address Teacher Payroll problems.

The Association has responded, seeking timelines for the Committee's deliberations and an opportunity to provide feedback on any information provided by government.

- Programs & Services staff have developed and are sharing an explanation with teachers regarding the possibility of a grievance under Article 30 (Class Size) of the Collective Agreement. Integration of the former NLESD with the Department of Education may make grievances around class size/under resourcing more likely to succeed, depending on the facts of each particular case.
- Association staff have continued to assist members and advocate on their behalf with respect to school resourcing issues over the Summer of 2024 and early Fall. Efforts have led to additional IRT allocation in one school and an extra teacher to split a large class in another.
- Communications with other unions who are party to the Labrador Benefits Agreement have been ongoing during the Summer and into Fall 2024. A meeting of the full group took place on October 11, 2024, to review and discuss input from membership surveys, opening proposals and bargaining strategy. A further meeting will be scheduled to finalize proposals. Tentative dates to commence negotiations with government are being discussed.
- NLTA staff continue (September 2024) efforts to have the employer implement a system that would allow members to have individual, "self-service" access to personal leave accrual and usage information. Letter #12 in the Collective Agreement requires the employer to explore this. Teacher Payroll officials have advised that this functionality has been included in ongoing investigations into a new payroll system to replace TCAS but, in the interim the possibility of other options are being explored (for example SmartFind, monthly balance updates ...). The Association is also exploring whether a complaint regarding privacy concerns to the OIPC could lead to this issue being expedited. In mid-September 2024, the Association was made aware that members are able to access leave accrual information via SmartFind. While some concerns have come in regarding the accuracy of these numbers, the overall sense is that the majority of this information is correct.
- Group Insurance Managers held their Summer Planning Conference August 18-19, 2024, in St. John's. Sessions included presentations from Johnson, Manulife, Beneva and O'Dea/Earle. These meetings were followed by the regular Group Insurance Committee and Manager meetings on August 20, 2024.
- Throughout the summer (2024), NLTA staff assisted a significant number of members with issues related to hiring, payroll, discipline investigations, etc. While final information is not yet available from the Employer regarding the Seniority Transfer Round (New MOU in Collective Agreement), anecdotally, there is a sense that the new provisions contained in the MOU did create some efficiencies during the transfer process.
- On July 17, 2024, NLTA met with Government Payroll and belairdirect representatives to address issues related to premium deductions and how errors might be reduced. Work on this is ongoing.
- Programs & Services staff are actively (August-October 2024) advocating with government officials for the continuation of the policy to not require medical documentation from

teachers for periods of absence (up to 14 days) for COVID-19 and/or related symptoms. This policy currently remains in place until future notice.

- Programs & Services staff prepared articles for the September/October 2024 edition of The Bulletin on information for substitute teachers and OHS/workplace violence.
- The 2024/2025 SIC Leadership Seminar took place in October 2024. Two members of the Executive of each of our 17 Special Interest Councils were invited to attend this seminar.
- Three Branch Leadership Seminars were held during September-October 2024 in Happy Valley-Goose Bay, Gander, and St. John's. Adjustments were made to the dates for the Labrador session in order to accommodate travel and leave challenges for certain attendees. All sessions were well attended and received.
- Planning is underway for three Beginning Teachers' Conferences to be held across the province in November and December 2024.
- A policy grievance was filed regarding access to sick leave accrual for substitutes. The employer met with the Association in October 2024 and discussions were positive and are ongoing.
- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- Two Administrative Officers attended CAPTTO PL meetings in Charlottetown on October 9 and 10, 2024.
- NL planned and delivered the CONTACT 2024 conference in Corner Brook in July 2024 which hosted approximately 90 educators from across the Maritime provinces.
- An Administrative Officer accompanied 10 school leaders and aspiring leaders at the Developing Successful Schools conference in Sackville, NB, in July 2024.
- A policy grievance regarding the inappropriate use of individual contracts has been filed and was referred for arbitration in Fall 2024. Settlement discussions are ongoing.

Priority #4: Retention, Recruitment and Resourcing

Goal: To address teacher retention and recruitment challenges and proper resourcing of public education through advocating for effective and appropriate Government/employer action and investment, and through promoting the teaching profession and public education

- Two Teacher Induction Ceremonies for new MUN Faculty of Education graduates were held during 2023-24 – on October 19, 2023 and on May 31, 2024.
- Discussions between NLTA staff and Teacher Certification are ongoing regarding the importance of potential changes to regulations that would improve/enhance certification upgrade options, up to and including a meeting on May 23, 2024, regarding proposed regulatory amendments. The issue of programs recognized for upgrading will be on the agenda for the next Teacher Certification Committee meeting to be scheduled for Fall 2024.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of focus on education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding violence in the classroom was gathered through Access to Information requests the Association submitted in the Fall of 2023. A further ATIPP request was submitted to get the data for the entire 2023-24 school year after the end of June 2024.
- On March 26, 2024, the Association launched a public awareness campaign entitled "Not Okay." The campaign was launched during the President's media availability and focuses on issues of violence in the classroom, inadequate resources and teachers' inability to do their jobs as a result. The digital campaign ran for four weeks.
- On April 5, 2024, NLTA partnered with MUN Faculty of Education for an NLTA/MUN Mini-Conference which was attended by over 40 graduating Memorial Education students who. Presentations were made by the GSD SIC, a panel of NLTA members/leaders and a session on Acquiring Employment in NL – An NLTA Perspective. The President, Executive Director and Assistant Executive Director were in attendance for the mini-conference which was well received by those who attended.
- The 2022-26 Provincial Collective Agreement (2022-2026) contains a provision requiring the establishment of a committee within 120 days of the signing of this Agreement for the purpose of investigating issues related to teacher recruitment and retention. Discussions with the Department of Education were initiated (March-April 2024) to commence the work of this committee and the first meeting took place on June 19, 2024. The second meeting was held on September 18, 2024, and the Dean of the MUN Faculty of Education was invited

to attend to discuss ongoing and possible strategies to increase enrollment in the Faculty and improve accessibility of the program for rural applicants. The next meeting will take place on November 6, 2024, and further meeting dates are confirmed up to May 2025.

- The President wrote to the Minister of Education on April 9, 2024, detailing the Association's concerns regarding her response to the NLTA media statement re: increasing incidents of violence/aggression in schools and lack of response to the Teachers Think Tank. The letter also detailed specific measures to improve teaching and learning and teacher retention/recruitment.
- The Association worked with Thinkwell Research to conduct the focus groups for the Labrador West Recruitment and Retention Committee, which occurred in June 2024. The goal of the research was to fine-tune understanding of recruitment and retention challenges specific to the Labrador West region, as well as to discuss possible solutions for improving the recruitment and retention of teachers in this area. Some unavoidable delays occurred over the Summer of 2024 but a draft report back on the results was received in September 2024. An extension for the mandate of the Committee has been confirmed. The final report and recommendations from this Committee will be shared with and further considered by the provincial committee established pursuant to Letter #11 of the 2022-26 Collective Agreement.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- The President had a telephone meeting with Premier Furey in mid-May 2024, to discuss teacher shortages and ideas to address teacher workload and retention/recruitment challenges. This was followed up with correspondence from the President to the Premier on May 29, 2024. Subsequent discussions with NLSchools officials in July 2024 led to a response from the Minister of Education on August 12, 2024, confirming a commitment for some additional resources in several regional "pilot" schools, including introducing a new student services TLA support position in 6 schools for the 2024-25 school year.
- The President and Executive Director facilitated the coordination of a meeting between representatives of the PIE SIC with the Deputy Minister for June 3, 2024, to discuss concern around retention/recruitment and workload for this group.
- On May 20, 2024, the Spring Teachers Change Lives campaign was launched and tells the story of Scott Fifield who noticed that the boys overshadowed the girls in his skilled trades class, he didn't accept the status quo. He created an all-girls class so the girls could learn better – about electrical, plumbing and carpentry. This campaign continues to be a key

component of NLTA efforts to both promote the profession and encourage those who are considering becoming teachers.

- On June 1, 2024, the Janeway Telethon aired, including an NLTA sponsored corporate hour in which several NLTA members served as volunteers. The President presented a cheque in the amount of \$18,846.74 – money collected during the NLTA Janeway Day in Schools.
- The most recent Teacher Induction Ceremony for new MUN Faculty of Education graduates, co-hosted by the NLTA, took place on October 17, 2024, with the next event planned for May 2025.
- During a meeting with Department of Education officials for representatives of the PIE SIC on June 3, 2024, it was confirmed that NLTA advocacy has been successful in leading to regulatory changes to create a path to level VII certification for all school psychologists, and to update terminology in regulations to refer to “school”, as opposed to “educational” psychologists.
- Updated data on incidents of violence in schools during 2023-24 was sought via an ATIPP request following the end of the school year. The information was received in August 2024 and staff worked with MQO on having the data analyzed to compare to what was previously received, including whether the predicted increase for 2023-24 was accurate. Further decisions around how best to present and use the data will be made following completion of this analysis.
- The Association worked with M5 to review the most recent comments received from parents after the most recent Not Okay campaign, which was launched online in May 2024. These comments will be packaged and used in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- The Association is in the early production phase of the Fall 2024 Teachers Change Lives campaign. Work is ongoing to select a teacher to highlight in the upcoming campaign.
- Administrative officers presented to MUN Education classes (July 24, 2024 and September 13 & 17, 2024) on topics such as NLTA Code of Ethics, Collegiality, Social Media, teaching in NL and general information about the NLTA.
- Planning is underway for three Beginning Teachers’ Conferences to be held across the province in November and December 2024.
- The President and Executive Director met with representatives from MUNSU on October 8, 2024, to discuss their advocacy efforts, including a petition, to have government provide funding for a monetary stipend for student teachers during their internships. The goal is to try to reduce financial barriers for some students who might be considering entering the B.Ed program. Information on the MUNSU petition was shared with NLTA members via a school rep update.
- Discussions are ongoing (October 2024) with the MUN Faculty of Education regarding the NLTA continuing to partner with them on providing a “mini-conference” for soon-to-graduate

student teachers, the first of which was held in April 2024 and was received very positively. A tentative date in late November 2024 has been confirmed, and an early planning meeting was held on October 29, 2024.

- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- The next installment of the Not Okay campaign was launched October 29, 2024, and incorporates comments received from parents. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign is to coincide with the reopening of the House of Assembly for the Fall sitting.
- The President, Executive Director and Assistant Executive Director met with NLWIC officials on October 15, 2024, to discuss challenges related to job transitioning with specific focus on the teaching profession.
- The NLTA, a proud sponsor of the Kids Eat Smart Foundation of Newfoundland and Labrador, participated in the recent KES Radiothon on October 30, 2024. President Trent Langdon was joined by Table Officers. NLTA sponsorship of KES is publicly acknowledged and part of efforts to promote the profession.

Priority #5: Advocacy on and Response to Government Initiatives

Goal: To take actions, through meaningful consultation and advocacy efforts, to ensure that the development and implementation of Government policy, reports and decisions that impact public education are informed by and in keeping with NLTA objectives and the interests of members

- The first meeting of the advisory committee for Education Transformation was held on February 1, 2024. During discussions, the Executive Director stressed the importance of adequate human resourcing to the success of current programs and any new initiatives. A call for expressions of interest from teachers to serve on working groups went out in March 2024, with a very good response rate from individuals looking to be involved. The Executive Director and Deputy Minister for Education Transformation met twice in April to discuss working group composition.
- Programs and Services staff assisted/advised several members who expressed concern about the “Kids in the Know” training during early Fall 2023. The Association has since been granted representation at the provincial table for consultation on subsequent roll out plans for this program in K-9 that will take place over the next 2 years.
- The Association worked with M5 to develop a campaign to run in March/April 2024 highlighting the current struggles in the classroom (i.e.: workload, violence, lack of resources). The strategic timing of the campaign was considered in relation to the Teachers Think Tank, as well as the Provincial Budget and potential (rumoured) call for a Spring 2024 Provincial Election.
- The 2022-2026 Collective Agreement contains a provision requiring an Advisory Committee established within 120 days of the signing of this Agreement for the purpose of considering the appropriateness and feasibility of implementing recommendations from the TARC report. Association staff initiated discussions with the Department of Education (March-May 2024) to commence the work of this committee. Due to staffing changes at the Department of Education/NLSchools and CSFP, the initial meeting of this committee was delayed, but the first meeting occurred on October 8, 2024. Subsequent meetings have been scheduled for the 2024-25 school year.
- Discussions between NLTA staff and Teacher Certification are ongoing regarding the importance of potential changes to regulations that would improve/enhance certification upgrade options, up to and including a meeting on May 23, 2024, regarding proposed regulatory amendments. The issue of programs recognized for upgrading will be on the agenda for the next Teacher Certification Committee meeting to be scheduled for Fall 2024.
- A policy grievance (failure to consult) was filed regarding changes to policy which require NLTA members to administer hearing and vision screeners prior to comprehensive

assessments. This matter has now been referred for arbitration with hearing dates confirmed for November 2024. The RNUNL has been notified of the arbitration dates as this matter has raised work of the bargaining unit (public health nurses) concerns for them, which they are pursuing as well with the Department of Health & Community Services through their own dispute resolution processes. Several meetings have been held by the parties during the Spring/Summer 2024, continuing into the Fall of 2024, in an effort to settle the matter. This case is still scheduled for arbitration; however, steps have been recently made in recent weeks (October 2024) towards a successful settlement.

- A second meeting with the Education Accord chairpersons, planned for April 4, 2024, had to be postponed and has not been rescheduled. The President attended the inaugural meeting of the Accord Advisory Committee on April 16, 2024, followed by meetings on May 21, June 18, July 16, August 20, September 17 and October 15, 2024, with future monthly meetings scheduled.
- On March 21, 2024, the Provincial Government delivered its 2024 Budget. There was very little new spending announced to address any issues in the education system. The Association issued a reaction to the budget, giving it a failing grade and highlighting the lack of government response to the serious concerns and ideas for improvements identified during the Teachers Think Tank process.
- The Association provided feedback in March 2024, in keeping with NLTA policy, on the proposed introduction of provincial high school assessments and modular assessments for former public exam courses. This was submitted via the EngageNL platform.
- On March 26, 2024, President Langdon held a media availability and outlined the Association's concerns regarding increasing violence in the classroom, the lack of focus on education in the Provincial Budget and the increasing issues with retention and recruitment in this province. The information announced regarding violence in the classroom was gathered through Access to Information requests the Association submitted in the Fall of 2023.
- On March 26, 2024, the Association launched a public awareness campaign entitled "Not Okay." The campaign was launched during the President's media availability and focuses on issues of violence in the classroom, inadequate resources and teachers' inability to do their jobs as a result. The digital campaign ran for four weeks.
- An appeal was filed (February 2024) and is ongoing with the Office of the Privacy Commissioner in response to an ATIPP request filed with the Department of Health in relation to changes impacting comprehensive assessments (vision/hearing screening). No changes resulted from this appeal.
- On April 19, 2024, an Administrative Officer met with DOE Student Services staff and were advised that there are changes upcoming to the Safe and Caring Schools Policy. The Association has requested consultation at all stages.

- Association staff continue to work/advocate with Government on the implementation of the new RTL database system. As a result of this work, flexibility was secured for IRTs for the completion of end-of-year data. The June 10, 2024, deadline was made flexible and IRTs were able to continue to add data until the end of the school year.
- On May 13, 2024, as part of the Not Okay campaign, two new social media posts were posted on Facebook and Instagram encouraging parents to tell their story. Parents were urged to comment or visit the Not Okay website to tell the Association how a lack of resources in schools has impacted their children. The comments provided will be used in future public awareness campaigns and in correspondence with government officials.
- The DOE Education Transformation project was incorporated as one of the “pillars” of the Education Accord NL – the former advisory committee was replaced with a pillar committee, the members of which include (among others) a number of teachers and the NLTA Executive Director. The Executive Director attended pillar committee meetings on July 8, September 9 & 23 and October 7 & 21, 2024, with twice-monthly meetings scheduled up until December 2024. The committee finalized the pillar “vision statement”, receiving updates from working groups and reviewing the interim pillar report to the Accord on emerging themes. The Executive Director met separately with the Deputy Minister for Education. Meetings have also included presentations and discussion regarding financial literacy programming, supports for EAL/newcomer students, AI and curriculum transformation.
- The Association has reminded the DOE of the obligation for consultation with NLTA regarding ongoing plans during 2024-25 for policy development regarding AI in education and the use of cell phones in schools. The Assistant Executive Director is the main NLTA contact on AI and is liaising with DOE officials re: consultation on draft guidelines.
- The Association is working with M5 to review the most recent comments received from parents after the Not Okay campaign, which was launched online in May 2024. These comments will be packaged and used in future public awareness campaigns and in correspondence with government officials to advocate for increased resourcing in classrooms.
- At the end of the 2023-24 school year, the Association submitted Access to Information Requests to NLSchools, CSFP, the RNC and the RCMP to determine the number of violent incidents recorded for the most recent school year. That information was received and MQO was contracted to do the analysis. Once that work is completed, the Association will determine the best use of the information.
- The first meeting of the committee established to review the RTL model took place on June 6, 2024. The second meeting took place on September 13, 2024.
- The President and Executive Director met with Treasury Board Secretariat, NLSchools and Public Service Commission representatives on September 5, 2024, to consult on proposed changes to government policy on the prevention and response to workplace harassment.

NLTA was provided with a copy of proposed policy changes for review and provided detailed feedback.

- The President participated in numerous media interviews (12 from August 27-September 9, 2024), speaking out on various issues including: vacant teacher positions (particularly in Labrador); cell phones in schools; return to school issues; lack of supports for students with special needs; under-resourcing of schools; pilot SS TLA positions; and new funding for school lunch programs.
- The Association sent a message to all members on October 9, 2024, strongly encouraging participation in an Education Accord survey. Reminders will be sent periodically until the survey closes in December.
- The next installment of the Not Okay campaign was launched October 18, 2024, and incorporates comments received from parents. The campaign includes social media assets, an online video and a television commercial. The timing of the campaign is to coincide with the reopening of the House of Assembly for the Fall sitting.
- The President participated in several media interviews (September 18-26, 2024), speaking out on violence in schools, lack of resources for newcomers and staffing shortages in Labrador.
- The President and Executive Director attended a meeting organized by the NL Federation of Labour with advocates for junior kindergarten programming and other union leaders on October 10, 2024.
- An Administrative Officer attended the Inclusion Symposium held by the Health and Well Being Pillar of the Education Accord NL on October 28, 2024.
- The Assistant Executive Director has scheduled a meeting for November 4, 2024 with DOE officials to discuss the upcoming plans for intermediate curriculum renewal.