

A Newspaper for School Councils in Newfoundland and Labrador

**December 2015**



Message from the President

**Mr. Peter Whittle**

In a recent poll on issues that matter to

Newfoundland and Labradoreans, education ranked around 4%. I was very disappointed with this information! I believe the broader public has an interest in students acquiring the knowledge, skills, and values needed to contribute to society as workers and citizens. However, I can’t help but wonder why does society say it values education when it clearly accepts the current malaise our system of education is currently in? What do we want from our public education system? What do we value? Where are our

priorities?

Schooling is very important in instilling the larger world-view that students must share if they are to be productive citizens of our nation

and the world. Society has become so much more complicated in this scientific and technical era. How students are educated today will

substantially determine the kind of society we will live in tomorrow.

The education of our province’s children should be one of our top priorities. Our society should value our teachers, educational outcomes, and our infrastructure - as much as we ask our students to value education. A shift in our collective attitude toward the value of all the components, which make up our education, is needed.

This is a conversation we need to have with

politicians from all three parties as they visit our homes and staff rooms looking for support on Election Day.

Our public education model is supposed to

ensure that a wide range of decision-making

resides at the community level through the

operation of locally elected school boards and through other avenues of direct citizen

participation in the schools. However, local school boards are no more, and it has been nearly five years since we elected school board

representatives.

Voters elect their fellow citizens to serve on school boards, which make basic policy

decisions about the schools’ direction and costs. Those decisions must continue to occur in

meetings that are open to the public and give

individual citizens an opportunity to participate.

Also, it greatly bothers me that many of our teachers and administrators – the very core of our system - are disillusioned, burned-out, overworked and greatly undervalued by

government and many parents. How can a

society that supposedly values education allow this disrespect for a sacred profession to

continue? I would also like to point out the impact of nickeling and diming our teachers and our programs have hurt education. We need more teachers, not less. We need more mental health specialists, not less. We need more

supports for inclusion, not less.

Could it be possible the lack of respect is a

driving force behind the ”supposed”

underperformance of our education system?

We are living in an era where administrators and teachers need a crash course in pharmaceuticals. The health, mental health, and special needs of our children are greater than ever.

Today’s parents continue to play an important role in their children’s education, but in a world driven by an ever-widening base of knowledge the school has become more crucial in

determining the success of individual children.

We have a system of inclusion that needs to be improved to meet its potential or we are setting up a generation of children for failure.

I do not want to give the impression that our current education system is not without merit. I fully believe our education system has provided an opportunity for advancement and made an economic difference for countless individuals, as evidenced by the significant correlation between education level attained and earning power.

As school councils, we know the value of

education. We must continue to be vocal,

inclusive, and hold our politicians to account to ensure a commitment to high standards and high expectations for all students. There must be

public accountability.

The Federation of School Councils strives for

excellence in education for all children and acts as a collective voice for school councils and for all parents/guardians. We provide leadership, representation, and services to all volunteers in school councils and parent organizations.

We field dozens of calls daily from parents, councils, various government departments and agencies. The media, both provincially and

nationally, contacts us almost weekly for our

input on education issues and countless topics relating to the social, emotional, and academic needs of students. Our opinion is also greatly valued by other education stakeholders and agencies.

School Councils are one of few - if not the only- group in this province with legislative status and a specific mandate - yet are expected to carry out that mandate without any allocated funding. It just doesn’t make sense!

In 1999-2000, the Federation received an

operating grant of $40,000; however, a year later it was reduced to $30,000. We continued to

receive this $30,000 grant until the 2013

provincial budget when it was cut by $5,000 leaving us with $25,000 to run our organization. Our Executive has pleaded with numerous

Ministers of Education and Department officials to increase our operating grant to at least $50,000. This would put our funding more in line with those received by other non-profit groups, help us to cover some of the increasing costs, and try to maintain our current level of

activity in supporting the enhancement of

education for our children.

When comparing the funding provided by the NL Gov. to other Home and Schools and School Council Federations across Canada, the

discrepancies are blatant.

The necessity for the function of a school

council rests exists in the School Act (1997). School Councils in NL have a specific mandate and are assisting in improving the learning

environment of their schools without any

operational funding whatsoever!

The high level of activity of School Councils demonstrates the interest and commitment of parents to schools. The time has come for the Department of Education and the government of NL to follow the example set by other

jurisdictions and provide funding to support the role and work of school councils.

In order for School Councils to fulfill their

legislated mandate, government needs to provide then with an annual operating budget of at least $500 per school that is totally separate from, and in addition to, the schools operating and

instructional fund.

Schooling is very important in instilling the larger worldview that students must share if they are to be productive citizens of our nation and the world. Society has become so much more complicated in this scientific and technical era. How students are educated today will

substantially determine the kind of society we all will live in tomorrow.

In closing, ask yourself if you feel

government values the role of school councils in education? What do we want from our public education system? What do you value?

Thanks for your shared commitment to education

[peterlwhittle@gmail.com](mailto:peterlwhittle@gmail.com)

**Funding Update**

The leaders of the three political parties have publically committed to providing School

Councils, across Newfoundland and Labrador, with an operational budget of $500.

The promise was made during the Leaders

Forum on Nov. 18, at Holy Heart of Mary in St. John’s, in reply to this question by President Whittle to Mr. Davis (PC), Mr. Ball (Liberal) and Mr. McCurdy (NDP):

“*If your party forms the next government will you show you value the role of school councils by ensuring they have the resources necessary to fulfilling the role mandated to them by the*

*Education Act.?”*

All three leaders pledged that if they formed the government they would provide each school council with $500 and restore the NLFSC

operating grant, which has been severely cut over the past four years.

Mr. Whittle pointed out that School Councils support their local schools for the benefit not only of their own children, but also for the whole school community. While School Councils are mandated through the School Act (1997),

funding is not provided to individual councils to

operate or have resources to assist their individual school agendas and needs.

“Many other governments across Canada provide school boards with annual base funding to fund Parental Involvement Initiatives.

In order to attend provincial meetings, hosted by the Federation, many council members have to incur out of pocket expenses or take from their school’s operational grant. Because of the

expense, the attendance at our meetings has been extremely poor, which is very unfortunate,

especially since these meetings provide much needed Professional Development for our

councils and allow them to network and share ideas with each other.”

The annual operating budget of $500 per School Council will be totally separate from, and in

addition to, each schools operating and

instructional fund**.**

**Media Interviews and Representation**

Since our Fall Newsletter, President Whittle has given numerous media interviews on the issues of full-day kindergarten, addictions, mental health, student transportation, early childhood

development, special services,

inclusion, literacy, math programs, teacher

allocations, and school safety.

President Whittle also participated in the Leaders Debate, hosted by the NLTA, Nov. 18 in St. John’s.

NLFSC continues to be an advocate for publicly funded education. The health of our education system is connected to the health of our whole society. Strong schools help anchor strong communities, and a strong public education

systems helps provide all children and

students with a chance to lead happy and

successful lives.

**Teacher Induction Ceremony**

The NLTA’s Fall Ceremony of Induction into the Teaching Profession was held on

October 23, 2015.

The event recognizes the completion of

professional studies by students in the faculty of Education at Memorial University.

NLFSC congratulates these students on their many years of hard work and study and wish them much success as they begin the journey towards their professional life.



**NLFSC Executive Meeting**

On Nov. 8, 2015, the NLFSC Executive

participated in a teleconference.

Agenda items included:

* School Council Concerns
* Panel on the Status of Public Education

in Newfoundland

* Concerns regarding electronic cigarettes (public education and legislation)
* Update on legislation regarding

prescription drug monitoring

system for patients and doctors

* Political Leaders Forum in St. John’s on Nov. 18 (hosted by the NLTA)
* Meeting with English School District
* Atlantic Caucus

The executive also communicates daily by e-mail and phone on issues affecting students and School Councils.

Members of the NLFSC executive also

communicate with each other through

e-mail.

**Meeting with English School District**

On Oct. 9, 2015, the President and Executive

Director met with Darrin Pike, CEO/Director of

Education, and Lloyd Collins, Senior Education Officer (English School District).

Topics included:

* Individual concerns from membership regarding teacher allocations and the

impact on their school

* Student Absenteeism
* Loss of instructional time
* School Board of Trustee Elections
* Student Dress Code

**Membership Renewal and Fees**

This year marks the 36th year the

Newfoundland and Labrador Federation of School Councils (NLFSC) has been representing local school councils, PTAs, and home and school associations. There are many changes and challenges taking place in the school system and NLFSC is busy advocating on your behalf.

Your continued membership will help support our mission in striving for an excellence in

education for all children in Newfoundland and Labrador.

(Membership application enclosed).

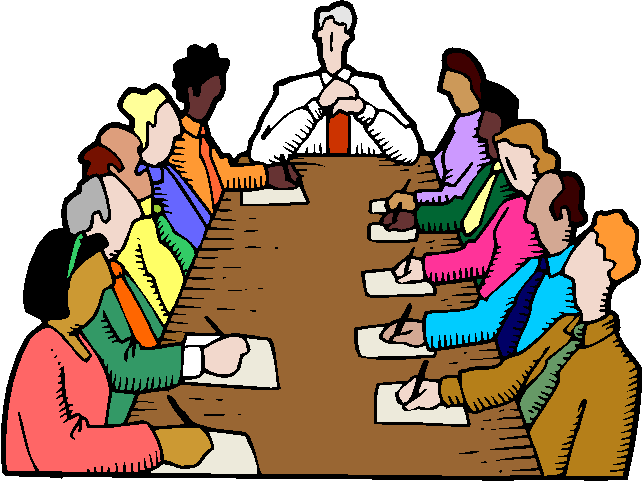
**School Council Handbook**

Thank you for your contribution to your school council.

Be sure to locate a copy of the School Council Handbook, or download it at:

www.ed.gov.nl.ca/edu/publications/k12/Handbook2ndedition.pdf

If you have questions or concerns, please contact the NLFSC office.

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**The Panel on the Status of Public**

**Education in NL and Labrador**

From October 8 to November 2, 2015

NLFSC Executive Director Denise Pike

participated in a cross-province consultation on the Status of Public Education in Newfoundland and Labrador. The event, hosted by the NL Teachers’ Association, also included panel members James Din, President of the

Newfoundland and Labrador Teachers; [Kirk Anderson](https://www.nlta.nl.ca/files/documents/panel_bios/kirkanderson_bio.pdf), Dean, Faculty of Education,

Memorial University; and [Steve Brooks](https://www.nlta.nl.ca/files/documents/panel_bios/sbrooks_bio.pdf),

Assistant Executive Director, Newfoundland and Labrador Teachers’ Association.

The consultation provided parents, school

Councils, and representatives from numerous

organizations and agencies with the opportunity to express their opinions, concerns and/or

general satisfaction regarding public education. It also allowed presenters to make to

recommendations on how to best improve the system.

The consultations began in Corner Brook and concluded in Port aux Basques on Monday,

November 2. The panel heard from 60

presenters, while another 200 people submitted their views online. The information obtained will be compiled, (by an independent researcher) into a report of recommendations to be presented to government.

The panel heard from 65 presenters and received 600 online submissions.

**Thank you to parents and school councils across NL who presented to the panel and submitted information on-line.**

**NLFSC Presentation to Status of Public**

**Education Panel**

Excerpts from a presentation on the need to

increase teacher allocations by NLFSC Vice-President Terry Green in Grand Falls-Windsor on Oct.22, 2015*.*

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“It is the position of the NLFSC that education is an investment and must remain a priority.

Newfoundland and Labrador can take much pride in its public education system. However, we cannot be complacent about what we have been able to achieve. We believe that a sound fiscal plan is a necessary for this province, but there are, of course, important programs and services that require investment – especially

education.”

“In the 2013 Provincial Budget, 160 teacher

positions were cut from our schools. Another 77.5 teachers were removed in 2014.

Over the past year, NLFSC has heard from, and spoken with, many of our members on how the reduction to the Teacher Allocation,

Administrative Allocation, Specialist Allocation

and Learning Resource Teacher Allocations is impacting their schools. The message is a very strong one. These cuts are creating severe, long-term impacts that put the students of this province at an extreme disadvantage for years to come. Government simply cannot continue to go down this road and expect a quality education.”

School Councils are aware of budgetary

restraints and the reality of funding the

education system; however, parents and students from across this province have already made their sacrifices towards the reduction of the

provincial deficit over the past few decades.

They supported the elimination of

denominational education to decrease

duplication of services and to allow better

utilization of resources such as teachers,

buildings, and technology. They watched, and still watch, as the doors to hundreds of

community schools closed and school boards were reduced to five - and now two.

They anticipated, and were led to believe that these necessary financial changes would lead to achieved efficiencies and allow government to improve education. However, each year they

continue to watch as more and more teachers are removed from our schools, and programs are

reduced and eliminated. Sadly, each year school councils and parents watch helplessly as the

education system in Newfoundland and

Labrador erodes away.”

Approximately 40% of the teaching units cut in past budgets have come from the ‘needs-based’ part of the teacher allocation model. This part of the model is intended to provide additional teachers to meet needs that districts identify, but which cannot be met by the ‘formula-based’

allocations under the teacher allocation model. With fewer teachers allocated under that part of the model, districts are simply not able to

address those identified needs when the number of units to be allocated for the ‘needs-based’

allocation is essentially being cut in half (from 129 in 2012-13 to 63 in 2013-14).

And although the ‘needs based” allocation has been cut, I would like to point out that the actual “needs” in our classrooms today are greater than ever. A primary elementary class of 23 to 26 students comprised of children with different levels of learning abilities, physical and

emotional needs, as well as one or two

behavioural challenges - with only one teacher to address those needs - is totally unacceptable and humanly impossible!

The expectation that all students perform to their potential is what parents, taxpayers, and the community expect from the public education system. Creating an inclusive culture is of the utmost importance. In order to successfully achieve this, the additional human resources which includes Classroom Teachers,

Occupational Therapists, Remedial and

Numeracy Teachers, Guidance Counsellors as well as Mental Health and Addiction

Counsellors, are needed in our schools.

Any reduction to the needs based allocation is having AND will have a detrimental effect on hundreds of children who need and deserve that service.”

“More than ever, in today’s climate of

heightened expectations, School Administrators are in the hot seat to improve teaching and learning. They are expected to be educational visionaries, instructional and curriculum leaders, assessment experts, disciplinarians, community builders, public relations experts, budget analysts and facility managers. They are also expected to

resolve and mediate the often conflicting

interests of parents, teachers, students and

district office personnel.

In addition our Administrators have to be

sensitive to the widening range of student needs and are expected to find ways to address those needs. Our School Administrators are not just schedulers. They are leaders who engage across the classrooms, to provide instructional leadership and direct interventions on programs like anti-bullying and direction on special needs support.

Many of the School Councils we speak with from have lost anywhere from a quarter to a full

administrative unit and often state, “I don’t know how our school is managing. Our Principal has to teaching more this year therefore it is

extremely difficult to get a hold of him.”

Cuts to administrative time in schools is having a direct and detrimental impact on our students and schools.”

“We have also seen a huge a reduction to the Learning Resource Allocation (also known as Teacher-Librarians) These Teacher- Librarians play a lead role in supporting 21st Century Learning Strategies such as differentiated

instruction and learning technologies in the classroom. They also provide access to

information and technology for learners with

diverse needs, especially those from

economically disadvantaged backgrounds. These teachers promote literacy through reading for pleasure and provide quality books and

resources to students to help them meet

curriculum outcomes. To my knowledge, there isn’t one full-time Teacher-Librarian in any school in Newfoundland and Labrador. In a province that is still struggling with literacy

issues, this is shameful! Students who at one point could venture into their Library in search of a good book, or to get help with finding

resources for a project- now find a locked door.”

“NLFSC believes that a Needs Based formula as recommended and accepted by government in previous years, but has not been fully

implemented, is critical to our schools and

students.

A Needs-based Teacher Allocation Formula would address many deficiencies in our

education system, especially in the areas of

special needs and Inclusion. It would improve classroom sizes at all levels and provide full

educational programming in our rural schools. A Needs-based formula would take the geography of our province into account and eliminate the need for a set student-pupil ratio. It would ensure that students all across this province are treated fairly by ensuring they are all offered at least a defined level of education.

Providing this level of programs to every student in Newfoundland and Labrador would likely

require an increase in funding to education - but it would be money well spent.”

“It is our belief in our children and their future, as well as the future of this province that

compels NLFSC to do everything in my power to encourage government to invest more human resources in our schools.

In good conscience we could do nothing less; our children need and deserve nothing less. It is our wish that government simply listen to concerns from School Councils, parents, teachers,

administrators, community members, and

students themselves.”

“We believe the best solution to our province’s pressing economic and social challenges lie in providing our children with the best learning

experiences possible. These children will one day be our workforce, business-owners, and

political leaders. Education affects everyone and it provides every child with an opportunity to achieve a prosperous future.

On behalf of School Councils across Newfoundland and Labrador we implore Government and the powers that be to invest, not divest the

resources in our schools!”

**Poster Contest**



**NLFSC Facebook Page**

<http://www.facebook.com/NLFederationOfSchoolCouncils>

**NL Teacher’s Association Celebrates 125th Anniversary**

Congratulations to the NL Teachers

Association on their 125th Anniversary.

Founded in 1890, the Newfoundland and Labrador Teachers' Association is a

professional organization serving

approximately 6,000 teachers in

Newfoundland and Labrador.

The NLTA provides numerous services to teachers through various professional

areas and has a Provincial Executive council consisting of 12 members, 49

Branches and nine specialized interest councils.

The NL Federation of School Councils has partnered with the NLTA on a

number of education initiatives and looks forward to strengthening the partnership in the future

Bravo on 125 years of promoting the wellbeing of your members and

improving the quality of education for students in Newfoundland and Labrador!

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**NLFSC Presentation to Status of Public**

**Education Panel**

Excerpts from a presentation on School Councils and the need for operational funding by NLFSC President Peter Whittle in St. John’s Oct. 27, 2015*.*

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“One of the key instruments of communication for the Federation is the membership listserv, which facilitates quicker information exchange. The listserv is used on a weekly basis to inform our membership of any changes relative to our schools. It is also a great medium to gather

immediate feedback on issues of concern and to share current information.

The Federation also has a Facebook, Twitter

account, and website. We try our best to keep all, running on an operating grant of $25,000.”

In addition to our sustaining grant, we are

fortunate to have the in-kind support of various other stakeholder agencies. We are able to fulfill our mandate to the best of our ability with the help of these stakeholders through the provision of services free of charge, which includes our office space, printing, and bulk mailing. We are also occasionally supported through the

provision of one time, in kind services such as speakers for our Annual General Meeting and Conference.”

“Since 1999, there have been 12 resolutions passed at the Annual General Meetings of the NLFSC regarding financial support from the Department of Education for the School

Councils and the Federation.

Acting on these resolutions, every year, our

Executive has pleaded with numerous Ministers of Education and Department officials to

increase our operating grant to at least $50,000. This would put our funding more in line with those received by other non-profit groups, help us to cover some of the increasing costs, and try to maintain our current level of activity in

supporting the enhancement of education for our children. However, our repeated requests for funding have continually been ignored.”

While I am both amazed and proud of the work of the Federation, despite such sparse funding, most will agree that it is unsatisfactory – especially given the fact that the Department of Education still provides an operating grant to the School Boards Association. **It is important to note that NLFSC represents 260 schools while the School Boards Association has a maximum membership of 2!”**

“It is also important to note most parents and the school community are not only aware that their school has a School Council, but they also know their names and contact information.

Unfortunately, the same cannot be said about the School Board of Trustees. The majority of

parents and councils do not know who their

represented Trustee is, or what areas they

represent.”

“When comparing the funding provided by the NL Gov. to other Home and Schools and School Council Federations across Canada, the

discrepancies are blatant.

-The Prince Edward Island Home and School Association receives a $75,000 operational grant for 52 schools and another $30,000 for grants such as parental involvement grant.

-The Nova Scotia Home and School Association receives a $35,000 Operational Grant and

additional $20 to 30,000 for other initiatives.

-Ontario, BC and Alberta receives well

over $100,000 and additional funding for

parental involvement projects.

-Ontario also charges a membership fee of $15 per individual or family.

-New Brunswick receives approximately the same amount as NL.”

**The Federation was established to promote the objectives of School Councils. To continue with our goal of encouraging positive parental involvement in education, NLFSC needs an increase to its operational grant.**

“School Councils are a venue- a legislated

constituted structure that can help highlight and draw attention to many issues in education.

The provincial Gov. introduced school councils in the 1997 schools act and today they exist in most Canadian Provinces. There was a strong recognition at that time that the educating of children is a team effort with each member of the team having a role to play.

Unfortunately, over the years little training has been provided for School Councils in NL and they have basically been left to evolve on their own.

Much of my time as President of the NLFSC is spent advising, encouraging, and offering advice to School Council members on their role on the School Council.

The legislation says: *the functions of a School Council is to represent the educational interests of the school- to advise on teaching and learning, facilitate parent and community involvement and advise the board on matters of concern.*

**The legislation also lays out the possibility of school boards allocating more responsibilities to school councils where it deems necessary (Newfoundland Schools Act, 1997).** However, this seldom occurs.

“Outside of their advisory role, let me tell you about the work that many School Councils across this province are doing to benefit their schools:

While legislation says the School Councils’ role is to approve and monitor fundraising initiatives - in order to cover the cost of field trips, playground, sports and band equipment and many other things important to students and schools - some councils are organizing and holding

fundraisers.

Most School Councils discuss the School Growth and Development Plan in nearly all their meetings and are integrally involved with

initiatives to support and enhance student

learning and achievement. However, many of those same councils are also volunteering at their schools breakfast program, reading to primary students, working on school beautification

projects, coaching sports, drama, music, and cheerleading. Some of the school council

members are volunteering in primary

classrooms, putting up decorations, and helping with school concerts.

Many members of our School Councils are also providing some children with mittens, winter coats and boots, and it is not uncommon for members of a school council to quietly put out the call for toys and other items to ensure some children have a good Christmas. In fact, last

December, our office received 18 phone calls from school council representatives requesting assistance and guidance in that area. They do all this and much more…with zero funding!”

“Some may criticize School Councils for

stepping outside of their mandated role; however, School Councils are very cognizant of the impact of a child’s home conditions on education and of the strong link between socio-economic

background and educational achievement.

School Councils support their local schools for the benefit not only of their own children, but also for the whole school community. They

contribute hours of their time and are justifiably proud of the work they do.

While School Councils are mandated through the School Act (1997), funding is not provided to individual councils to operate or have resources to assist their individual school agendas and needs.

In order to attend provincial meetings hosted by the Federation, many council members have to incur out of pocket expenses or take from their school’s operational grant. Because of the

expense, the attendance at our meetings has been extremely poor, which is very unfortunate,

especially since these meetings provide much needed Professional Development for our

councils and allow them to network and share ideas with each other.”

School Councils are one of the main lines of communication between the school, parents, and the community at large and can contribute

significantly to the improvement of student achievement and performance. Other than a school staff, they are closest to the children in a particular school and best understand the needs of those children.

“Many other governments across Canada

provide school councils with annual base

funding – anywhere from 12 -17 cents per

student to fund Parental Involvement Initiatives.

They also provide an additional $500 per school council to support their activities.

**In order for School Councils to fulfill their legislated mandate government needs to**

**provide then with an annual operating budget of at least $500 per school that is totally**

**separate from, and in addition to, the schools operating and instructional fund.”**

**Meeting with NL Association of Social**

**Workers**

On Nov. 23, President Whittle and Executive

Director Pike met with representatives of the NL Association of Social Workers to discuss the importance and benefits of having Social

Workers in the K - 12 education system.

Nationally and internationally, school social workers are a vital and integral part of the

education team in schools.

NLFSC believes Social workers within the

education system in Newfoundland and Labrador could provide necessary services, supports and programming to positively impact the school

environment and improve student academic achievement.

***Additional information to follow in the***

***coming months.***

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**Scholarship opportunity to attend SHAD**

**November 3, 2015**

Did you know that over the past year, 50

Newfoundland and Labrador students attended the SHAD summer live in-residence, one month program? All students in attendance had an amazing time and travelled across the country, coast-to-coast to one of SHAD's host university campuses.

The SHAD program is based on STEAM

(science, technology, engineering, arts, and mathematics) and challenges students to think 'outside the box' in a 21st century learning

environment. As well, there are lots of fun

activities beyond learning.

What was special about the NL students was that they received a full scholarship, including travel, which was not available to any other province.

SHAD is looking for the next 50 students to join us in 2016 (July 3 to 29). You may think that is a long way away, however, the application due date is November 30, so visit [the SHAD website link](http://www.shad.ca/apply)  to find out how to apply. Don't miss out on this great opportunity to compete for a place.

The NL students were great ambassadors for the province and were a much-welcomed group among the SHAD community. Organizers are looking forward to seeing more applications this year for this amazing opportunity to spend the month of July outside of Newfoundland and Labrador - living, learning and having fun.

**If you have any questions, email info@shad.ca for details.**

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**Christmas Greetings from the NLFSC**

**Executive**

*There’s much, much more to*

*Christmas than candlelight and cheer.*

*It’s the spirit of sweet friendship that brightens all the year.*

*It’s thoughtfulness and kindness, its hope reborn again.*

*For peace and understanding and goodwill to all men.*

The NLFSC Executive would like to take this

opportunity to extend good tidings to you and your

family as we celebrate this season of giving. Also,

please pass along our warm wishes to your school

communities for successful holiday fundraisers,

community giving events, and musical celebrations

for which I’m sure many of you are busy preparing.

On behalf of the NLFSC Executive:

**Peter Whittle (President)**

**Terry Green (Vice-President)**

**Paulette Fifield (Vice-President)**

**Ruby Hoskins (Past President)**

**Michele Peach (Treasurer) and**

**Denise Pike (Executive Director)**

May you have a very Merry Christmas and a Happy and Healthy New Year!



***The Cuffer*** is a benefit of membership in the

Newfoundland and Labrador Federation of School Councils. Annual membership dues are based on school enrolment. Individual subscriptions are available at $15 per year.

The views expressed or implied in this

publication is not necessarily official positions of the Federation.

The mention of any program, organization,

resource, product, person, place, or school, does not constitute an endorsement by NLFSC.

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