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THE REPORTER

AUGUST 2026



La Sonja Harrison

President 2026-2027

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‘UNITE AND SERVE’

Jamaica Teachers' Association

Our Vision

To be the regional benchmark for teacher membership organizations; setting standards of excellence in service delivery and commitment to national development through education.

Our Mission

The Jamaica Teachers’ Association is a democratic organization dedicated to the professional, financial and social advancement of its members and the promotion of the highest educational standards for the country.

Editorial

Hurricane Melissa and the Urgent Need to Repair and Build Back Jamaica's Schools Faster and Better

Hurricane Melissa did some awful things to Jamaica, including inflicting severe damage on the country's education system. Given the scale of destruction especially in western parishes, it was entirely possible that there would have been little or no teaching and learning during the academic 2025-26, at least in those areas.

The damage to schools was spectacular and heartrending. Roofs were torn away, buildings collapsed or were severely damaged, windows and doors were blown in, fences and trees were uprooted, and debris was scattered across school yards. More than 450 schools suffered damage in the parishes most seriously affected.

And yet, as Dr Dana Morris Dixon the Minister of Education, Skills, Youth and Information acknowledged in the Senate in January: "Within 90 days of the most devastating weather event in recent memory, a 'one in 100 years' storm, all schools resumed operations, and all schools resumed teaching and learning."

This was an extraordinary achievement, particularly because it occurred while many communities were still without electricity and water. Some of the teachers who made near-full resumption possible were themselves victims of the hurricane, having suffered damage to their own homes and personal resources. At the time, some schools were still being used as shelters.

There is hardly a crisis without an opportunity, and in the case of Jamaica's school plants and infrastructure, Hurricane Melissa exposed both the urgent need for significant improvements and the opportunity to **build back better**.

Yet, as the Jamaica Teachers' Association (JTA) has made clear, the level of work completed up to the end of July raises serious concerns about whether all schools will be ready for the start of the new academic year in September.

Schoolrooms, along with the often-small administrative spaces from which these institutions are managed, are critical platforms for teaching and learning. Jamaican children—from toddlers to high school seniors—spend between six and eight hours a day in classrooms and on school premises. If those spaces are not fit for purpose, they create unnecessary challenges for students and teachers and undermine the quality of education.

Classrooms should be comfortable, spacious and designed for Jamaica's tropical conditions. They should provide adequate ventilation and allow teaching and learning to continue during thunderstorms, overcast skies and periods of heavy rainfall. These are not luxuries. They are basic requirements for a functional education system.

It should not take months to complete basic repairs, particularly when we continue to see delays even in parishes where schools suffered comparatively limited damage.

There should be no possibility that students and teachers—many of whom are themselves returning to school after having endured significant personal

losses—will begin a new academic year in classrooms that remain physical reminders of the devastation caused by Hurricane Melissa.

By now, the nation should be fully aware of the benefits that come from having well-motivated, properly compensated teachers working in safe, comfortable and conducive classrooms.

We must also remember that teachers are returning for another school year without an appreciable increase in their salaries, even as the consequences of this reality become increasingly evident.

When educators are forced to struggle financially, take on multiple jobs to make ends meet, or leave the profession in search of better opportunities, the entire education system suffers. Classrooms lose experienced professionals, schools face persistent teacher shortages, and students are ultimately denied the quality of education they deserve.

This is a challenge we have faced for several years. Hurricane Melissa has now added another layer of urgency.

Jamaica's schools must rise quickly above the devastation of Melissa.

The Jamaica Teachers' Association has already sounded the alarm.

In a statement issued in late June, the JTA said that after a tour by senior officers accompanied by overseas union representatives, it was not satisfied with the work undertaken to repair schools.

"Quite frankly, some of the conditions witnessed were appalling and represented an egregious failure to provide safe and suitable learning and working environments for students and teachers. Such conditions are entirely inconsistent with what should be considered acceptable standards for teaching and learning."

In calling for urgent action from the Ministry, the JTA further stated:

"The Association maintains that no child should be expected to learn, nor any teacher expected to work, in conditions that compromise health, dignity, safety and educational outcomes. Eight months after the passage of Hurricane Melissa, it is unacceptable that members of the school community continue to bear the burden of delayed recovery efforts."

Those words are more than simply another call for government action. They are a reminder that the quality of Jamaica's education infrastructure is inseparable from the quality of education we provide.

'UNITE AND SERVE'

PROFILE

La Sonja Harrison | President 2026–2027

A Renewed Mandate to Unite and Serve

A Mandate Renewed

When La Sonja Harrison completed her first term as President of the Jamaica Teachers' Association in 2023, she did not imagine that she would one day return to the organization's highest office; at least not so quickly.



When colleagues began asking when she was "going back," she addressed it with humour. She knew too well what the presidency demanded; the long hours, difficult negotiations, heightened public scrutiny and the weight of representing the concerns of teachers across the country.

However, the encouragement persisted, and what she had initially dismissed gradually became a decision requiring serious consideration. As she has done at other pivotal moments in her life, Harrison turned to her faith for direction. With the support of her husband and family, she prayed about whether she should once again offer herself for national leadership.

"I prayed, 'Father, if it is your will, let it be done,'" she recalled.

The response from the teaching fraternity was emphatic. Harrison secured 6,651 votes, compared with 2,771 votes for her nearest rival. This clear mandate affirmed the confidence teachers were prepared to place in her leadership and, equally, the responsibility that came with that trust. She returns to the presidency conscious of the work that remains to be done and of the opportunity to amplify the voices of educators who experience the realities of Jamaica's classrooms every day.

"I am here again to serve teachers and to be their voice," she said.

Her return is also historically significant. Harrison will become only the second woman, and one of just six presidents in the Association's history, to serve

a second term. As the JTA's 12th female president, she occupies a distinctive place in the organization's leadership history, but she is far less interested in the distinction of the office than in what she can accomplish through it.

Faith Anchored in the Eternal Father

For Harrison, leadership is not a title to be claimed, but a mandate to be answered. Rooted in faith and shaped by years of professional and union service, her approach is grounded in a deep sense of responsibility to Jamaica's teachers and children. She recognizes that while experience has taught her the demands of leadership, her faith continues to determine how she responds to them.

"My entire life's work is a mission. The Word of God has been and continues to be the foundation on which my life is built," Harrison said.

That conviction has sustained her through professional disappointments, personal challenges, union struggles and the scrutiny of public leadership. More than a private source of strength, her faith is the compass by which she approaches responsibility, makes difficult decisions and strives to serve with purpose and excellence.

The Making of an Educator

Long before La Sonja Harrison occupied the presidency of the Jamaica Teachers' Association, the foundations of her leadership were being formed through family, faith, education and experiences that taught her both resilience and the value of opportunity.

Born in Kingston, her formative years included time in the capital, a brief stint in May Pen, Clarendon, and summers spent with her maternal grandparents in Red Hills, Clarendon. Her mother placed a high premium on education, even when financial circumstances made the journey difficult, instilling in her the determination to persevere and make the most of the opportunities available to her.

Harrison's academic and professional journey is a story of resilience, redirection and an evolving sense of purpose. After earning a place at Immaculate Conception High School, she experienced both academic success and setbacks. Harrison has spoken candidly about disappointing CXC results during her secondary school years that became a defining turning point in ensuring that she would never fail academically again.

Supported by her mother, church community and teachers, she recommitted herself to her studies. Financial constraints later forced her to leave sixth form prematurely and enter the world of work, but she eventually completed her A' Level studies in the evenings, refusing to abandon her educational ambitions.

Becoming a teacher was never part of Harrison's original dream. At different points, she imagined becoming a flight attendant, considered studies at CARIMAC and even applied to join the Jamaica Constabulary Force. She interpreted each closed door through the lens of her faith: it was simply not God's plan for her.

Encouraged by her husband, Ewan, she applied and was accepted by both Shortwood Teachers' College and The Mico Teachers' College. Ultimately choosing Shortwood was a decision that would fundamentally redirect her life.

At Shortwood Teachers' College, she earned a Diploma in Teaching with Honours in Religious Education and History, followed by a Bachelor of Education in Religious Education with Upper Second Class Honours. Her teaching career began with a temporary placement at Ardenne High School before she secured her first permanent position at Holy Childhood High School in 2006, where she spent 12 years teaching History and Religious Education.

In 2018, her professional journey entered a new chapter when she assumed leadership of St. Faith's Primary School in St. Catherine as Interim Principal, before being formally appointed Principal in 2019. The principalship has allowed Harrison to bring together the many strands of her career; including classroom practice, teacher advocacy, professional development and educational leadership , while keeping her closely attuned to the everyday realities confronting teachers, students and school communities.

Her academic development continued with a Master of Arts in Education Supervision from Western Carolina University in the United States, complemented by further leadership preparation through the National College for Educational Leadership.

Harrison may not have initially envisioned a career in education, but the profession soon became a vocation, shaping a journey that has taken her from the classroom to school leadership, union advocacy and national education leadership.

From Grassroots Advocacy to National Leadership

Mrs. Harrison's involvement in the Jamaica Teachers' Association spans nearly two decades and reflects a steady progression from grassroots representation to national leadership.

The foundations of that journey were laid at Shortwood Teachers' College, where then Principal Elaine Foster-Allen helped deepen her understanding of servant leadership through her motivational talks at devotions, while former JTA President and teacher advocate Dorothy Raymond first awakened Harrison's interest in organized unionism through a powerful address to pre-service teachers.

This early exposure took practical form in 2006 at Holy Childhood High School when, at her first staff meeting, Harrison raised her hand simply to ask what the role of the JTA contact teacher involved, and was promptly appointed.

She went on to serve as contact teacher for more than a decade, later becoming President of the St. Andrew Central District Association, Executive Member and Public Relations Officer of the St. Andrew Parish Association, and a member of the JTA's General Council and Central Executive.

Her service has extended across several key committees, including Professional Advancement and Teacher Welfare, Education and Research, Policy, Resolutions, Salaries and Conditions of Service and the Secondary Committee. She has also represented teachers on national bodies addressing the Jamaica Teaching Council legislation, the 50 per cent tuition-refund appeals process and the reintegration of school-aged mothers into the formal education system.

What began with the influence of two strong women educators and a simple question at a staff meeting ultimately grew into a sustained commitment to teacher advocacy, culminating in Harrison's first term as JTA President in 2022–2023 and now her historic return for a second term.

Reformation Now

At the heart of Harrison's second-term agenda is a call for meaningful reform that places teachers at the centre of Jamaica's education transformation. Guided by the theme, **"Reformation Now: Rebuilding a Resilient Education System, Buoyed by the Eternal Father & Unrelenting Unionism,"** the 62nd JTA President is advocating for improved remuneration and conditions of service, stronger teacher welfare, better-resourced schools, expanded professional development, greater food security and a review of PATH resources. Early childhood and special education will command particular attention under Harrison's leadership, with both areas requiring more sustained investment and stronger resourcing

commensurate with their importance to the education system. On special education, she is unequivocal: "National legislation for special education must be steadfastly pursued and actioned." She will also renew the call for a national campaign that places education once again at the forefront of Jamaica's development and reinforces its central role in the advancement of society.

A key plank of Harrison's reform agenda is a more influential role for teachers in shaping education policy. She contends that sustainable reform must draw on the knowledge and experience of practitioners who confront the realities of the classroom every day. Rather than being consulted after major decisions have been formulated, teachers should be engaged from the outset as partners in designing policies that are practical, responsive and capable of improving outcomes. "Their professional experience must carry greater weight in determining the direction of the system."

On the matter of the Jamaica Teaching Council (JTC) Bill, Harrison argues that it threatens teacher autonomy and places too much power in the hands of noneducators. She warns that provisions such as removing teachers' pay during investigations and allowing nonteachers to dominate the council create what she calls an "everpresent danger" to the profession.

Her agenda extends beyond the immediate concerns of the profession to the long-term resilience and relevance of Jamaican education. She is calling for stronger support for school leaders, greater financial empowerment for teachers, improved access to counselling and well-being services, and more decisive responses to deteriorating infrastructure, uncomfortable climatic conditions in classrooms and the rapidly changing demands of technology and artificial intelligence.

While embracing innovation, Harrison is clear that technology must enhance, rather than diminish, the human role of the teacher. She remains equally committed to ensuring that literacy, numeracy, civics, history and moral formation retain their place at the foundation of the educational experience.

In Harrison's view, reform must prepare Jamaican children for a changing world without sacrificing the values, knowledge and sense of identity they need to navigate it with confidence and purpose.

1. Building a Resilient Education System

The theme of her presidency is therefore both a declaration of urgency and an expression of conviction. **"Reformation Now"** signals a need to move beyond incremental adjustment towards a deliberate rethinking of how Jamaica's education system is structured, funded and supported. Harrison envisions schools capable of withstanding disruption, educators who are respected as professionals, and a system sufficiently responsive to the social, economic, technological and environmental realities confronting today's learners.

"Resilience", in her view, must be strengthened at every level; from infrastructure and leadership to teacher welfare, student support and the capacity of schools to recover from national crises. Two forces underpin that vision.

The first is faith. The reference to the "**Eternal Father"** reflects the Christian foundation of Harrison's leadership and her belief that wisdom, discernment and strength must remain rooted in God.

The second is **"unrelenting unionism"**. This is a call for teachers to remain organised, informed and steadfast in defending the profession while advancing the broader cause of quality education. At the core of Harrison's agenda is a firm recommitment to the JTA's fundamental role as a trade union. "Our primary mandate, the reason for which we exist, is that of negotiating improved remuneration packages and conditions of service for our members," she

emphasizes. High among her priorities, therefore, is sustained advocacy to improve the financial circumstances of teachers, particularly trained graduates, while pressing for stronger conditions of service across the profession. She is equally concerned about the continuing challenges facing teachers and schools in western Jamaica, where some ten months post-Hurricane Melissa, teachers and students are still carrying out the business of teaching and learning under difficult conditions. For Harrison, addressing these realities is central to the union's responsibility to protect the welfare, dignity and professional interests of its members.

A Legacy of Service

When asked how she hopes to be remembered, La Sonja Harrison resists the temptation to define her own legacy. "As for legacy, I leave that to God," she says.

Her measure of success, instead, will rest on how faithfully she used this opportunity to advance the cause of teachers, strengthen the education system and serve Jamaica's children. In doing so, she hopes her presidency will give full expression to the enduring spirit of the Jamaica Teachers' Association's motto: **"Unite and Serve."**

Strategic Priorities for the Presidency 2026-2027

1. Wage Negotiations for Improved Conditions of Service and Remuneration Packages

- Advocate for trained graduates across the system at the first point on scale to start at 3.6 million in salary.
- Advocate for financial dignity to be returned to Post of Special Responsibility, Work Experience Coordinators & our most Senior Practitioners.
- Advocate for automatic annual increments to continue as part of the remuneration of teachers.
- Advocate for the introduction of a monetary technology grant to account for: the purchase of devices; work-from-home emergencies where utilities and personal technology are used for teaching and learning.
- Advocate for a 3-year replacement of gadgets used in the exercise of teaching and learning.
- Lobby to ensure that a minimum period is implemented for teachers whose cases are before the Tribunal.
- Lobby for the 50% of tuition refund to be honoured by the government in the way that it was originally intended.
- Advocate for full tuition payment for teachers' children in tertiary institutions.
- Lobby the Ministry to certify half-days in schools for Professional Development sessions and the mid-term breaks to remain truly so.
- Remove the limit from the NHT benefits of 7.5 million to 100% financing for teachers who are able to afford it.
- Increase the percentage of housing solutions allotted to teachers as the largest group of public sector workers.
- Increase the quota of trained teachers in early childhood institutions; provide caregivers for each class in Infant Departments/Schools.
- Petition for Tertiary lecturers to be paid a separate allowance for marking research papers.
- Advocate for ALL schools to be outfitted with and increase the number of guidance counsellors and social workers to provide additional psychosocial support and intervention for students.
- Lobby to ensure that there is increased screening of students and a larger number of facilities for the testing of students with

special needs, across the parishes and regions.

- Lobby for the post of clerical assistant to be established in ALL Primary & Infant Schools.
- Provide at least one teacher assistant to each department in High Schools and each grade level in Primary Schools.
- Lobby for the establishing of a Pension Monitoring Committee (JTA, MoFPS & MoESYI).

2. Education Policy Monitoring and Reform

- Craft an educational framework that values expertise and includes the teacher in the decision-making at the initial stages of policy development.
- Assess and update membership of the progress regarding review and or implementation of various policies affecting education.
- Advocate for a plan of action regarding the equitable financing of education to provide access to quality education for ALL Jamaican children.
- Consider greater autonomy for all teachers as they practice their craft within the system.

3. Promotion of the Health and Wellbeing of Teachers

- Lobby for an Increase in the GEASO, GPASO/ Sagicor health plans for in-service and retired teachers.
- Agitate for teachers' children to qualify automatically for Sagicor benefits until the age of 23 and until the age of 30 in the cases of children with special needs.
- Activate immediate counselling services from the union to all teachers facing trauma.
- Partner with the CCRP to extend benefits for retired teachers.
- Advocate for the establishment of nurseries in schools or on a cluster basis for lactating teacher-mothers.

4. Strengthened Partnerships and Initiatives with Churches/Christian Groups to Enhance Spiritual Support for School Communities

- Advocate for a national day (period within chosen day) of prayer to be included in the MoESYI calendar of activities for schools, once each term.
- Advocate for the recognition of the need to implement a National Back to School Church Service at the start of each academic year.

5. Establishment of Cost-Effective Transportation for Teachers and Students in Rural Areas

- Lobby the government of Jamaica to establish an MOU that subsidizes registration and licensing fees of taxi operators desirous of plying rural/remote routes improving punctuality for both teachers and students where JUTC buses are unable to ply the routes.

6. Teacher Support

- Enhance and retool the teachers' skills and competencies in the blended modality.
- Support New Principals in HR and Fiduciary Management Training - Develop Handbook.
- Support beginning teachers through mentorship initiatives.

7. Fueling Unionism

- Amend the Memorandum and Articles of Association to reflect greater participation of the full membership with respect to decision-making.
- Provide efficient communication with members and access to services through various media platforms.
- Increase membership empowerment through: training of a cadre of Industrial Relations specialists in partnership with regional and international Teacher Unions as well as revamping the training of our chief union delegates/Contact Teachers in schools.



Profile

Dr Maureen Mullings-Nelson

President Elect 2026–2027

A Resounding Victory and a Historic Return

Dr. Maureen Mullings-Nelson is a distinguished educator, accomplished academic, transformational leader, and passionate advocate whose life and career exemplify a steadfast commitment to service, justice, and educational excellence. With more than three decades of experience as a teacher, administrator, lecturer, and researcher, she has earned a reputation as a principled leader who combines intellectual rigour with compassion, strategic vision with practical action, and unwavering faith with servant leadership.

John C. Maxwell reminds us that, *"A leader is one who knows the way, goes the way, and shows the way."* Dr. Mullings-Nelson has consistently embodied this philosophy. Her leadership has been characterised by integrity, humility, competence, and an enduring commitment to empowering others. Whether in the classroom, the boardroom, or the negotiating table, she has demonstrated that effective leadership is not about personal prominence but about advancing the collective good.

At the heart of her leadership is a **Christ-centred philosophy** inspired by the words of Jesus in **Mark 10:45**: *"For even the Son of Man came not to be served, but to serve."* She believes that leadership is a sacred trust, requiring compassion, humility, courage, and accountability. Her faith shapes her unwavering commitment to fairness, dignity, and justice, especially for educators who face hardship, inequity, or marginalization.

A second pillar of her leadership is **solidarity and unity**. Dr. Mullings-Nelson believes that the Jamaica Teachers' Association derives its greatest strength from the collective voice of its members. She envisions a JTA where every educator—whether early childhood, primary, secondary, special education, tertiary, or retired—is respected, valued, and represented. She understands that lasting progress is achieved not through division but through collaboration, mutual respect, and shared purpose.

Her third pillar is **justice, equity, and compassionate advocacy**. She is deeply committed to advancing fair compensation, equitable salary structures, improved pensions, comprehensive health care, affordable housing, professional development, and enhanced welfare support for educators. She believes that a profession entrusted with shaping the nation's future must itself be respected, protected, and adequately rewarded. She strongly believes that the vulnerable and often overlooked remain central to the Association's advocacy.

A fourth pillar is **evidence-based leadership and sound governance**. Dr. Mullings-Nelson believes that meaningful advocacy must be grounded in credible research, consultation, reliable data, and thoughtful policy analysis. She supports transparent governance, accountability, strategic planning, and decisions informed by measurable outcomes rather than expediency. Her vision is for the JTA to be an influential policy partner whose positions are respected because they are principled, informed, and solutions oriented.

The fifth pillar is **belief in teachers and educational transformation**. Dr. Mullings-Nelson has unwavering confidence in the capacity of teachers to transform lives and build nations. She is committed to strengthening the profession through leadership development, research, innovation, mentorship, and investment in early childhood, special, technical, vocational, and tertiary education. Her vision embraces policies that promote professional growth, equitable school funding, improved student support services, balanced assessment, and modern learning environments, while strengthening the Association through greater member engagement, leadership succession, disaster resilience, and responsive member services. Dr. Mullings-Nelson's leadership aspires to inspire precisely that spirit throughout the Jamaica Teachers' Association.

Her vision is ultimately one of **hope**—a JTA that remains united in purpose, courageous in advocacy, compassionate in service, and unwavering in its pursuit of justice for every educator. She believes that the future of Jamaica's education system rests upon investing in its teachers, strengthening its institutions, and leading with integrity and faith. She looks forward with confidence to a Jamaica Teachers' Association that is stronger, more influential, and more united than ever before, empowering educators to shape generations and secure a brighter future for Jamaica.

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Retrospect

Mark Malabver

Immediate Past President 2026-2027

The tenure of Mark Malabver as President of the Jamaica Teachers' Association (JTA) represents a period of committed advocacy, purposeful leadership and strong representation of the interests of teachers. He assumed leadership at a time when educators were navigating rising living costs, concerns about compensation, staff shortages, demanding working conditions and broader challenges within Jamaica's education system.

From the outset, Malabver demonstrated a willingness to engage directly with the issues affecting teachers. His leadership reflected a clear commitment to ensuring that the concerns of educators remained visible within the national conversation. He consistently used the platform of the JTA to advocate for improved conditions for teachers, stronger support for schools and greater attention to the realities faced by educators and students.

For many teachers, one of the most appreciated aspects of his presidency was his willingness to stand firmly on matters that he believed were important to the profession. Rather than approaching the role simply as an administrative or negotiating position, he embraced the responsibility of representing teachers publicly and advocating for their interests.

Wage Negotiations: Advocating for the Value of Teachers

Malabver assumed the presidency at a time when teachers were experiencing significant economic pressures. Rising living costs, concerns about compensation and the increasing demands of the profession had contributed to growing frustration among educators.

Under his leadership, wage negotiations were approached as more than a discussion about salary. Malabver consistently emphasized the importance of recognizing the value of teachers and ensuring that their compensation reflected both their contribution to national development and the realities of their daily lives.

His advocacy also drew attention to the relationship between compensation, teacher migration and professional burnout. The concern was that Jamaica could not afford to lose experienced educators while simultaneously asking those who remained to shoulder increasing responsibilities. His position therefore placed teacher compensation within the wider question of how Jamaica invests in its education system and the professionals who sustain it.

Teachers could appreciate that approach because it recognized that educators are not simply employees within a public institution. They are professionals who play a fundamental role in shaping the country's future.

Importantly, Malabver's leadership also extended beyond traditional salary negotiations. The JTA advanced an initiative with Sagicor designed to provide additional benefits and protection for teachers. The initiative has now been signed off and is expected to be implemented in the new year. This

is a significant practical development for members and demonstrates the Association's efforts under his leadership to identify opportunities that could provide teachers with meaningful benefits beyond their regular remuneration.

School Safety and the Protection of Teachers and Students

Another important area of Malabver's advocacy was school safety. He consistently expressed concern about the conditions in which teachers and students were expected to work and learn, particularly when schools were used for purposes beyond their normal educational function.

His concerns surrounding the use of schools as emergency shelters generated considerable public discussion. While different stakeholders expressed different views on the matter, Malabver's intervention brought attention to important questions surrounding the readiness of school facilities, the protection of students and teachers, and the responsibility for maintaining safe educational environments during periods of national emergency.

When questions were subsequently raised about aspects of the shelter issue, Malabver maintained his position regarding who he considered to have the appropriate investigative responsibility. He did not view every request for information as necessarily falling within his obligation to respond, particularly where he believed the persons or entities involved did not have the authority or responsibility to conduct an investigation.

From the perspective of teachers who supported his position, this reflected a leader who was prepared to remain firm when he believed an issue required attention. His approach demonstrated that he was willing to raise difficult questions and keep the safety and welfare of educators and students at the center of the discussion.

Infrastructure, Recovery and the Learning Environment

Following Hurricane Melissa, Malabver continued to draw attention to the condition of schools and the pace of recovery. His advocacy highlighted the reality that education cannot continue effectively without adequate and safe physical environments.

He expressed concern about teachers and students having to return to or remain in environments that were not always conducive to effective teaching and learning. This brought further attention to the importance of resilient school infrastructure and the need for timely responses when schools are affected by natural disasters.

For teachers, these concerns were particularly meaningful because educators experience the condition of school facilities firsthand. The state of classrooms, sanitation facilities, furniture, roofs, electrical systems and other infrastructure directly affects their ability to perform their duties and students' ability to learn.

Malabver's advocacy therefore reinforced an important principle: investing in education means investing not only in programmes and policies but also in the physical environments where education takes place.

Technology and the Fundamentals of Education

Malabver also contributed to the national conversation about the increasing use of technology in education. His position was not necessarily a rejection of technology but rather an encouragement to ensure that technological advancement remains connected to the fundamental purpose of education.

His emphasis on literacy, comprehension, critical thinking and meaningful engagement reflected concerns shared by many educators. Technology can enhance teaching and learning, but it must complement rather than replace effective teaching and the important relationship between teachers and students.

This perspective was particularly relevant as the education system continued to adapt to changing approaches to teaching and learning. It reinforced the need for balance—embracing innovation while maintaining the core skills and human interaction that are essential to a quality education.

A President Willing to Stand Up for Teachers

Perhaps the most significant feature of Malabver's presidency was his willingness to advocate visibly for teachers.

He demonstrated that the JTA could serve not only as a negotiating body but also as a strong voice on national education issues. He was willing to participate in public discussions, raise concerns, question policies and ensure that teachers' perspectives formed part of conversations that affected the education system.

For many educators, this visibility was valuable. Teachers want to know that their professional association is prepared to represent them and to speak about the challenges they face. Malabver's leadership provided that sense of representation.

His willingness to stand firmly on issues also demonstrated conviction. While leadership in a national organization inevitably involves navigating different opinions and interests, Malabver consistently showed that he was prepared to advocate for positions that he believed would benefit teachers, students and the wider education system.

Practical Achievements Alongside Advocacy

It is important that Malabver's presidency be remembered not only through the lens of public advocacy but also through the practical initiatives advanced during his tenure.

The Sagicor initiative is particularly noteworthy in this regard. With the agreement now signed off and implementation anticipated in the new year, teachers stand to benefit from an initiative that seeks to address needs beyond traditional wage negotiations.

This reflects a broader understanding of union leadership—one that recognizes that teachers require not only representation at the negotiating table but also access to initiatives that can contribute to their financial security, personal well-being and professional lives.

A Legacy of Commitment and Representation

Mark Malabver's presidency should ultimately be viewed through the lens of his commitment to the teaching profession and his determination to ensure that teachers' concerns remained visible.

His tenure occurred during a challenging period for education and for the wider Jamaican society. Teachers were navigating economic pressures, changing expectations, infrastructure challenges, staffing concerns and the continuing need to provide quality education to students.

Against this backdrop, Malabver brought energy, conviction and visibility to the role of JTA President. He demonstrated a willingness to advocate strongly, engage national issues and pursue practical opportunities for teachers.

For teachers who appreciated his leadership, his greatest contribution was his willingness to stand up and speak on their behalf. He gave prominence to concerns that educators were experiencing and reinforced the idea that teachers deserve to be heard, respected and properly supported.

His legacy is therefore not limited to individual negotiations, public statements or specific initiatives. It is also reflected in the continued recognition of the JTA as an important voice in Jamaica's education system.

Ultimately, Malabver's presidency leaves behind a message of advocacy and commitment: teachers matter, their working conditions matter, the environments in which they teach matter, and the quality of Jamaica's education system depends on how seriously the country supports those entrusted with educating its children.

For the many teachers who witnessed and appreciated his efforts, his tenure can be remembered with gratitude for the hard work, determination and commitment he brought to the presidency of the Jamaica Teachers' Association.



Message

Senator Dr the Honourable Dana Morris Dixon

Minister of Education, Skills, Youth and Information

It is with a profound sense of pride and anticipation that I greet you at this pivotal Annual Conference. To the leadership and organizers who have brought this great assembly together, I extend my heartfelt congratulations. You have curated a space for critical dialogue and decisive action, and for that, Jamaica owes you a debt of gratitude.

This year's theme resonates with the very soul of our mission, "Reformation Now: Rebuilding A Resilient Education System Buoyed By the Eternal Father and Unrelenting Unionism." It speaks to a collective urgency, a refusal to be passive, and a determination to rebuild with strength. As you address technological shifts, economic changes, and the necessary evolution of STEM and TVET, remember that you are not just reforming a system; you are future proofing our children's lives.

I also want to acknowledge the significance of this moment as we mark the official proclamation of the President-Elect Designate. I congratulate you, LaSonja Harrison, as you prepare to assume your leadership tenure. The baton of leadership is a heavy one, and the path ahead requires vision and courage. To the outgoing leadership, I applaud you for your service.

As you engage in your policy reviews, constitutional debates, and voting sessions over the next few days, do so with the energy of transformation. Let the discussions be rigorous, the decisions be bold, and your commitment to our children be resolute. This is your time to shape the future of education. Walk with the strength of the Eternal Father and the conviction of unwavering purpose.

Let us go forth and rebuild, together.

Yours in partnership.

Senator Dr. The Honourable Dana Morris Dixon

Minister of Education, Skills, Youth and Information

'UNITE AND SERVE'



Jamaica Teachers' Association

62nd Annual Conference

AUGUST 17-19, 2026

Ocean Coral Springs Hotel, Duncans, Trelawny

THEME: Reformation Now: Rebuilding a Resilient Education System Buoyed by the Eternal Father and Unrelenting Unionism"



KEYNOTE SPEAKER:

Mrs. Helene Coley Nicholson, LLB (Hons), JP

Attorney-at-Law

Pre-Conference Church Service

Sunday, August 16, 2026

10:00 a.m.

Tarrant Baptist Church,
51 Molynes Road, Kingston 10

CONFERENCE PROGRAMME

MONDAY, AUGUST 17

REGISTRATION - 8:00 A.M. - 10:30 A.M.

FIRST SESSION - 11:00 A.M. - 12:30 P.M.

1. President's Welcome
2. Constitution of Conference & Standing Orders
3. Questions
4. Keynote Address
5. Announcements
6. Adjournment

LUNCH: 12:30 P.M. - 2:00 P.M.

SECOND SESSION - 2:00 P.M. - 4:30 P.M.

7. Constitution of Conference
8. Answers to Questions & Questions
9. Notices of Motion
10. Annual Report
11. Audited Financial Report
12. 2025-2026 Budget
13. Announcements
14. Adjournment

THIRD SESSION - 8:00 P.M. – 10:00 P.M.

15. President's Remarks
16. Excuses, Obituaries, Congratulations & Personal Messages
17. Welcome
18. Greetings
19. Proclamation of President Elect
20. Musical Item
21. Out-Going President's Address
22. Investiture Ceremony
23. Presidential Address
24. Announcements
25. Adjournment

TUESDAY, AUGUST 18

FOURTH SESSION - 8:00 A.M. - 9:00 A.M.

26. Status of Women's Committee

FIFTH SESSION - 9:00 A.M. – 11:00 A.M

27. Constitution of Conference
28. Answers to Questions & Questions
29. Notices of Motion
30. Jamaica Publishing House
31. Resolutions Committee Report & Resolutions
32. Announcements
33. Adjournment

SIXTH SESSION - 11:00 A.M. – 1:00 P.M.

34. Constitution of Conference
35. Answers to Questions & Questions
36. Salaries & Conditions of Service Report
37. Resolutions
38. Announcements
39. Adjournment
40. Exhibitors/Sponsors Presentation

LUNCH - 1:00 P.M.

FREE AFTERNOON

SEVENTH SESSION - 8:00 P.M. – 10:00 P.M.

41. Constitution of Conference
42. Awards Ceremony
43. Announcements
44. Adjournment

WEDNESDAY, AUGUST 19

EIGHTH SESSION - 8:30 A.M. - 11:30 A.M.

45. Constitution of Conference
46. Answers to Questions & Questions
47. Ministry of Education, Skills, Youth & Information
48. Announcements
49. Adjournment

BREAK - 11:30 A.M. - 11:45 A.M.

NINTH SESSION - 11:45 A.M. - 12:45 P.M.

50. Constitution of Conference
51. Answers to Questions & Questions
52. Committee Reports
53. Presentation of the JTA's 2026-2027 Programme
54. Resolutions
55. Announcements
56. Adjournment

LUNCH - 12:45 P.M. - 2:00 P.M.

TENTH SESSION - 2:00 P.M. - 4:00 P.M.

57. Constitution of Conference
58. Answers to Questions & Questions
59. Constitution of General Council 2026 - 2027
60. Close of Conference
61. Rise of Conference

Special General Council Meeting to constitute Committees – Saturday, September 6, 2025 at 10:00 a.m.

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Jamaica Teachers' Association

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(876) 961-4691
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jtasouthcentralregion@gmail.com

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Standing Orders

GENERAL

1. Sessions of Conference shall begin and close at the time fixed on the conference Time Table. If 30 minutes shall elapse after the fixed time for a start and there is not a quorum, either business shall proceed and be approved when there is a quorum or the session shall be deemed adjourned until the next session. Conference shall have the right on a majority vote on a motion of its members, to continue a session for up to 30 minutes beyond the time fixed for its close.
2. At the opening of each session it shall be the duty of the Credentials Committee or, in their absence, the Secretary General to ascertain and declare when a session must be duly constituted.
3. No session shall be duly constituted unless there are present at one and the same time at least 15 members of the General Council and 55 delegates.
4. Sessions of Conference shall be presided over by the President or in his absence the President Elect or Immediate Past President, and in the absence of any or all of these, Conference, may appoint a Chairman from among the members of General Council present.
5. No Officer, Council Member or Delegate shall absent himself from any session of Conference except by permission of Conference.
6. The Chairman in speaking shall normally stand, and whilst speaking shall not be interrupted by anyone.
7. When the Chairman rises to speak, all members shall sit.
8. The Chairman shall have an original and casting vote.

REPRESENTATIVES

9. When a member rises to speak he shall give his name, and if he is a representative, also the name of his Association and if his right to the floor is questioned, it shall be acknowledged by the Chairman.
10. None but Officers, Council Members and Delegates are allowed to vote; but any member of the Association may take part in the discussion by permission of the Chair.
11. A non-member of the Conference who may desire to speak on a Resolution may be allowed the privilege by a majority vote of Conference.
12. The Conference shall have the power to move the courtesy of the floor to any member they may desire to hear.

RESOLUTIONS

13. The mover of a Resolution on speaking, shall stand and address the Chair, after which he shall remain standing until he has finished.
14. The mover of a Resolution shall not speak longer than ten (10) minutes.
15. No member, other than the mover of a Resolution shall be allowed to speak longer than five (5) minutes except by vote of Conference.
16. When a Resolution has been amended, the amendment must first be put to the vote; and if it be lost, then the Resolution.
17. If an amendment be further amended, the last amendment shall first be put to the vote, if it be lost then the first amendment, and if that be lost then the Resolution.
18. The person who is speaking on a Resolution when time is called shall continue to speak on the same Resolution immediately after the opening of the next session, or as early as it shall be brought before the Conference.

19. When it appears that a motion has been fully discussed, the Chairman shall stand and ask "Are you ready for the question?" I now put the question. "Those in favour, say aye. Any against?" On satisfying himself that the majority are in favour he shall declare, "The Ayes have it." If the Conference is not satisfied that is so, the members shall take a vote by show of hand, or other proper and convenient method, and declare the motion carried or lost. In the case of a tie he shall give a casting vote and follow by a declaration.
20. A Resolution passed at the Conference may be rescinded at another session by a majority vote of the members present: but a notice of motion shall be given.
21. The number of votes for any resolution shall be recorded before any other resolution or any business is attempted.
22. The mover of any Resolutions shall have the right if he so desires to speak for not more than five minutes at the close of a debate or his Resolution, provided that his speech shall be a summary of refutation of the arguments and not merely the opening of a new debate, and further that no additional discussion of the Resolution shall be allowed after the mover has thus closed the debate.
23. The Chairman's decision shall be final as whether or not a speaker is introducing a new debate in his closing remarks.

QUESTIONS AND NOTICES OF MOTIONS

24. All Questions and Notices of Motions shall be submitted in writing immediately after the opening of each Session and the Questioner or Mover shall read the Questions of Notices of Motions before the Conference, and shall attach his signature.
25. Amendments to Resolutions shall likewise be written and signed by the mover and Seconder. All such writing shall be in legible hand writing and on one side of the paper.

POINTS OF ORDER

26. In the case of continued irrelevance or tedious repetition, or any action contrary to the decorum of the debate, on the part of any member, the Chairman may call him to order, but the member may be permitted to state his case by an appeal to the Conference through the Chair.
27. Any other member may also cause him to cease speaking by standing and saying after addressing the Chair, "I rise on a point of order."
28. If a member, when out of order refuses to sit or to cease speaking when called to order by the Chair, he shall be named by the Chair.
29. The Chairman shall decide whether a member is in order, and his decision shall be final. He has also the power to decline to put from the chair any amendment which is out of order.
30. If disorder should arise the Chairman acting on his discretion, can quit the Chair and announce the adjournment of the meeting for a specified time (not exceeding 20 minutes) and by that announcement, the meeting is immediately adjourned, and no business subsequently transacted will be valid.

UNITE AND SERVE

Jamaica Teachers' Association

ANNUAL REPORT

2025-2026

Presented by
Dr. Mark Nicely, J.P.
Secretary General

EXECUTIVE OVERVIEW

The 2025-2026 Conference Year was marked by sustained advocacy, institutional strengthening, membership growth, disaster response, professional development, democratic renewal and expanded local and international partnerships. The Jamaica Teachers' Association operated in a demanding national environment characterized by teacher migration, cost-of-living pressures, school-safety concerns, learning loss, technological change, infrastructure damage following Hurricane Melissa and continued pressure on the welfare and conditions of service of educators. Despite these challenges, the Association maintained a strong national voice, delivered major programmes, modernized its membership systems, deepened international solidarity and advanced strategic proposals designed to strengthen its long-term financial and institutional sustainability.

The year closed with total membership of 19,616, a successful President-Elect election, significant relief and recovery support for members affected by Hurricane Melissa, the completion of major professional-development and member-engagement programmes, continued negotiations on compensation and conditions of service, and the presentation of proposals for a JTA Foundation, a Real Estate Investment Company and a comprehensive Strategic Review for 2026-2031. The Association also successfully staged the 41st JTA/Sagicor National Athletics Championship on June 26-27, 2026, sustaining one of its most visible national youth-development programmes and extending its reach through corporate partnership, digital meet management and international broadcasting.

The departmental and regional reviews reinforce this institutional picture. Administration and Human Resource operations supported recruitment, appointments, performance management, leave, pensions, employee relations, conferences, elections and staff welfare throughout a period of severe disruption. Information Systems and Technology became a central driver of membership modernization and communication, while the Member Services and Industrial Relations Unit maintained substantial casework, school outreach and regional engagement. The Professional Services Unit delivered a broad programme of professional learning, counselling and partnership-based support, and also developed reform proposals for teacher onboarding, career transition and digital access, while the Communications and Public Relations function sustained event coverage, campaign visibility, publication development and forward planning for a stronger multimedia and public-engagement presence.

The integrated evidence demonstrates that the Association's performance during the year was not limited to major national events. It was sustained by detailed operational work across Head Office and the four regions, including thousands of member contacts, hundreds of cases and applications, extensive school visits, high-volume digital communication, staff and pension administration, professional-development delivery and continuous coordination with schools, Ministries, unions, partners and service providers.

Introduction and Conference-Year Context

The conference year opened with the installation of President Mr. Mark Malabver and a renewed commitment by the Secretariat, General Council and Central Executive to advance the mission of the Association. The 61st Annual Conference reaffirmed the JTA as a vibrant, vocal and visionary organization, while drawing attention to teacher migration, unequal access to resources, policy gaps, professional dignity and the need for stronger advocacy.

The year later unfolded against the devastation caused by Hurricane Melissa, which damaged schools, homes and communities and created deep personal and professional hardship for educators. The Association responded through relief, representation, psychosocial support, international mobilization and sustained advocacy for school recovery. Throughout the period, the JTA remained anchored in solidarity, justice, service and the protection of public education.

STRATEGIC DIRECTION, GOVERNANCE AND INSTITUTIONAL DEVELOPMENT

Governance and Standing Committees

The Association constituted its standing committees for the conference year, creating the operational framework for governance, policy development, financial oversight, sectoral representation, member welfare, public communication, professional advancement, sports, awards, property development, international relations and negotiations. Committees included Awards, Board of Trustees, Credentials, Early Childhood, Education and Research, Finance, International Relations, Membership, Sports, Policy, Primary, Professional Advancement and Teacher Welfare, Property and Development, Resolutions, Public Relations, Salaries and Conditions of Service, Secondary, Special Education, Study Circle and Tertiary.

Central Executive and General Council continued to provide direction on negotiations, policy, governance, programme delivery and institutional priorities. Leadership-development activities strengthened capacity in parliamentary procedures, financial management, industrial relations, strategic leadership, social media, governance and member mobilization.

The Policy Committee's wider governance mandate also encompassed review of the role of Trustees, development of a Code of Ethics for committees, establishment of a documented appraisal regime for all Administrative Officers including the Secretary General, and completion of the review of the Memorandum and Articles of Association to strengthen probity, transparency and organizational agility. Work continued during the year on the staff handbook and approval systems; however, further work remained necessary, particularly on the proposed Code of Ethics and the constitutional review.

Strategic Review 2026-2031

A comprehensive Strategic Review was proposed to guide the JTA's direction for 2026-2031. The review will examine the performance of the existing strategic plan, governance and operating structures, member expectations, communication, advocacy, financial sustainability, staffing, systems and partnerships. The proposed methodology includes document review, interviews, focus groups, member surveys, SWOT analysis and benchmarking against comparable organizations. Deliverables will include an inception report, interim report, draft final report and final report over a twelve-week period. The Policy Committee advanced the governance process supporting this work during the year; on May 14, 2026, it reviewed the Terms of Reference for the Strategic Review, finalized the proposed subcommittee for implementation and monitoring, and settled details for submission to General Council. The General Council subsequently approved the implementation of the Strategic Review.

JTA Foundation and Real Estate Investment Company

Two major institutional proposals were advanced for approval in principle. The proposed JTA Foundation would be established as a separate legal entity to mobilize donations, grants, charitable gifts and partnerships for teacher welfare, scholarships, disaster support, professional development and educational initiatives. It would operate under an independent governing board, annual audits, regular reporting and professional legal and tax guidance.

The proposed wholly owned JTA Real Estate Investment Company would develop and manage the Association's real estate assets to generate sustainable non-dues income and long-term value. The JTA's property portfolio was estimated at more than $2.5 billion across thirteen properties. The Fairway property was identified as a possible first development through a project-specific special-purpose vehicle designed to preserve JTA ownership, separate project risk, attract financing and ensure transparency and accountability.

Administrative Staff Retreat and Operational Priorities

The Administrative Staff Retreat, held from June 28 to June 30, 2026, at the Ocean Coral Spring Hotel, Duncans, Trelawny, produced a practical action agenda for the new conference year. Priorities included teacher development, governance, scheduling, facilities, systems, finance, communications, public engagement and Annual Conference readiness. Key

deliverables included a New Teacher Handbook, revised training manuals, earlier communication of tertiary grant deadlines, improved meeting and office-closure notices, stronger calendar discipline, a facilities and air-conditioning audit, office-equipment procurement, PBX improvements, review of credit-card arrangements, finalization of the Annual Conference audio-visual provider and stronger monitoring of tranche submissions. A simple action register was recommended to track responsibility, deliverables, deadlines, progress, support required and next decisions.

Departmental Planning and Performance Accountability

The annual administrative review confirmed the need to convert retreat decisions into a disciplined implementation framework. Priority deliverables include a New Teacher Handbook, revision of training manuals, earlier communication of tertiary-grant deadlines, timely notice of meetings and office closures, improved annual-calendar discipline, stronger coordination of departmental work plans and clearer adherence to reporting and communication protocols.

Operational priorities include a comprehensive air-conditioning and facilities-maintenance audit; procurement and replacement of outdated office equipment; improvement of the PBX and communications systems; review of credit-card arrangements; completion of Annual Conference audio-visual contracting; closer monitoring of tranche submissions; and the use of a simple action register identifying the responsible officer, deliverable, deadline, progress status, support required and next decision point.

The departmental reports also point to the need for more systematic performance indicators. Recommended measures include monthly reporting on case resolution, membership processing, customer-service response, digital engagement, programme participation, staff-development outcomes and implementation of retreat decisions. This would allow the Officers and Administrative Staff to move from activity reporting to a clearer assessment of institutional performance and impact.

Collective Bargaining, Salaries and Conditions of Service

Compensation and conditions of service remained central to the Association's advocacy throughout the Conference Year. The JTA continued to pursue outstanding annual increments and the public-sector salary and conditions-of-service claim for the period April 1, 2025, to March 31, 2028. The negotiating agenda has included salary adjustments, rebanding, qualification and graduate allowances, inducement and retention measures, technology-related support and other conditions intended to protect educators' purchasing power, improve retention and preserve the attractiveness and stability of the teaching profession.

Negotiations remained active as this report was finalized for printing. The most recent negotiating meeting was held on August 11, 2026. At the time of writing, no settlement had been finalized. The Association nevertheless entered the closing days before Conference with a realistic expectation that the Government of Jamaica could present a further offer for consideration through the JTA's established democratic processes. This expectation is recorded cautiously: it is not a representation that an offer will be made, nor an indication that any terms have been agreed. Under the Association's bargaining arrangements, acceptance or rejection of a settlement rests with the appropriate delegates or membership process rather than with the leadership alone.

Throughout this demanding process, the Association has sought to provide disciplined, informed and representative advocacy on behalf of Jamaica's teachers. The negotiating effort has been led by President Mr. Mark Malabver, working with the Salaries and Conditions of Service Committee, volunteer members who have contributed their professional knowledge and sectoral perspectives, and the Association's administrative officers and staff. Public reporting during the year reflected the President's consistent emphasis that the JTA had advanced a strong case for teachers and was seeking a reasonable outcome that recognizes their value and worth. The breadth of the Salaries and Conditions of Service Committee also helps ensure that the principal categories of teachers and instructors are represented within the bargaining process.

Because negotiations are continuing and may advance between the printing of this report and its presentation on August 17, 2026, the most current verified position - including any offer received, material movement in the negotiations, and the appropriate next steps - will be articulated to delegates at this 62nd Annual Conference. Whatever developments emerge, the Association must continue to approach this critical matter with unity, discipline and mutual respect, standing with one another as one organization and remaining faithful to its enduring motto - *Unite and Serve*.

EDUCATION POLICY, LEGISLATION AND NATIONAL ADVOCACY

Jamaica Teaching Council Bill

The JTA submitted its formal position on the Jamaica Teaching Council Bill. The Policy Committee prepared and refined the Association's position through a face-to-face working session on January 26, 2026, continued its strategic review on March 3, and finalized the details of the submission to the Ministry of Education, Skills, Youth and Information on March 21. While supporting the establishment of a regulatory council in principle, the Association called for substantial amendments to strengthen governance, fairness, independence and professional autonomy. Concerns included the proposed size and composition of the Council, inadequate teacher representation, ministerial influence, quorum arrangements, unclear fees, restrictive licensing timelines, the proposed appraisal role and insufficient safeguards in disciplinary and grievance procedures.

The JTA advocated a smaller and more efficient body, majority teacher participation, transparent nomination processes, fair financing, longer renewal periods, due-process protections, full pay during investigations and the right to representation.

School Safety, Public Education and Student Welfare

The Association repeatedly highlighted violence and conflict in educational spaces and called for a coordinated national response involving government agencies, parents, communities, churches, educators and civil society. Advocacy emphasized stronger psychosocial support, improved security, restorative approaches to discipline, values and attitudes education, adequate school resources and safe working and learning environments.

The JTA also continued its "Go Public! Fund Education" campaign, reinforcing the need for stronger and more sustainable investment in public education. This advocacy was given a concrete public-engagement platform on June 8, 2026, when education stakeholders participated in the Go Public! Fund Education Forum at the JTA Head Office, providing space for focused dialogue on education financing. The Association linked educational quality to teacher welfare, school infrastructure, equitable access, support for vulnerable students and effective policy implementation. Sector-level work also brought renewed attention to the primary system. The Primary Committee initiated a questionnaire to obtain concrete data on the continued relevance and operating realities of multigrade schools and began examining the adequacy of primary-school infrastructure. Although the proposed multigrade forum and some wider research tasks were not completed during the year, the work reinforced the need for evidence-led consideration of school funding, teacher shortages, infrastructure adequacy and stronger linkages across the Early Childhood, Primary and Secondary sectors. This evidence-led agenda was strengthened by the Education and Research Committee, which advanced research on teacher shortage and migration, education funding, TVET and STEAM education and the Ministry of Education's philosophy. Extensive surveys, literature reviews and analysis of Ministry data identified continuing migration pressures and critical shortages in Mathematics, Science, English Language, Special Education and TVET, with rural schools experiencing the greatest recruitment and retention challenges. The work remained at the research and policy-development stage, with further analysis and General Council deliberation required before final Association positions are adopted.

Communications, Public Relations and Public Engagement

The Communications and Public Relations Department supported the Association's visibility by documenting programmes, promoting campaigns and coordinating coverage across national, regional

and parish activities. During the conference year, the Department worked with the Public Relations Committee to promote and cover the JTA/Sagicor National Athletics Championship; documented Parish Annual Meetings through photography; provided pre-event, live and post-event coverage for the JTA Family Fun Day and Health Fair, the Professor Errol Miller T20 Cricket Competition and the Ena Barclay Football and Netball Rally; and supported local organization and JTA coverage of the American Federation of Teachers solidarity visit. Further event material was identified for publication in Association magazines and print products.

The Department also completed a National Public Relations Training early in the conference year, which was positively received by participants. At the close of the review, payment remained outstanding for at least one trainer and required administrative follow-up. The Annual Clarion Magazine was at an advanced production stage: Associate Editor Mr. Franklin McKnight had contacted parish representatives, parish submissions had been received for vetting and insertion, and the Department was coordinating the production process toward early completion. All parishes were also preparing annual newsletters to record local activities, educator achievements and stories from their respective communities.

Public advocacy remained an important part of the communications mandate. The Department continued to support the JTA's 'Go Public! Fund Education' initiative and proposed a coordinated campaign with the Salaries and Conditions of Service Committee to strengthen public understanding of teacher compensation and working conditions. It also identified the need for a deliberate programme to shape public perceptions of trade unions through timely, positive and evidence-based communication about educators and the Association's work.

Multimedia Development and Institutional Communications

Work on a documentary chronicling the history of the Jamaica Teachers' Association and its achievements for teachers had begun but had not moved into production. The proposed service provider submitted an invoice and was asked to revise it before a deposit could be processed; the delay created uncertainty and placed the project at risk. The Communications Officer recommended prompt resolution of the payment and contracting arrangements so that the project could proceed. The Department also proposed investment in a dedicated production studio to strengthen the Association's capacity for video, audio, podcast and other multimedia content.

For 2026-2027, the communications agenda includes coordinated regional Town Hall Meetings under a 'Talk with Your President' format; greater use of Instagram, TikTok, podcasts and X to provide timely information and positive stories about teachers; podcasts addressing education-system challenges and possible solutions; and exploration of the Dime platform for event bookings and possible monetary transactions. These initiatives should be aligned with the Association's wider digital strategy, editorial calendar, data-protection requirements and performance measures so that public engagement is coordinated, measurable and sustainable.

The Department also identified replacement of the JTA's PBX system as a priority and proposed working with the Systems Administrator to improve line-telephony communication. This requirement reinforces the broader administrative recommendation for modern, reliable and integrated internal communications infrastructure.

FINANCIAL HIGHLIGHTS AND FINANCIAL POSITION

The Association remained financially resilient at June 30, 2026, supported by strong membership-fee income and a substantial investment base, while operating within a narrow margin that requires continued expenditure discipline. For the fiscal year ended March 31, 2026, the combined fee and property accounts recorded an estimated operating surplus of approximately J$3.01 million, compared with a budgeted combined surplus of approximately J$0.27 million. Fee income of approximately J$660.23 million exceeded budget by J$24.43 million; however, other income was materially below budget, and the property account, although performing better than planned, remained in deficit.

The first quarter of the 2026-2027 fiscal year presented a more cautionary position. At June 30, fee income stood at approximately J$168.79 million, J$3.64 million above budget. Fee-account

expenditure of approximately J$178.52 million was J$7.99 million above budget, leaving a fee-account surplus of approximately J$2.28 million. The property account recorded income of approximately J$10.07 million and expenditure of J$16.06 million, producing a deficit of approximately J$5.99 million. While this property result was J$2.29 million better than budget, the combined fee and property position for the quarter was an estimated deficit of approximately J$3.70 million.

The Association nevertheless retained significant financial capacity. Funds under management were approximately J$436.60 million at May 31, 2026, compared with approximately J$428.29 million at December 31, 2025. This investment base provides meaningful resilience but should not be regarded as unrestricted operating cash. The Finance Committee continued to emphasize completion of an updated investment policy, disciplined reinvestment, appropriate liquidity management and a more deliberate approach to long-term wealth creation.

Hurricane Melissa recovery represented the most significant extraordinary financial demand of the conference year. Recorded recovery expenditure had reached approximately J$37.61 million by June 30, with total projected expenditure of approximately J$39.72 million after outstanding approved grants. Donor funding amounted to approximately J$17.82 million. The scale of this intervention underscores both the Association's capacity to respond to members in crisis and the importance of rebuilding resources used for emergency support and strengthening future disaster-reserve arrangements.

Other indicators remained important to the overall financial position. The Edith Dalton James Fund stood at approximately J$7.03 million at June 30, 2026, while statutory filings referenced in the available reports were completed within the required reporting cycles. Property performance, rental arrears and legacy receivables continued to require active attention, alongside stronger pre-approval of financially consequential decisions, tighter variance management and timely reconciliation of activities and events.

Taken together, the financial information presents an Association that is stable and resilient, with dependable core fee income and a substantial investment base, but with limited operating headroom and identifiable pressures that require prudent management. The strategic priority is therefore to preserve and grow the Association's financial assets, strengthen recurring operating performance, improve returns from property, close outstanding receivables and maintain rigorous financial governance.

This section is intended as a high-level financial overview for the Annual Report. A more detailed financial report will be presented to the 62nd Annual Conference, including the audited financial statements and any updated figures, reconciliations or material developments available at the time of Conference. The audited report and formal financial presentation should therefore be regarded as the authoritative detailed account of the Association's financial performance and position.

Membership Growth, Administration and Digital Transformation

Membership Performance, Growth and Revenue Base

Membership is the Association's principal recurring income base and one of the clearest measures of organizational reach, relevance and member confidence. The final consolidated Membership Report for September 2025-July 2026 records 19,616 members across all categories. This is the highest total in the four-year comparative series and represents a strong reversal of the declines recorded in the two preceding membership years. The result reflects sustained recruitment, regional outreach, improved application processing, expansion of strategic membership categories and the continued modernization of membership administration.

Year-on-Year Membership Performance

Total membership rose from 18,797 in 2024/25 to 19,616 in 2025/26, an increase of 819 members or 4.4 per cent. This reversed the reduction of 386 members (2.0 per cent) recorded between 2023/24 and 2024/25 and lifted membership above the 2022/23 total of 19,470. Across the four-year series, therefore, 2025/26 produced both the strongest annual movement and the highest closing membership position.

Membership Year	Total Membership	Year-on-Year Change	% Change
2022/23	19,470	-	-
2023/24	19,183	-287	-1.5%
2024/25	18,797	-386	-2.0%
2025/26	19,616	+819	+4.4%

The year-on-year category profile also showed important diversification. The comparative schedule records MOEY membership at 12,742, up 295 (2.4 per cent); Bursar-paid membership at 4,744, up 121 (2.6 per cent); Early Childhood membership at 569, up 65 (12.9 per cent); Associates at 165, up 27 (19.6 per cent); Retirees at 782, up 96 (14.0 per cent); and Students at 383, up 235 (158.8 per cent). HEART Trust/NSTA membership declined by 15 to 196. The sharp increase in Student membership is particularly significant for renewal of the Association's future membership pipeline. The Early Childhood Committee reported recruiting more than 60 practitioners during the conference year, reinforcing the wider increase in this strategic membership category and strengthening the Association's reach within the sector.

Month-on-Month Ministry-Paid Performance

The Ministry-paid category, the largest component of the membership base, demonstrated a positive overall trajectory. The detailed monthly schedule moved from 11,974 in September 2025 to a conference-year high of 12,777 in July 2026, a net gain of 803 members, or approximately 6.7 per cent on the detailed schedule. Growth was strongest between September and October (+365), with further gains in December (+119), February (+171), March (+88), April (+56), June (+165) and July (+142). Temporary reductions occurred in January (-66) and May (-260), but both were followed by recovery, with July closing 142 members above June and 307 above May.

Month	Ministry-Paid	Monthly Change
Sept. 2025	11,974	-
Oct. 2025	12,339	+365
Nov. 2025	12,362	+23
Dec. 2025	12,481	+119
Jan. 2026	12,415	-66
Feb. 2026	12,586	+171
Mar. 2026	12,674	+88
Apr. 2026	12,730	+56
May. 2026	12,470	-260
June 2026	12,635	+165
July 2026	12,777	+142

Membership Composition at July 2026

At July 2026, total membership of 19,616 comprised 12,777 Ministry-paid members, 4,744 Bursar-paid members, 782 Retirees, 569 Early Childhood members, 383 Students, 196 HEART Trust/NSTA members and 165 Associates. Ministry-paid and Bursar-paid members together accounted for 17,521 members, or approximately 89.3 per cent of the total, underscoring the direct relationship between effective recruitment, retention and administrative processing in these categories and the Association's financial sustainability.

Bursar-Paid Membership by Parish

Bursar-paid membership stood at 4,744. The largest parish concentrations were St. Andrew (793), St. Catherine (726), Kingston (609), St. James (445), St. Ann (434), Manchester (387) and Clarendon (306), followed by St. Elizabeth (258), St. Mary (166), Westmoreland (149), Trelawny (127), Portland (120), Hanover (119) and St. Thomas (105). This distribution provides a useful basis for targeted retention, dues monitoring and recruitment activity at parish and regional levels.

Membership Applications and Regional Processing

A total of 1,166 membership applications were submitted during the reporting period and 928 were processed, producing an overall processing rate of 80 per cent. South Central recorded the strongest processing performance at 90 per cent (235 of 260), followed by South East at 83 per cent (427 of 513), Western at 74 per cent (139 of 188) and North East at 62 per cent (127 of 205). The overall result represents a substantial improvement over earlier cumulative snapshots and demonstrates stronger conversion of recruitment activity into completed membership, while also identifying North East processing as a priority for the new conference year.

Region	Submitted	Processed	Rate
South East	513	427	83%
South Central	260	235	90%
North East	205	127	62%
Western	188	139	74%
Total	1,166	928	80%

Electronic Membership Cards and Online Applications

The electronic membership-card programme continued to expand, with the detailed regional schedule recording 13,460 E-Cards distributed by July 2026: South East 5,832, South Central 2,927, Western 2,682 and North East 2,019. This represented approximately 68.6 per cent of the total membership base. The programme therefore moved well beyond the transition stage, while leaving a clear opportunity to extend digital coverage to the remaining membership, particularly groups that had shown lower adoption earlier in the year.

The fully online membership application system, introduced on April 23, 2026, became an increasingly important channel for recruitment and administration. By July, 404 online applications had been received: 180 from South East (45 per cent), 99 from Western (25 per cent), 70 from South Central (17 per cent) and 55 from North East (14 per cent).

For Ministry submissions during May-July 2026, 200 of 289 applications were submitted online, compared with 89 physically, meaning approximately 69 per cent of applications during those three months used the online channel. Monthly online shares were 70 per cent in May, 74 per cent in June and 62 per cent in July.

Membership Discontinuations and Retention

Membership discontinuations remained manageable relative to the size of the Association. Seventy-six discontinuation requests were processed and 12 remained pending. South East accounted for 41 processed and five pending requests; Western 13 processed and one pending; South Central 11 processed and four pending; North East five processed and two pending; HEART Trust/NSTA four processed; Early Childhood one; and Education Officer one. Continued attention to early identification of potential withdrawals, accurate records and prompt member engagement will be important to protect the gains achieved during the year.

Strategic Assessment

The final membership position is a significant institutional outcome. The Association not only reversed two consecutive years of decline but ended 2025/26 with the highest total in the four-year comparative period. The growth was broad-based: the core Ministry-paid and Bursar-paid categories strengthened, while Early Childhood, Associate, Retiree and especially Student membership expanded. These results reflect the combined contribution of the elected leadership, Secretariat, Membership Department, regional officers, Contact Teachers, committees and recruitment initiatives across the island. The immediate task is to convert this recovery into sustained growth by improving processing consistency, completing outstanding applications, deepening E-Card adoption, protecting data quality, strengthening retention and deliberately cultivating early-career and strategic membership categories.

Information Systems, Digital Service Delivery and Operational Resilience

The Information Systems and Technology Department supported Head Office, the four regional offices, more than 19,000 members and a network of 72 discount vendors and merchants. During the year,

the Department moved beyond routine technical support to become a strategic driver of membership verification, digital applications, organizational communication, virtual collaboration, customer service and business continuity.

The Virtual Membership Card System was supported by a resident membership database, online registration forms, data-parsing processes, independent hosting and email services, the JTAMAIL.COM domain and a verification portal deployed at Head Office, all regional offices and across the 72-member discount network. Retired teachers were sensitized on September 4, 2025, while vendors received telephone and email guidance, written instructions and videos on TRN and QR-code verification.

E-Cards issued increased from 9,900 in November 2025 to 12,644 by May 2026, a net increase of 2,744. Over the same period, the membership database increased from 16,864 to 19,376 members and E-Card coverage improved from approximately 59 per cent to 65 per cent. The remaining 35 per cent without E-Cards was concentrated particularly among retired, HEART/NSTA, Early Childhood Commission and student members and requires targeted registration support.

The fully online membership application was launched on April 23, 2026, introducing one-click submission, application tracking, improved data capture, worldwide access and 24-hour availability. By May, the system had received 191 applications, including 189 full and two associate memberships; by June, this had increased to 312 applications, comprising 310 full and two associate memberships.

Other system developments included the ICTV digital advertising and information platform, launched in February 2026 and installed at Head Office in March and the Western Regional Office in May; a web-based, TRN-enabled event registration system introduced in April; an interactive Education Conference dashboard; QR-code registration; and the preservation of institutional records through the backup of three longstanding Cable and Wireless email accounts. ICTV installation remained outstanding in the South Central and North East offices.

Digital communication reached significant scale. Reported bulk-email traffic totalled 128,830 messages in the February reporting cycle, 63,862 in March, 162,625 in April and 81,788 in May. April's volume was driven by the Education Conference, anniversary activities, regional town hall meetings, the President-Elect election and the online application launch. Zoom supported between 16 and 47 sessions per month from November 2025 to May 2026, with February recording the highest usage at 47 sessions.

A structured customer-service function was established through a dedicated WhatsApp number and two email accounts. In February 2026, WhatsApp processed 1,283 messages across 582 unique conversations, resolving 469 matters while 113 remained pending. The JTA-CONTENT2 account processed 1,414 messages across 497 conversations, resolving 365 matters while 132 remained pending. Across February and March, WhatsApp handled 1,276 inbound messages and the email channels managed more than 3,210 items of correspondence.

Data Integrity, Cybersecurity and Digital Readiness

Digital modernization exposed longstanding membership-data weaknesses, including missing TRNs, inaccurate records, inactive members accessing benefits and delinquent Bursar schools. By May 2026, the North East Region had achieved 100 per cent TRN compliance, South Central had reduced non-compliance from 11 per cent to 4.4 per cent and overall Bursar-school compliance reached 90.3 per cent. However, 467 of 4,832 Bursar-school members still required follow-up. South East remained the principal concern at 83.8 per cent compliance, with 367 missing TRNs across 89 schools, many of them in St. Andrew.

Hurricane Melissa demonstrated both the resilience and vulnerability of the Association's technology environment. Head Office and the South East Regional Office maintained connectivity, the North East Office was restored promptly, South Central experienced intermittent service and the Western Office was fully offline during the November reporting period. A temporary Digicel connection was deployed during a three-day Flow outage at Head Office. The experience highlighted the need for preconfigured

backup internet solutions at every regional office and a formal Disaster Risk Management and Recovery Plan.

The IT review identified urgent infrastructure requirements: a physical server, physical firewall, network segmentation through VLANs, Layer 3 Power-over-Ethernet switches, a dedicated router, backup equipment, uninterruptible power supplies and replacement of computers, laptops and printers more than ten years old. Outstanding software items included the Membership Management System membership screen, parsing scripts for retired, associate, student and HEART categories, an E-Card Management System and software for QR-code scanner hardware already purchased.

The strategic digital-readiness assessment recommends that technology be treated as an organizational governance priority. Immediate actions include procurement of core security infrastructure, an independent cybersecurity and Data Protection compliance assessment, role-based access controls, a formal Data Governance Policy, a written disaster-recovery plan, standardized customer-service metrics and completion of the QR-code and E-Card systems. A monthly IT Dashboard should report active membership, E-Card coverage, TRN compliance, email engagement and customer-service resolution rates.

The report also identifies artificial intelligence as both an operational opportunity and an advocacy responsibility. It recommends an internal AI Use Policy, a JTA AI in Education Position Statement, collective-bargaining language on AI and digital monitoring, and structured professional development for staff and members. It further recommends additional IT capacity, since the current function is effectively a one-person operation supporting infrastructure, software, communications, customer service, training, recovery and strategic planning for more than 19,000 members.

Hurricane Melissa Relief, Recovery and International Solidarity

The JTA established a comprehensive Hurricane Melissa Relief Initiative built around leadership, empathy, accountability and long-term recovery. The seven-pillar framework included a special meeting of Central Executive, a comprehensive needs assessment, mobilization of relief supplies, a National Disaster Relief Oversight Committee, collaboration with the Jamaican diaspora, partnerships with regional and international organizations and an online psychosocial support programme.

The Association recorded 271 cases across nine parishes, including 223 severe and 48 moderate cases. The Hurricane Melissa Grant Programme approved 356 beneficiaries across three batches; 275 beneficiaries had been processed and paid by May 2026, representing approximately 77 per cent of approved applications. At that reporting point, the remaining payments were targeted for completion shortly thereafter.

Significant international support was received, including J$1,821,400 on November 24, 2025, J$3,850,900 on December 16, 2025 and US$19,963 on December 17, 2025. Education International and partner organizations in Canada, Europe, the United Kingdom and the United States supported the response, while JTA members and committees packaged and distributed care supplies and provided direct assistance to affected colleagues. The Early Childhood Committee complemented the national response through structured school tours from December 2025 to March 2026, reaching 13 of the 14 parishes and distributing more than 100 school bags together with toiletries, clothing, books, teaching and learning resources, electronics, cleaning supplies, bed linen, food and water. It also facilitated five virtual psychosocial sessions and one physical session, helping educators process trauma, rebuild resilience and reconnect with available JTA support. Primary Committee members also supported the National Relief Oversight Committee's distribution of care packages to affected teachers in Westmoreland, Hanover and St. Elizabeth, while Duhaney Park Primary School contributed care packages to the Lowe River Primary and Infant School community, extending the Association's recovery response through school-level solidarity.

The American Federation of Teachers solidarity visits from June 14-19, 2026 moved the partnership beyond formal affiliation to direct recovery support. During the 2025-2026 conference year, the AFT contributed

more than J$10 million in total to assistance for JTA members through the National Disaster Recovery Oversight Committee and supported two psychosocial webinars for members directly and indirectly affected by Hurricane Melissa. The three-person delegation, led by AFT Vice-President Wayne Spence, participated in a live-streamed forum on June 15 under the theme 'Disaster Risk Management and Recovery in Education: Global North/South Realities.' Contributions from the National Education Trust, the Office of Disaster Preparedness and Emergency Management, The University of the West Indies, school administrators and union representatives examined disaster resilience across curriculum, infrastructure, financing and preparedness. The dialogue emphasized the cumulative effect of successive shocks, including COVID-19, Hurricane Beryl and Hurricane Melissa, while also highlighting examples of more disaster-resilient school infrastructure. School visits from June 16-18 covered institutions in Westmoreland, St. Elizabeth and Trelawny and found that, more than seven months after the hurricane, several schools continued to operate with severely damaged infrastructure, abandoned sections of plant, reduced teaching spaces and rotational arrangements. The JTA therefore reinforced its call for accelerated repairs, recovery financing, psychosocial support and stronger disaster-resilient planning across the education system.

As part of the Association's national recovery and reflection programme, the National Hurricane Melissa Thanksgiving Church Service was held on Sunday, March 8, 2026, at 10:00 a.m. at Sharon Baptist Church, St. Elizabeth, under the theme "Restored by Faith: Advancing Recovery, Building Resilience, Giving Thanks to Almighty God." The service was well supported by the Presidential Corps, members of the Secretariat and the wider membership, and provided a national moment of thanksgiving, solidarity and renewed commitment to recovery and resilience following the devastation of Hurricane Melissa.

2026 Labour Day Projects: Building Brighter Futures Together

The Association's 2026 Labour Day programme placed special education at the centre of its national service effort. The Special Education Committee was mandated to identify and strengthen resource and learning spaces serving students with special needs, while the wider Association mobilized regional leadership, members and partners to improve infrastructure, educational resources and technology. The initiative was implemented as a national JTA project in partnership with e-Learning Jamaica Limited under the message "Building Brighter Futures Together," with the joint Labour Day activities taking place on May 23, 2026.

The programme built on needs identified during the conference year, including the Committee's February 12, 2026, assessment and relief visit to the Lucea Centre of Special Education following Hurricane Melissa. The JTA committed J$2 million to four priority projects, one in each region: the Lucea Centre of Special Education in Hanover; St. Christopher School for the Deaf in St. Ann; Belmont Park Primary in St. Catherine; and Woodlawn School of Special Education in Manchester. The four sites were selected to combine hurricane recovery, inclusive education and longer-term improvement of learning environments for students with special needs.

At the Lucea Centre of Special Education, the intervention focused on repair and refurbishment of the learning environment, including roof and painting work, classroom storage and technology support. At St. Christopher School for the Deaf, where equipment had been lost during Hurricane Melissa, the project supported refurbishment of the special-education space and replacement of learning resources and technology. At Belmont Park Primary, the work supported development of a sensory-learning space for students with special needs. At Woodlawn School of Special Education, the project enhanced classroom resources and technology for students across the primary and secondary departments.

Across the four projects, the Association's partnership with e-Learning Jamaica Limited strengthened the technology component and reinforced the wider objective of creating more inclusive, supportive and empowering educational environments. Regional Officers, members of the Special Education and Primary Committees, local school communities and the Presidency supported implementation. The Lucea project also carried special significance for the Committee, as it honoured the memory of

Special Education Committee member Ms. Alicia Pitterson, who had participated in the February assessment visit before her death on May 4, 2026.

The 2026 Labour Day programme therefore represented more than a one-day service activity. It brought together the Association's commitments to social responsibility, post-hurricane recovery, inclusive education, partnership and practical investment in school communities, while demonstrating the capacity of the JTA's national and regional structures to translate policy priorities into visible improvements for learners and educators.

MEMBER SERVICES, INDUSTRIAL RELATIONS AND LEGAL REPRESENTATION

Member Services and Regional Operations

The Member Services and Industrial Relations Department continued to provide representation, case support, welfare assistance, professional development and regional service delivery. Regional activities included school visits, case management, membership drives, annual general meetings, technical meetings and welfare outreach. The North East Region reported over 500 AGM participants, 80 unscheduled school visits and 51 new members; the Western Region visited 92 schools and supported 198 pre-retirement participants; the South East managed 67 cases; and the South Central reported strong case resolution and 59 school or professional-development visits.

The Appeals Tribunal was largely inactive because a properly constituted tribunal was unavailable. The matter of Juliet Shank v. Excelsior High was scheduled for September 8 and 10, 2026, while dates remained outstanding for two other appeals.

Regional Service Delivery and Case Management

The Member Services and Industrial Relations Unit operated nationally and through the North East, Western, South East and South Central Regions. Its casework covered salary and allowance matters, appointments, pensions, leave, disciplinary proceedings, injury on the job, overpayment and underpayment, termination, interpersonal conflict, medical-board matters, permanent appointment, upgrading, relocation and related conditions-of-service concerns.

North East Region

The North East Region combined leadership transition with extensive outreach. Parish and District Associations held annual general meetings addressing the Jamaica Teaching Council Bill, salary and increment claims and other professional issues, while monthly technical meetings with the Ministry supported case review. Pre-retirement seminars in St. Mary, Portland and St. Ann attracted 107 participants; parish annual general meetings recorded over 500 participants; a Women's Empowerment Seminar attracted 39; and a Resolution Writing Workshop engaged 28 teachers. The Region completed 80 unscheduled school visits, and a focused St. Ann drive recruited 51 members.

The Region hosted the national Education Week Church Service at Buff Bay Independent Baptist Church. The seventh Vilma Lawes-Munroe 5K Run/Walk raised J$1,333,169.45 for the Critical Illness Fund.

Western Region

Despite extensive hurricane damage across Trelawny, St. James, Hanover and Westmoreland, the Western Region resumed its core programme as conditions improved. James, 260 in Westmoreland, 145 in Trelawny and 97 in Hanover. The regional pre-retirement seminar at Holy Trinity Church Hall attracted 198 teachers and covered estate planning, the Teachers' Pension Plan, the National Insurance Scheme and financial management.

The Region completed 92 unscheduled school visits, received and approved 92 tertiary-grant applications, conducted a Resolution Writing Workshop for 28 teachers and hosted a non-communicable-disease forum for 78 teachers in partnership with the Jamaica Diaspora Taskforce Action Network. The New Teachers' Seminar attracted 107 participants and generated 65 membership applications.

South East Region

The South East Region managed 67 reported cases, of which 16 were resolved and 51 remained outstanding. Salary and appointment matters formed the largest categories. The Region completed 44 school visits and delivered a New Teachers' Seminar for 157 participants; Helen Stills Professional Development Day for 445 participants and a Pre-Retirement Seminar for 194 participants. Some planned leadership, investment and Contact Teacher seminars were not held, and district participation remained uneven.

The Region's interventions contributed in individual cases to reinstatement, approval of leave, permanent appointment, confirmation of senior-teacher status and correction of termination procedures. St. Catherine also won the Ena Barclay football title.

South Central Region

In Ministry Region V, covering Manchester and St. Elizabeth, 217 cases were represented, 184 were settled, 33 remained ongoing and 20 were escalated. Compared with the previous year, cases represented declined by 15.6 per cent, settlements increased by 46 per cent and ongoing cases declined by 75.2 per cent. In Region VII, Clarendon, 52 cases were represented, 35 were settled, 17 remained ongoing and four were escalated. Although the caseload increased by 44.4 per cent, settlements increased by 66.7 per cent.

The Region received 75 tertiary-grant applications and awarded 71 grants. Eight Basic School Education Grant applications were received, although the outcome was not recorded in the source report. Professional-development and school visits totalled 59, while the Counselling on Demand programme served 13 clients. The Region also coordinated submissions concerning laptops damaged by Hurricane Melissa, with the largest number originating in St. Elizabeth.

Legal Matters

The Association secured a significant legal victory in the matter involving Dr. Marjorie Fullerton and Merl Grove High School. The court found that her right to a fair hearing had been breached, quashed the decisions leading to her termination, ordered her reinstatement as principal, directed payment of outstanding wages and allowances, and awarded costs.

In La Sonja Harrison v. the JTA, the Supreme Court upheld the legality of the Association's virtual meeting and the validity of the vote to accept the Government's wage offer. The Court ruled that failure to register the relevant constitutional amendment within the statutory period did not invalidate it. All declarations sought by the claimant were refused and costs were awarded to the JTA. An appeal was subsequently filed, and the Association continued to meet the related legal obligations.

Staffing, Industrial Relations and Organisational Strengthening

The year included retirements of longstanding employees, the submission of pension exit documents to Guardian Life and new appointments, including Ms. Anna Harriott as Receptionist effective December 15, 2025, and Ms. Mellecia McCallum to the Ancillary Staff effective February 2, 2026.

The staff reclassification and market salary benchmarking exercise identified job drift, outdated job descriptions, insufficient recognition of supervisory and technical duties and salary-band misalignment. The consultant's recommendations were submitted on January 30, 2026, for review and implementation consideration.

Internal Industrial Relations and Reclassification

Unionized staff represented by the Bustamante Industrial Trade Union undertook six work stoppages during the year: January 2 and 5; January 29 and 30; and May 18 and 22, 2026. A crisis meeting on January 5 produced a temporary settlement and return to work on January 6, while tripartite review sessions were held from February 3 to 5. The May action reflected continuing delays in settling salary adjustments and conditions of service. At the close of the departmental reporting period, the matter remained unresolved and required further negotiation.

The consultant's job-reclassification and compensation review progressed through the completion of an analysis and salary-mapping options. Executive

review identified grey areas concerning proposed grades and financial implications. Notwithstanding the negotiation as at August10, 2026 the exercise is progressing well aided by guidance and intervention from the ministry of Labor and Social Security.

We are anticipating a two-phase settlement. First a settlement of the outstanding claim and second a settlement of the reclassified position to include consideration of the settlement of the salary claim.

Human Resource Administration and Staff Welfare

The Administration and Human Resource Department coordinated recruitment, appointments, performance management, leave, pension administration, employee relations, staff development, elections, conferences and special events from September 2025 to June 2026. It also provided direct welfare and bereavement support to staff members and families affected by Hurricane Melissa, illness, injury and personal loss, while maintaining continuity during the closure and recovery of the damaged Western Regional Office.

Following the resignation of Receptionist, Ms. Cemba Griffiths on September 29, 2025, 114 applications were received for the vacancy advertised in October. Ms. Anna Harriott was appointed effective December 15, 2025, successfully completed probation and became permanent on June 16, 2026. Ms. Mellecia McCallum was permanently appointed Ancillary Worker effective February 2, 2026. Ms. Patria-Kaye Linton joined the North East Regional Office on June 1, 2026, through the HEART/NSTA Trust Trainee Programme for an initial one-year period, subject to assessment.

The Association acknowledged the retirement of Mrs. Pauline Wellington effective December 1, 2025, and Mr. Devon Meek, Mrs. Doreen Brooks-Davis and Mrs. Haave Wray effective January 1, 2026. Mrs. Diana Brown received a five-month extension and is expected to retire on September 1, 2026. Pension and benefit administration included refunds to Ms. Tenayastallen Dixon and Ms. Cemba Griffiths; beneficiary processing for the late Mr. Selvin May; monthly pension commencement for Mr. Haave Wray in March 2026; deposit of Mr. Devon Meek's retirement benefits on March 26; and lumpsum and annuity payments to Ms. Vinnette Fisher on April 28 and Mrs. Doreen Brooks-Davis on June 18.

Vacation leave was generally taken according to schedule in the first half of 2026. The annual appraisal cycle began in October 2025. The probation of Ms. Georgia Reynolds, Accounting Clerk (Payables), was extended to August 31, 2026, to allow additional time for required improvement.

Staff Development, Recognition and Uniform Programme

The General Staff Empowerment Session was held from March 4-6, 2026, at the Princess Grand Hotel in Green Island after being postponed from December. It supported staff development, reflection and organizational renewal and recognized employees with ten or more years of continuous service, including Mr. Devon Meek, Mrs. Pauline Wellington, Ms. Ann-Marie Simpson and Ms. Vinnette Fisher.

The final fitting for clerical, accounting and ancillary uniforms was completed on June 10, 2026, with minor adjustments remaining. The new uniform cycle was set to begin on July 6, 2026. All but one security guard or gardener agreed to accept payment in lieu of uniforms for the cycle.

PROFESSIONAL DEVELOPMENT, RESEARCH AND MEMBER ADVANCEMENT

Education Conference 2026

The Annual Education Conference was successfully held from April 7-9, 2026, at the Princess Grand Hotel under the theme "Future-Proofing Education in Times of Crisis: Advancing STEAM and TVET to Sustain Innovation, Resilience and Recovery." More than 130 teachers participated in plenaries and hands-on workshops. Dr. Kevin Brown, President of the University of Technology, Jamaica, delivered the keynote address. The JTA absorbed additional costs arising from the venue change to protect members from increased financial burden. The Primary Committee was among the collaborating sector committees supporting the Conference's emphasis on STEAM and TVET, consistent with

the wider objective of ensuring that professional learning remains responsive to emerging classroom and workforce demands. The Special Education Committee also contributed a dedicated presentation on the inclusion of STEAM/TVET in Special Education, reinforcing the principle that innovation and workforce-oriented learning must be accessible to learners with diverse needs.

Study Circle Training, Organizational Renewal and Leadership Development

The National Study Circle Convenors' Training was held from March 17-19, 2026, at Princess Grand Jamaica in Green Island, Hanover. Twenty-eight convenors were trained, with two participants from each of Jamaica's fourteen parishes and 100% attendance throughout the national training. The programme combined structured learning, reflection, collaboration and fellowship and reinforced the Study Circle as an important mechanism for decentralized professional learning, democratic participation, leadership development and organizational renewal.

Implementation extended beyond the national training. Twenty-six Study Circles were initiated against a target of 28, representing 93% achievement, and thirteen were completed during the reporting period against a target of 20, representing 65% achievement. The coordinating structure also completed two Committee meetings and three Secretariat coordination meetings, all as targeted. Progress was monitored through reports, virtual meetings, continuing mentoring and follow-up with convenors, providing a national mechanism for translating training into parish- and district-level engagement.

The programme's implementation was affected by Hurricane Melissa, competing professional responsibilities, delays in the preparation of Study Circle materials, limited trainer capacity, and transportation and scheduling constraints. Notwithstanding these pressures, national representation and training attendance targets were fully achieved, and the programme established a strong platform for continued member education and organizational renewal.

All four regional pre-retirement seminars were successfully held in March 2026. Attendance totalled 194 in South East, 229 in North East, 198 in Western and 347 in South Central. The seminars provided members with guidance on retirement preparation and transition from active service.

The JTA was represented at the Caribbean Union of Teachers' Young Leaders' Workshop in St. Lucia by Mrs. Annakaye Terrelonge-Nelson and Mr. Fitzroy Clarke. The programme addressed trade-union history, governance, recruitment, gender equity, mental health, climate change and member mobilization. Recommendations included stronger male recruitment, mandatory labour-relations training for parish and district executives, enhanced climate advocacy, improved visibility of union achievements and stronger leadership accountability.

Research Capacity and Professional Development Fund

The Association strengthened its research capacity through the onboarding of a Research Assistant to support literature reviews, research design, data collection, analysis, report writing, presentations and digital and statistical tools. This function is expected to strengthen evidence-based submissions, policy positions and advocacy materials.

The JTA received $18 million disbursement from the Professional Development Fund. This was the second payment and completed the full allocation of $35 million for the 2025-2026 year. This funding supported conference-related activities and member-focused educational programmes.

Specialized Conferences and Programmes

The Committee on the Status of Women hosted its annual conference on March 12, 2026, under the theme "Rights, Justice, Action for All Women and Girls," attracting more than 80 participants. The programme featured Dr. Annmarie Bishop, CISOCA, the Bureau of Gender Affairs, women educators in business and a motivational presentation by Jennifer Richards-Wilson. A further online session featured breast cancer survivor Lesline Thomas.

The Early Childhood and Special Education Committees jointly hosted a historic hybrid conference on March 13, 2026, with approximately 260 educators participating in sessions on appropriate support for students with special needs in inclusive environments. The wider Early Childhood programme also promoted stronger transition between early-childhood and primary education through a special collaborative session attended by approximately 150 participants and expanded practical classroom support through the JTA's purchase of 20 EZ Teach App licences for Early Childhood Institutions across all 14 parishes. Approximately 50 early-childhood practitioners were also reported as enrolled in a fully sponsored Associate Degree programme at Excelsior Community College, supporting qualification standards, career advancement and improved teaching quality. The Special Education Committee further used Autism Awareness Month to expand public and professional education through daily informational content and two major online seminars: the April 6 forum attracted more than 400 participants and the April 22 seminar approximately 200. The programmes drew local and international contributors and addressed autism understanding, myths and facts, transitional pathways and support strategies for families. The Committee also marked World Down Syndrome Day on March 21 through an awareness initiative promoting inclusion and visibility.

Education Week 2026 activities included the National Church Service on May 3, 2026, at Buff Bay Independent Baptist Church in Portland, the Education Week Symposium held on May 4 at the New Testament Church of God Convention Centre, Old Harbour, St. Catherine, and Helen Stills Professional Development Day held on May 7, 2026, at the Grand Palladium Hotel under the theme "Putting on My Mask First: Protecting My Physical and Mental Health." The Symposium, themed "Trauma-Resilient Education," brought together educators, policymakers, researchers and other stakeholders to examine trauma-responsive classrooms, trauma-induced pedagogy, learner and educator resilience and practical self-care strategies. Although attendance was below expectation, the programme contributed meaningfully to professional dialogue on safe, supportive and responsive learning environments. Helen Stills Professional Development Day further emphasized self-care, stress management, healthy boundaries, physical wellness and burnout prevention, with Ms. Fae Ellington as keynote speaker.

Read Across Jamaica Day was observed on May 5, 2026, under the theme "Literacy Resilience: Foundation of Nation Building." As part of the Association's continuing partnership with Walden University, the JTA expanded the literacy initiative through the award of eight community libraries to schools across the island, strengthening access to reading resources and extending the impact of the day beyond the reading activity itself. The 2026 recipients were Duckenfield Primary School, St. Thomas; Port Antonio Infant School and Buff Bay High School, Portland; Cornwall College and John Rollins Success Primary and Infant School, St. James; Sawyers Primary & Infant School, Trelawny; Peggy Barry Primary & Infant School, Westmoreland; and Rhodes Hall High School, Hanover. The initiative reinforced the Association's commitment to literacy, school-community support and strategic partnerships that provide tangible educational resources to learners.

Early Childhood Scholarship Framework

The JTA engaged the Early Childhood Commission on a scholarship framework for Early Childhood Practitioners and Caregivers. The Association raised concerns about ownership and disbursement of funds and emphasized its historic role in negotiating and administering the benefit. Agreement was reached to strengthen ECC-JTA collaboration, revise the framework to reflect JTA proposals, establish a joint Scholarship Committee and appoint Dr. Margaret Chin as the JTA representative. The framework is intended to support certification, professional development and improved standards, particularly in underserved communities.

Professional Services Unit: Delivery and Impact

The Professional Services Unit delivered 42 professional-development sessions islandwide, reaching approximately 2,000 educators. A further 20 literacy and numeracy workshops, delivered in partnership with Anglican-owned early-childhood and primary schools, reached more than 500 teachers. Programmes included Central Executive Training, New Teachers' Seminars, PAC National Training,

Contact Teacher Training, Study Circle Training, the Education Conference, pre-retirement seminars, leadership training, the Pre-Service Teacher Forum, Helen Stills Professional Development Day, the NART Wellness Getaway and women's empowerment conferences. PAC National Training on October 4, 2025, brought together committee members, parish representatives, Parish Presidents and chairmen of standing committees to strengthen leadership capacity and professional competencies. Central Executive Training held October 23-24, 2025, at the Catalonia Hotel in Montego Bay, addressed governance, strategic leadership, industrial relations, parliamentary procedures and financing. A Grievance Procedure Workshop for principals from all four regions was also held on January 29, 2026, at the Jamaica Conference Centre, strengthening practical understanding of member representation and grievance processes.

Training themes included the teacher as a professional, roles and responsibilities of Contact Teachers, differentiated instruction in reading and mathematics, mixed-ability teaching, classroom behaviour management, stress management, special education, reflective practice, early-childhood reading, neurodiversity and conflict management. Activities were delivered face to face and virtually, often in direct response to requests from principals. Feedback from school leaders indicated improved staff morale and, in some cases, gains in student achievement associated with the application of workshop learning.

Beyond the literacy initiative, the Association's Memorandum of Understanding with Walden University supported special-education training for teachers and early-childhood practitioners, with 20 participation tokens secured. The Counselling on Demand Programme provided support at Head Office and in the regions, with referrals to medical doctors and psychiatrists where required. A counsellors' WhatsApp group was established to improve coordination, and the programme is being reviewed to expand the number of counsellors and virtual access. Complementing this work, the Special Education Committee recommended establishment of a dedicated diagnostic-assessment space at JTA Head Office, with specialist assessments available twice weekly, alongside stronger early identification, Individualized Learning Plans and continuing teacher development in differentiated instruction, positive behaviour support and assistive technologies.

Contact Teachers Capacity-Building Programme

The proposed Contact Teachers Capacity-Building Programme recommends structured, continuing and modular development rather than isolated training. Its core areas are industrial relations, mediation, professional networking, professionalism, pedagogy, the Education Regulations, the Code of Ethics, teaching techniques and team building. The programme is intended to strengthen Contact Teachers as representatives, communicators and professional partners within schools and the Association.

Recommended implementation features include modular delivery, certification, participation incentives, assessment of practical effectiveness, targeted support where weaknesses are identified and consideration of a clearly defined term of service to support accountability, renewal and succession. These proposals provide a framework for a more consistent and sustainable Contact Teacher system.

New Teacher Onboarding and Career-Long Support

The Professional Services review recommends replacing the traditional compliance-oriented New Teachers' Seminar with a teacher-centred onboarding model. A proposed 'First 30 Days' survival kit would include lesson-planning templates aligned with national standards, classroom-management tools, salary scales, benefits, financial services, legal protections and practical guidance on digital learning and artificial intelligence tools.

The proposed JTA National Teacher Launchpad would operate in three phases: an August-September registry of graduating cohorts with a digital welcome vault; high-energy regional seminars in September and October focused on classroom survival, the JTA, the National Standards Curriculum and practical AI use; and a year-long '365 Scaffold' offering peer mentoring, quarterly mental-health and wellness forums and a proposed Innovation Seed Fund of J$50,000-J$100,000 per region for first-year classroom projects.

A WhatsApp-based onboarding engine is proposed to provide verified access to salary information, lesson-planning resources and emergency legal assistance, supported by national announcements and parish peer groups. A weekly well-being pulse check would aggregate responses into a dashboard, allowing the Association to identify schools or parishes needing urgent support and move from reactive to proactive assistance.

Reimagining Pre-Retirement and Lifelong Financial Security

The Unit proposes replacing the one-size-fits-all Pre-Retirement Seminar with a Lifelong Financial Security and Career Transition Programme. The Early-Career Track, for ages 20-35, would address wealth creation, cooperative financial institutions, National Housing Trust opportunities and ethical supplementary income. The Mid-Career Track, for ages 36-49, would address pension-gap analysis, critical-illness protection, family obligations and the return on further qualifications. The Pre-Retirement Track, for ages 50 and over, would focus on retirement documentation, management of pension lump sums and post-retirement income opportunities.

Further recommendations include blended delivery through webinars, online courses and face-to-face training; e-certificates; continuing-education units through overseas partnerships; rationalization of the New Teachers' Seminar, Pre-Retirement Seminar and Helen Stills Professional Development Day to reduce duplication; expansion of counselling; development of the Professional Development Institute portal; and strengthened Training on Demand for registered members.

SPORTS, WELLNESS, WELFARE AND SOCIAL RESPONSIBILITY

Family Fun Day and Health Fair

The JTA Family Fun Day and Health Fair was held at Puerto Seco Beach Park on February 21, 2026, and attracted 1,092 participants, comprising 464 members and 628 guests. The event provided health checks, wellness services, recreation and corporate-supported activities. St. Mary won the volleyball competition, followed by St. Andrew and Trelawny, and a domino competition was introduced.

South Central Region won the Errol Miller Cricket Competition. The Ena Barclay Netball and Football Rally attracted twelve parishes, with Manchester winning netball and St. Catherine winning football.

JTA/Sagicor National Athletics Championship

The 41st JTA/Sagicor National Athletics Championship was held at the National Stadium on June 26-27, 2026, under the theme "It All Starts Here." More than 1,200 primary-level student-athletes from all fourteen parishes competed in the Under-9, Under-11, Under-13 and Under-15 categories. St. Catherine successfully defended the national title with 292 points, finishing 17.5 points ahead of St. Andrew on 274.5 points; Portland placed third with 177.5 points. St. Catherine had established early momentum at the end of Day One with 43 points, ahead of St. Elizabeth on 29 points.

The official meet patron was Shanoya Douglas, a 2024 World Under-20 sprint-relay silver medallist, whose involvement reinforced the Championship's reputation as a foundational incubator of Jamaican track-and-field talent. Seven stalwarts - Ceresa Jenkins, Jeffery Britton, Ransford Spaulding, Kirkal Robinson, Dwayne English, Donavan Brown and Rohan Elliott - received the newly named Edward G. Murray Award. The 2026 staging also introduced second- and third-place trophies, while newly introduced special-needs races strengthened the programme's commitment to inclusion. Three schools - Hope Valley Experimental, Canberra Court Special School and the Ena Barclay Centre of Excellence - participated in this inaugural inclusion initiative, with all scheduled events successfully completed.

The Sagicor Foundation provided J$16 million, fully funding the execution costs and supporting five-year secondary-school academic scholarships for the Champion Boy and Champion Girl. Supplemental operational support was secured from the JTA Co-operative Credit Union, the Kingston and St. Andrew Municipal Corporation, National Baking Company, SureTime Medical, Mother's Enterprise, Coldfield Manufacturing (Big Jo) and Atlas Security. Smaller sponsorship contributions were received from Shortwood Teachers' College, St. Joseph's Teachers' College, G.C. Foster College and The Mico University Foundation. This broad support assisted with the complex transportation, accommodation, feeding,

security, medical and competition requirements associated with mobilising more than 1,200 young athletes and their accompanying educators.

Digital administration was strengthened through the Roster Athletics platform, which managed live schedules, participant rosters and results and improved access for administrators, scouts and the media. Track Alerts TV provided an international digital broadcast of the two-day meet, extending audience access to the Jamaican diaspora. The title sponsor expressed strong satisfaction with the overall execution and with the committee's detailed planning, although the medal-presentation process was identified as requiring improvement.

Championship Strategic Assessment and Priorities

The Championship enters its 42nd year with substantial brand equity, more than four decades of national heritage, reach through 78 District Associations and 14 Parish Associations, a structured multi-age development pathway and a strong partnership with the Sagicor Foundation. Its educational value is reinforced by the five-year scholarships awarded to the leading boy and girl, while the expansion of special-needs events provides an opportunity to deepen inclusion and attract specialised grant support.

The review nevertheless identified material risks: heavy dependence on one title sponsor; unequal parish training resources and track quality; significant logistical pressure associated with transporting, housing and feeding more than 1,000 children and educators; rising stadium, fuel, security and medical costs; June heat and extreme-weather exposure; competition for spectator attention; and the absence of a central historical performance database capable of supporting long-term talent tracking and sponsorship analysis. There is also concern that well-resourced schools and elite preparatory programmes may recruit outstanding primary athletes before the JTA development cycle is completed.

Priorities for the 42nd staging include pursuing sale or licensing of broadcast rights to a mainstream media house; commercialising global streaming for the diaspora in partnership with telecommunications providers; introducing secondary and tertiary sponsorship tiers for nutrition, logistics, technology and individual event blocks; developing a central district-to-national athlete database; documenting the Championship's legacy through a feature on former participants who progressed to high-school and national representation; strengthening collaboration with the Ministry responsible for sport and the Jamaica Athletics Administrative Association on coaching and officiating; and establishing parish equalisation grants to improve training conditions and running gear in under-resourced rural areas. Medal-presentation protocols, hydration, medical preparedness and heat-risk management should also be strengthened.

The Vilma Lawes-Munroe Walk/Run raised J$1,333,169.45 for critical illness support. The Critical Illness Trust Fund remained a vital source of assistance for teachers facing costly medical conditions. The Association also donated $60,000 to the Jamaica Cancer Society during Breast Cancer Awareness Month and used World AIDS Day to challenge stigma and support persons living with HIV.

PARISH ANNUAL GENERAL MEETINGS

The Parish Annual General Meetings, a key component of the Association's democratic life and member engagement, were convened across all fourteen parishes between May 20 and June 12, 2026. These meetings provided members with parish-level opportunities for accountability, discussion of Association business, leadership engagement and renewal. National officers were assigned across the meetings to maintain direct contact between the central leadership and the membership: the President attended six parish meetings, while the President-Elect and Immediate Past President were each assigned to four.

The schedule commenced on May 20 with Hanover at Anglican Church Hall, St. Elizabeth at Sharon Baptist Church Hall in Santa Cruz, and Westmoreland at Sean Lavery Faith Hall in Savanna-la-Mar. Kingston followed on May 28 at the W.B.C. Conference Room; St. Andrew met on June 4; and St. Thomas, Portland and St. Mary met on June 5 at Anglican Church Hall, the College of Agriculture, Science and Education, and

Oracabessa New Testament Church, respectively. St. Ann, St. James and Trelawny met on June 11 at St. Hilda's Diocesan High School, Calvary Baptist Church and William Knibb Memorial Baptist Church, while Clarendon, Manchester and St. Catherine concluded the cycle on June 12 at St. James Methodist Church Hall, Manchester Parish Church Hall and the GC Foster College respectively. All meetings were scheduled for 9:00 a.m. except Kingston and St. Andrew, which were scheduled for 3:30 p.m.

RESOLUTIONS, MEMBER VOICE AND DEMOCRATIC GOVERNANCE

Strengthening the Resolutions Process

The resolutions process remained an important channel through which members shaped the policy, governance and advocacy agenda of the Association. The Resolutions Committee held four regular meetings and two planning sessions and fulfilled its mandate to receive, review, reshape where necessary without altering substance, combine where appropriate, properly table and follow up resolutions through the Association's decision-making structures. It also completed a review of outstanding resolutions from the preceding three conference years so that unresolved matters could be clarified, scheduled or brought to conclusion.

To build members' capacity to participate effectively in this democratic process, four face-to-face Resolution Writing Workshops were conducted across the regions: South East on April 25, 2026, at JTA Headquarters, Kingston; South Central on May 14 at the JTA Regional Office, Mandeville; North East on May 21 at the JTA Regional Office, Port Maria; and Western on May 29 at the JTA Regional Office, Montego Bay. The workshops focused on how to write, table and debate effective resolutions and strengthened members' understanding of the constitutional and procedural requirements governing the process.

Member education was further supported through the one-minute audiovisual 'JTA Resolutions Blitz - Your Voice. Your Power', circulated through WhatsApp and other social-media channels. The feature highlighted the historical impact of member resolutions, including Maternity Leave with Pay, the Teachers' Services Commission and the National Council on Education, and encouraged members to use resolutions as a structured instrument for collective advocacy. A complementary 'Did You Know?' series was also proposed to deepen institutional knowledge of the resolutions process.

Resolutions Debated and Passed at General Council

Between November 2025 and June 2026, four resolutions were debated and passed at General Council. They addressed: continuation of direct tranche payments from the parent body to Parish and District Associations; adjustments to the Memorandum and Articles of Association; an amendment to the Standing Orders to recognize a Point of Information where erroneous, misleading or inaccurate information is presented; and the naming of the Association's annual sports award as the JTA/Edwin Murray Sports Award in recognition of the late Mr. Edwin Murray's exceptional contribution to JTA athletics and sports administration.

The constitutional amendments considered by General Council included provisions touching Contact Teachers/Union Representatives, Interest Groups, Student Groups, Conference delegates, the Association's common seal, the composition of Central Executive and the Board of Trustees, Administrative Personnel, borrowing and indemnity provisions, funding and signatories, and the Reserve Fund. These matters complement the broader governance and constitutional review work already being advanced through the Policy Committee and the Strategic Review and are therefore not repeated elsewhere in this report.

Matters before the 62nd Annual Conference

Nine resolutions will be placed before the 62nd Annual Conference for debate. Collectively, they address major questions of financial governance, member welfare, national education policy and the Association's own constitutional arrangements. The matters are: mandatory Conference authorization for withdrawals from the JTA investment portfolio; institutional protection measures in response to violence against teachers and school staff; establishment of a wage-protection floor linked to

national inflation for salary negotiations; declaration of a national literacy and numeracy emergency with structured early intervention; amendments concerning eligibility for the Office of President; a constitutional mechanism for recall of a President; revision of eligibility for the JTA Golden Torch Award; designation of a Teacher Preparation Day before school reopening; and development of a comprehensive Special Education Law for Jamaica.

Several of these resolutions intersect with matters already reported in this Annual Report - including compensation, school safety, literacy and numeracy, special education, constitutional reform and financial governance. They are recorded here as Conference business rather than restated substantively in those sections, thereby preserving the distinction between the Association's existing policy work and proposals awaiting the decision of delegates.

The Committee also reviewed resolutions submitted but requiring revision, further research or clarification before they could proceed. This quality-control function helped protect the integrity of the Association's constitutional process and ensured that proposals placed before its governing bodies were appropriately framed, legally cognizant and procedurally compliant. Taken together, the year's work strengthened member participation, improved institutional memory and reinforced Annual Conference as the Association's principal forum for democratic direction and accountability.

RECOGNITION, AWARDS AND INSTITUTIONAL LEGACY

62nd Anniversary Commemoration

The Kingston Parish Association initiated the commemoration of the Jamaica Teachers' Association's 62nd Anniversary, which was held on April 1, 2026, at the Excelsior High School Auditorium, 137 Mountain View Avenue, Kingston 3—an especially significant venue in the Association's history as the place where its founding unions came together. The ceremony was held under the theme, "Honouring the Legacy of the Founding Fathers at 62: Where It All Began." A central feature was the unveiling of a commemorative plaque, accompanied by reflections from members who were present on April 3, 1964, when five unions merged to form the Jamaica Teachers' Association. The observance provided an important moment of institutional remembrance, connecting the Association's founding legacy with its continuing mission to unite and serve Jamaica's educators.

The Association continued to recognize distinguished service through the Roll of Honour, Golden Torch Awards and other institutional awards. Mr. Howard Isaacs was recommended as the 2025 Roll of Honour recipient.

2026 Golden Torch Award

The 2026 Golden Torch Award Ceremony was held at the AC Hotel in Kingston on July 1, 2026. A total of 145 educators with at least thirty-five years of service were honoured. Mrs. Ann-Marie Franklyn Brown of Granville Primary School was recognized as the longest-serving recipient, with forty-three years of service. The ceremony reaffirmed the Association's commitment to institutional memory, professional excellence and national recognition of educators.

Roll of Honour Award

The Roll of Honour Selection Committee met on September 18, 2025, to assess the nominations of Mr. Howard Isaacs and Ms. Marcia Purcell and recommended Mr. Isaacs. The November 19, 2025 presentation ceremony was postponed because of Hurricane Melissa, and two awardees are expected to be honoured at the rescheduled function on November 12, 2026 at the Jamaica Pegasus Hotel, with Dr. Maurice Smith, JP, CPFEd, International Education Consultant, as guest speaker.

2026 Conference Awards

The Awards Committee also completed work on nominees for the following Annual Conference: the Edith Dalton James, W.B.C. Ben Hawthorne, Fay E. Saunders and R.C Tavares awards.

The nominees are as listed below.

Edith Dalton James Award: Devoney Chambers, Sharon Stultz Edwards, Sharon Black, Roymane Robinson and Marlene Edwards.

W.B.C. Ben Hawthorne Award: Taneisha Reboe, Veneshia Brooks, Latoya Calvin Williams, Charmaine Thomas Sewell and Teisha Martin Thorne.

Fay E. Saunders Award: Georgia Dodd

R.C Tavares Award: There was no selection as none of the nominees met the criteria for this award

Presidents' Graduate and A. Wesley Powell Scholarships

Applications for the Presidents' Graduate and A. Wesley Powell Scholarships closed on June 12, 2026. Interviews were held on Wednesday, July 29 and Thursday, July 30.

President-Elect Election 2026

The President-Elect election followed an orderly process of nominations, verification, campaigning, debate, voting, counting and declaration. Nominations opened on December 1, 2025, and closed on February 20, 2026. The Credentials Committee met on February 25, 2026, and eligible candidates were ratified by Central Executive on February 27, 2026.

Three nominations were received. Mr. Okeshue Bigby declined, while Dr. Darien Henry and Dr. Maureen Mullings-Nelson accepted. The Presidential Debate was held on June 8, 2026, and voting took place from June 15-19. A total of 11,275 ballots were cast. Dr. Maureen Mullings-Nelson received 6,967 votes, representing 61.8 per cent; Dr. Darien Henry received 3,947 votes, representing 35.0 per cent; and 361 ballots, or 3.2 per cent, were rejected. Dr. Maureen Mullings-Nelson was declared President-Elect Designate for the 2026-2027 Conference Year. Dr Maureen Mullings-Nelson will be formally ratified as JTA President Elect for the 2026 – 2027 conference year.

International Relations and Strategic Partnerships

The JTA maintained a strong international presence and deepened relationships with Education International, the American Federation of Teachers, the National Education Association, the National Education Union, the Caribbean Union of Teachers, the Jamaica Diaspora Taskforce Action Network, the Union of Jamaican Alumni Associations and other partners.

Regional and bilateral solidarity was also strengthened through direct union-to-union engagement. On October 20, 2025, the Association hosted a delegation of more than 20 members of the Bahamas Union of Teachers for a courtesy visit that included an exchange between the two presidents and a subsequent school visit to St. Hugh's High School. Following Hurricane Melissa, the International Relations function also helped connect the National Disaster Recovery Oversight Committee with Education International, the American Federation of Teachers and the Jamaica Diaspora Taskforce Action Network, reinforcing the Association's ability to mobilize international assistance and professional solidarity in response to national need.

A delegation of fourteen early-childhood educators, supported in part by the JTA and Walden University, attended the National Association for the Education of Young Children Conference in Orlando. The engagement exposed participants to current research, policy and practice and strengthened the Association's early-childhood capacity. Participants used the experience to benchmark Early Childhood Commission standards against international practice, while resources secured at the conference were shared with schools and teachers across the regions.

The 11th JDTAN Advancement in Education Summit was held at York University, Toronto, Canada, from July 6-10, 2026, under the theme "Resilience: The Imperative." More than 170 educators participated in sessions addressing artificial intelligence, evidence-informed practice, leadership, cross-sector collaboration and classroom application. Members of the Education and Research Committee contributed directly to programme planning and supported registration, hospitality and breakout-room monitoring, strengthening collaboration between the JTA and the Jamaican Diaspora education community. The Summit also advanced planning for a 2027 programme with York University.

The Association was represented by President-Elect Mrs. Lasonja Harrison at the 89th Biennial Convention of the American Federation of Teachers (AFT),

held July 16-19, 2026, at the Walter E. Washington Convention Center in Washington, D.C. As the AFT's highest governing forum, the Convention brought together representatives of teachers, education support professionals, higher education, healthcare and public-sector workers, along with international partners, for dialogue on the future of public education and workers' rights. Key areas of relevance to the JTA included sustained investment in quality public education; teacher recruitment, retention, compensation and working conditions; professional learning and instructional leadership; student well-being and safe, inclusive schools; and the ethical, educator-cantered use of artificial intelligence and emerging technologies. Mrs. Harrison's participation reinforced the longstanding JTA-AFT relationship, strengthened international union solidarity and provided additional perspectives to inform the Association's advocacy, leadership development and professional-learning agenda.

The JTA also continued its long-standing participation in Loma Linda University's Excellence in STEM Experiential Education (EXSEED) Summer Educator Conference, held June 15-19, 2026. The 2026 JTA participants were Orane Shaw of St. George's College (South East Region), Morant Morgan-Williams of Buff Bay High School (Northeast Region), and Mr. Kevin Allen of Belair High School (South Central Region). EXSEED provides immersive professional development in STEM+C (Science, Technology, Engineering, Mathematics and Computing), including design thinking, problem-based learning, emerging technologies and practical strategies that educators can transfer to their schools and classrooms. Full participation also qualified educators for 34 non-academic professional-development clock hours. The programme remains a valued feature of the Association's international professional-development partnerships, broadening teachers' exposure to innovative instructional practice, strengthening their capacity to lead STEM integration and creating opportunities for knowledge transfer to colleagues and students in Jamaica. The partnership has been sustained over approximately a decade through collaboration among the JTA, Loma Linda University and the Jamaica Diaspora Taskforce Action Network (JDTAN). JDTAN played an important convening and relationship-building role, while Jamaican academic Dr. Hansel Fletcher was instrumental in introducing the diaspora education team to Loma Linda University and helping to establish opportunities through EXSEED for Jamaican educators. The continuing relationship demonstrates the value of diaspora partnership in expanding professional learning and educational innovation.

The JTA also participated in the Caribbean Union of Teachers (CUT) Executive Meeting held in Trinidad and Tobago from July 13-15, 2026. The Association was represented by Immediate Past President Dr. Mark Smith and Secretary General Dr. Mark Nicely. Dr. Smith presented the JTA unit report for the 2025-2026 Conference Year, providing the regional body with a concise account of the Association's work and priorities. Participation in the meeting reinforced the JTA's commitment to Caribbean teacher-union collaboration, regional solidarity, shared advocacy and the exchange of perspectives on issues affecting educators and public education across the region.

From June 28 to July 1, 2026, President Mark Malabver and Deputy Secretary General Mr. Clayton Hall represented the Association at ASCD Annual 26 in Orlando, Florida. Held alongside ISTELive under the broad focus of designing the future of learning, the conference brought together educators and education leaders around professional learning, instructional leadership, technology and artificial intelligence, STEAM, accessibility, assessment and innovative learning design. The engagement provided an important opportunity for international benchmarking, professional networking and exposure to practical, classroom-ready and system-level approaches that can inform JTA professional-development programmes, leadership practice and future education-policy advocacy in Jamaica. Public conference communications also emphasized the value of global educator connections, practical strategies and responsible technology integration as key benefits of participation.

Finland Educational Tour

Planning for the Finland Educational Tour continued throughout the year. The study tour is scheduled for August 21-31, 2026, after the close of the 2025-2026 Conference Year, and is intended as a fact-finding mission examining educational leadership, teacher professional development, student support services, educational innovation and system improvement. The costing and coordination process was more complex than previous tours because of transportation,

institutional visits and country-specific logistical requirements. The arrangements are progressing well. We are anticipating approximately 20 participants. All applicants who attended the German Embassy for the Schengen Visa were successful. We are anticipating a successful study tour of what is one of if not the most successful education model in the world.

62nd Annual Conference Arrangements

The 62nd Annual Conference is being held from August 17-19, 2026, at Ocean Coral Spring Resort, Duncans, Trelawny. As at the opening of Conference, registration and payment had closed on June 26; the Association's room allocation was fully booked; award recipients and ceremonial participants had been notified; and final arrangements relating to protocol, accommodation, attendance, décor, audio-visual support and the detailed run of show had been substantially completed.

The Pre-Conference Church Service was held on August 16, 2026, at Tarrant Baptist Church, Molynes Road, Kingston 10. Mrs. Helene Coley Nicholson, Attorney-at-Law, was confirmed as guest speaker for the First Session, Reverend Tevin Graham for devotion and Apostle Jeffrey Shuttleworth for the invocation at the Official Opening. The Conference theme is "Reformation Now: Rebuilding a Resilient Education System Buoyed by the Eternal Father and Unrelenting Unionism."

Tributes and Remembrance

The Association paid tribute to former JTA President and Caribbean educator Mrs. Loraine Judith Spencer-Jarrett, recognizing her service as JTA President, Deputy Secretary General of the JTA, Deputy Secretary General of the Caribbean Union of Teachers and Chair of the CUT Status of Women's Committee.

The Association marked with deep respect the passing of Past President Edward Adolphus Nugent, who served as JTA President in 1981-1982. His service to the JTA extended beyond his presidency, including an important contribution to the development of the Past Presidents' Association. Remembered for principled leadership, professionalism, mentorship and community service, Mr. Nugent leaves an enduring legacy of integrity, dignity and commitment to education and nation-building.

The Association also mourned **Special Education Committee member Ms. Alicia Pitterson**, who died on May 4, 2026. Her service to the Committee, including participation in the February assessment visit to the Lucea Centre of Special Education, was remembered with affection; Committee members supported her school community and attended memorial and funeral services in June.

The JTA also mourned **former President Rudyard Kipling Ellis**, remembering his integrity, vision and commitment to education. An evening of reflection was held at the JTA Head Office on February 25, 2026, followed by a thanksgiving service at East Queen Street Baptist Church on February 26. His legacy of service remains an inspiration to the Association and the wider education fraternity.

Condolences were also extended to **Mr. Dwight Smith on the passing of his father, Mr. Hylton Smith**.

Ms. Vinnette Fisher, former Ancillary Worker who retired in March 2025 also passed on Sunday, July 20, 2026 and was laid to rest on Saturday, August 7, 2026

Institutional Priorities Arising from the Administrative Review

The integrated departmental review identifies a clear implementation agenda for 2026-2027. The Association must conclude outstanding bargaining and internal industrial-relations matters; strengthen case management and reduce backlogs; protect and build on the membership recovery by improving application-processing consistency, especially in the North East; complete outstanding applications and discontinuations; deepen E-Card adoption; strengthen data quality and retention; and establish stronger performance measures for departments, regions and programmes. The sector reviews further support a more systematic approach to primary-school infrastructure, including regular maintenance programmes, maintenance schedules for buildings, furniture and equipment, and annual infrastructure audits. They also reinforce the need to continue advocacy for improved resources and working conditions in primary schools and to strengthen evidence gathering on multigrade education, school funding and teacher shortages.

The Education and Research Committee's work adds a clear evidence-based policy agenda: completion of the teacher-shortage and migration analysis; finalization of the comparative education-funding review, including consideration of selected CARICOM and high-performing systems such as Singapore and Finland; completion of the TVET and STEAM position paper; and continuation of the Ministry of Education philosophy review. These initiatives require further statistical analysis, stakeholder consultation and General Council discussion before final policy positions are adopted.

Institutional resilience requires investment in cybersecurity, disaster recovery, replacement equipment, backup connectivity, system integration and additional technology capacity. Governance priorities include a Data Governance Policy, Data Protection compliance review, formal AI position and internal-use policy, monthly leadership dashboards and inclusion of technology in strategic planning and budget decisions. The governance agenda should also complete the outstanding Policy Committee work on a Code of Ethics for committees and the Memorandum and Articles of Association, formalize a documented appraisal regime for all Administrative Officers, and conclude the staff-handbook and related approval-system review. The same disciplined approach should be applied to the JTA/Sagicor Championships through diversified sponsorship, stronger broadcast and data assets, equitable parish development support and formal risk planning for logistics, medical services and extreme weather. Communications priorities include completion of the Annual Clarion, timely parish newsletters, resolution of the JTA documentary arrangements, a coordinated multimedia and social-media strategy, measurable public campaigns, improved PBX infrastructure and stronger integration between Communications, Information Technology, programme units and the Public Relations Committee.

Professional renewal requires the implementation of a structured Contact Teacher programme, a modern National Teacher Launchpad, expanded counselling, the Professional Development Institute portal, blended learning, certification and career-stage financial and retirement support. The Professional Advancement and Teacher Welfare Committee also recommended that the postponed Men in Education Conference be treated as an early priority in the new conference year, providing targeted professional engagement and recognition for male educators. Administrative effectiveness requires disciplined work planning, timely communication, stronger leave and appraisal compliance, finalization of staff reclassification and close monitoring of all retreat action items. Early Childhood priorities include sustained recruitment and follow-up on ECC membership submissions, stronger collaboration between early-childhood and primary practitioners, expanded training and certification pathways, continued attention to sector infrastructure and funding, and advocacy for more secure long-term arrangements for Brain Builders and temporary trained teachers. For the Primary sector, the forward programme should include proactive professional development based on emerging needs, with retooling and upskilling in pedagogy, efficiency, educational technology and current trends; stronger opportunities for the sector to contribute informed public commentary; and periodic podcast or other engagement formats that bring educators, policymakers, parents and students into constructive discussion on emerging issues, innovation and best practice. Special Education priorities should include advancing the proposed JTA diagnostic-assessment service; strengthening early screening, referral and individualized support; expanding teacher training in inclusive pedagogy and assistive technology; sustaining improvements to special-education spaces; and continuing advocacy for a comprehensive Special Education Law, the detailed resolution for which is before Annual Conference. The Study Circle programme should remain a central renewal mechanism, with annual National Convenors' Training, an expanded cadre of certified trainers, stronger KPI-based monitoring and mentoring, advance preparation of materials supported by a digital repository, renewed emphasis on Study Circle Week, and a three-year development plan incorporating partnerships, communications and recognition of effective participation.

Conclusion and Forward Priorities

The 2025-2026 Conference Year demonstrated the resilience, reach and institutional relevance of the Jamaica Teachers' Association. The Association advanced negotiations, strengthened governance, expanded membership, modernized systems,

supported members in crisis, delivered professional-development programmes, defended members through legal and industrial-relations processes, widened international partnerships and positioned itself for long-term financial and strategic renewal.

Significant challenges remain, including teacher migration, unresolved bargaining matters, school infrastructure recovery, safety and security, membership retention, policy implementation and the need for sustainable financial growth. Immediate priorities for 2026-2027 are to conclude collective bargaining; protect teacher interests during education reform; finalizing negotiations with the Bustamante Industrial Trade Union on behalf of the Jamaica Teachers Association staff ;strengthen professional learning and leadership; reduce outstanding member cases; sustain the positive membership trajectory through targeted recruitment, retention, efficient processing and digital service delivery; sustain disaster-recovery advocacy; implement the Strategic Review; advance the JTA Foundation and Real Estate Investment Company proposals; complete priority communications products and campaigns; strengthen multimedia, public-engagement and internal-communications capacity; and deepen regional and international partnerships. The Association should also carry the advanced research programme into the new conference year so that advocacy on teacher supply and migration, education financing, compensation, TVET and STEAM, and national education philosophy is supported by rigorous data, stakeholder input and collectively endorsed policy positions.

The Association moves forward with confidence, innovation, accountability and unity, guided by its enduring motto – ***UNITE AND SERVE***.

Mark Nicely

Secretary General

Jamaica Teachers' Association

Jamaica Teachers' Association'

DRAFT CALENDAR OF ACTIVITIES 2026-2027

The following calendar is reproduced from the Draft Calendar of Activities for the 2026-2027 Conference Year. As a draft planning document, dates and arrangements remain subject to confirmation and adjustment by the Association.

SEPTEMBER - 2026

5 – SPECIAL GENERAL COUNCIL MEETING

1	Distribution of application forms for the tertiary grant for children of teachers
5 and 26	General Council Meeting
9	*JTA/ MoEYSI Meeting*
7	*Officers' and Administrative Staff Meeting*
18	National Leadership Training (Virtual)
23	Finance Committee Meeting
28-30	Central Executive Training (NEA/USA)
30	Deadline for return of application forms for the tertiary grants for the children of teachers

OCTOBER - 2026

NEW TEACHERS/LEADERSHIP SEMINARS

1	**Breast Cancer Awareness Month**
3	PAC Training
5	**World Teachers' Day**
5	*Officers' & Administrative Staff Meeting*
6	**New Teachers' Seminar (North East)**
7	*JTA/MoEYSI Meeting*
8	**New Teachers' Seminar (West)**
10	**World Mental Health Day**
13	**New Teachers' Seminar (South East)**
15-17	Travel & Wellness Getaway
15	MoEYSI Professional Development Day
21	Finance Committee
22	**New Teachers' Seminar (South Central)**
23	Central Executive Meeting
30	Education Conference Planning Committee – Head Office

NOVEMBER – 2026

HALF YEARLY MEETINGS/ CONTACT TEACHERS' TRAINING

2	*Officers' and Administrative Staff Meeting*
3	*Contact Teachers' Training* ***(South East)***
5	*Contact Teachers' Training (****South Central)***
10	*Contact Teachers' Training* ***(North East)***
11	*JTA/MoEYSI Meeting*
12	*Roll of Honour Award Presentation*
17	*Contact Teachers' Training* ***(West)***
23	Distribution of Golden Torch Award Nomination forms Distribution of President-Elect forms
25	Finance Meeting
26	**Education Symposium (South Central)**
28	General Council Meeting
30	*Distribution of the R.C. Tavares, Edith Dalton James & W.B.C (Ben) Hawthorne Nomination Forms*
30	Distribution of the Fay E. Saunders Nomination Forms Distribution of the Prime Minister's Medal of Appreciation Nomination Forms Distribution of the Medal of Honour Nomination Forms

DECEMBER – 2026

1	World AIDS Day
4	NART Wellness Getaway
5	JTA Netball Rally
9	*JTA/MoEYSI meeting*
10	Human Rights Day
14-16	General Staff Conference
	CUT Education Conference
23	**Office Closure**

JANUARY – 2027

4	Office Re-opens
11	*Officers' and Administrative Staff Meeting*
12	*Meeting of the Education Conference Planning Committee*
13	*JTA/ MoEYSI Meeting*
13-15	Study Circle Training
20	Finance Meeting
22	Central Executive Meeting
27	**Parish Half Yearly Meetings –** Kingston
28	**Parish Half Yearly Meetings –** Trelawny, St. Ann, St. Catherine
29	**Parish Half Yearly Meeting –** Hanover, Manchester, St. Mary
30	**Semi-Finals Netball & Football Knock-Out Competition**

FEBRUARY – 2027

1	*Officers' and Administrative Staff Meeting*
4	**Parish Half Yearly Meetings –** St. James, St. Elizabeth, St. Thomas
5	**Parish Half Yearly Meetings –** Portland, Clarendon, Westmoreland
6	**Finals Netball & Football Knock-Out Competition**
12	**Parish Half Yearly Meetings –** St. Andrew
15	*Return of President-Elect Nomination Forms*
18	Pre- Service Teacher Forum
24	Finance Committee Meeting
26	*Central Executive Meeting*
26	Return date for the Golden Torch Nomination Forms
26	Return date for the Prime Ministers' Medal of Appreciation Nomination Forms

MARCH - 2027

1	*Officers' and Administrative Staff Meeting*
5	Errol Miller Competition Semi -final
10	*JTA/ MoEYSI Meeting*
19	Errol Miller Competition – **Final**
20	General Council Meeting
24	Finance Committee
24-31	**Easter Tours – Disney World**
26	**GOOD FRIDAY**
29	**EASTER MONDAY**
30-April 1	*Education Conference – Royalton, Negril*
31	Return date for the R.C. Tavares, Edith Dalton- James & W.B.C. Ben Hawthorne Nomination Forms
31	Return date for the Fay E. Saunders Nomination Forms

APRIL - 2027

March 30-April 1 – EDUCATION CONFERENCE

1	*Education Conference – Royalton, Negril*
2	***Family Fun Day***
5	*Officers' and Administrative Staff* Meeting
7	*JTA/ MoEYSI Meeting*
6	**Pre-Retirement Seminar (South East)**
8	**Pre-Retirement Seminar (North East)**
13	**Pre-Retirement Seminar (South Central)**
15	**Pre-Retirement Seminar (West)**
21	Finance Committee Meeting
23	Central Executive
	Investment Seminar
24	Distribution of the Presidents' Graduate & Wesley Powell Scholarship Forms
25	**Vilma Lawes Walk/Run**
26	Read Across Jamaica – Proclamation

DRAFT CALENDAR OF ACTIVITIES 2026-2027

UNITE AND SERVE

MAY - 2027
2-7 – EDUCATION WEEK

2	**Church Service [South Central]**
4	**JTA Read Across Jamaica Day**
5	**Teachers' Day**
6	**Helen Stills' Professional Development Day**
10	*Officers' and Administrative Staff Meeting*
	JTA / MoESYI Meeting
24	Labour Day Project
19 & 21	Finance & Central Executive Meetings
27	**Parish Annual General Meetings –** St. Elizabeth
28	**Parish Annual General Meetings –** Hanover, Westmorland
31	**Circulation of Annual Conference Information**

JUNE - 2027
17-21 – PRESIDENT ELECT ELECTIONS

3	**Parish Annual General Meetings –** St. Mary, Portland, St. Thomas
4	**Parish Annual General Meetings -**St. Ann, Trelawny, St. James
7	*Officers' and Administrative Staff Meeting*
	JTA / MoESYI Meeting
9	**Parish Annual General Meetings -** Kingston
10	**Parish Annual General Meetings -** St. Andrew
11	**Parish Annual General Meetings –** Manchester, Clarendon, St. Catherine
18	Return date for the Presidents' Graduate & Wesley Powell Scholarship Forms
18-19	**JTA/Sagicor Championships**
21-25	**President-Elect Elections**
22	Special Central Executive Meeting for Counting of ballots
23	Finance Committee Meeting
26	Women's Caucus and General Council Meeting
29	Special Central Executive Meeting – Counting of Ballots Declaration of President -Elect Designate

JULY – 2027
1 – GOLDEN TORCH AWARD PRESENTATION CEREMONY

1	Golden Torch Award Presentation Ceremony Return date for Annual Conference Documents
5-7	Administrative Staff Retreat
	JDTAN Education Summit
12-26	**Summer Tours**
21	Finance Committee Meeting
23	Central Executive Meeting

AUGUST - 2027
16-18 – ANNUAL CONFERENCE

	Distribution of the Roll of Honour Nomination Forms

SEPTEMBER – 2027

24	Return date for the Roll of Honour Nomination Forms

KEY: Italics – For your information.

Bold – Involvement of ALL Members.

JTA
UNITE AND SERVE

HOW TO BECOME A MEMBER

ONLINE MEMBERSHIP APPLICATION

"UNITE AND SERVE"

Jamaica Teachers' Association

MEMBERSHIP APPLICATION FORM

AUTHORIZATION AND DEDUCTION FROM TEACHER SALARIES

FULL NAME _____ Title (Mr./Mrs./Miss) ○ ○ ○ ○

INSTITUTION _____

ADDRESS _____

PARISH _____ TON _____

HOME ADDRESS _____ PARISH _____

CONTACT # _____ EMAIL _____

QUALIFICATION _____ SCALE _____

Yes, MONTHS OF EDUCATION | JAMAICA | EAST CARIBBEAN COMMISSION | EXACT (Teachund)

I have examined my Service Record and it is now prov verified that my appointment and, I was hired by the registered institution per The provision to deduct should be from my earnings for the appointment corrections to verify my deduction each salary. In the interest join Jamaica Teachers' Association which is a recognized Association as per act, and the Secretary General of the Jamaica Teachers' Association.

_____ Date: _____

Applicant's Signature

Recruited _____ Institution _____ Contact # _____

near

Account # /debit/information

Name of Bank _____ Account Number _____

Account Type: ☐ Savings ☐ Chequing Branch _____

Pick up: Yes ☐ No ☐ Certify as Start Signature _____

FOR OFFICE USE ONLY

RECOMMENDED BY: _____ DATE: _____

Region/Secretary/Regional Officer

APPROVED BY: _____ DATE: _____

International/ National/ Governmental/General General/Secretary/National Director (JTA)

Completed form may be submitted through the Teaching Council Unit nearest to you along along with a recent passport-size photograph to the Jamaica Teachers' Association at 876 Church Street,Tel. 876-925-3736-8, 876-902-4181-84. Mail cheques to JTA Co-Studies A/c 308-790 Series 1, Jamaica Co-operative Credit Union Ltd.

apply.jtamail.com



Director's Report
Jamaica Publishing House Ltd.

Mrs Prudence Graham-Burrell

Manager (Acting)

"Alone we can do so little; together we can do so much." — Helen Keller

PREAMBLE

The Company's financial performance for the **2025–2026 financial year** reflected a **10.8% decline in sales**, with total sales of approximately **$33.1 million**, compared with **$37.0 million** in the previous financial year. Although the Company recorded a loss for the year, these results should be viewed within the context of rising operating costs and the challenging economic environment. Despite these conditions, the Company remained committed to strengthening its core publishing operations while diversifying its product offerings and revenue streams to support long-term sustainability.

Diversification continues to be a key strategic priority in positioning the Company for sustainable growth within an increasingly competitive and cost-sensitive market. During the year, **printing paper** was introduced to the Company's product portfolio as part of this initiative. Management is confident that continued marketing and promotional efforts will increase market acceptance of this product line and contribute positively to future revenue growth.

The Company's local and overseas price lists remained unchanged throughout the financial year. This strategic decision was taken to facilitate the timely clearance of selected inventory while supporting national recovery efforts following **Hurricane Melissa**, ensuring that schools, parents, and other customers continued to have access to The Jamaica Publishing House's educational publications at affordable prices.

Looking ahead, the Board and Management remain committed to improving operational efficiency, expanding market opportunities, and developing innovative educational products that respond to the evolving needs of the education sector. These initiatives are expected to strengthen the Company's financial performance and reinforce its contribution to educational development across Jamaica and the wider Caribbean.

1. BOARD OF DIRECTORS

The Annual General Meeting of The Jamaica Publishing House Limited was held July 29, 2026. The following members were in attendance:

- Mr Mark Malabver — Chairman
- Dr Mark Nicely — Vice Chairman
- Mr Alexander Bourne — Director
- Dr Philmore McCarthy — Director
- Ms Nadine Molloy — Director/Company Secretary
- Mr Robert Ramsay — Director
- Mr Ray Howell — Director/ Trustee
- Mrs Prudence Burrell — Acting Manager

As is customary, several changes were made to the Board membership following the Jamaica Teachers' Association Annual Conference in 2025, where Mark Malabver was installed as the 61st President of the Association. As President, he was appointed to chair the Board of The Jamaica Publishing House Ltd. and is well supported by the following members.

- Dr. Mark Nicely — Vice Chairman
- Mr. Alexander Bourne — Director
- Mr. Philmore McCarthy — Director
- Mr. Robert Ramsay — Director
- Mr. Ray Howell — Director/Trustee
- Ms. Nadine Molloy — Director/Company Secretary

1.1. Meetings

For the 2025–2026 Financial Year, the Company held four (4) board meetings on the following dates:

- May 29, 2025
- July 22, 2025
- November 10, 2025
- February 24, 2026

2. PRODUCTION

During the reporting period, the Company continued its collaboration with authors to expand its catalogue of educational texts across the early childhood, primary, and secondary levels.

These titles are at the development stage

- *Reading Explosion Grade 2*
- *Civics for Jamaican Students Grades 4-6*
- *JPH Integrated Studies for Primary Schools, Grades 1–3*
- *JPH Language arts Textbooks for Grades 1-6*
- *JPH Science for Primary Schools, Grades 4–6*
- Mathematics Made Real Grade 4-6
- *JPH Science for Grades 4&6*
- *Exploratory Science Workbook Grade 5*
- *Industrial Education Grades 7-9*
- *Office Administration for Grades 10-11*
- CSEC English A Exam Prep: A Student's Guide Grades 10-11
- Information Technology for CXC Grades 10-11
- Problem Solving in Algorithm for CXC Grades 10-11

2.1 Early Childhood Title Update

Additional titles will be introduced to the Get Ready to Learn series. In addition, the Integrated Workbook for 4- and 5-year-olds will be consolidated into a single volume covering Terms 1–3, replacing the current three-book format, for implementation in the 2027/2028 school year.

- *Get Ready to Learn Integrated Workbook for 3-Year-Olds*
- *Get Ready to Learn Reading Readiness for 3-Year-Olds*
- *Get Ready to Learn Mathematics Readiness for 3-Year-Olds*
- *Get Ready to Learn Integrated Workbook for 4-Year-Olds*
- *Get Ready to Learn Reader for 4-Year-Olds*
- *Get Ready to Learn Mathematics Workbook for 4-Year-Olds*
- *Get Ready to Learn Integrated Workbook for 5-Year-Olds*
- *Get Ready to Learn Reader for 5-Year-Olds*
- *Get Ready to Learn Mathematics Workbook for 5-Year-Olds*

2.2 Primary Titles Update

The Mathematics Made Real Grades 4 book 1 and Book 2, will be converted into one book to include more activities as well as the Grade 5

- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 1*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 2*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 5*

2.3 Secondary Titles Update

The *JPH Electronic Document Preparation Management (EDPM) 4th* Editions is currently at the Ministry of Education to be reviewed for the 2027/2028 approved list.

2.4. Approved Supplementary Primary Level Educational Lists

The following titles from **The Jamaica Publishing House Ltd.** have been included on the **Supplementary Educational Resources List for Primary Schools**, issued by the **Ministry of Education, Skills, Youth and Information** for the **2026–2027 academic year**:

- *Journeys in Literacy for Juniors: Developing Writing Skills, Workbook for Grade 4*
- *Leaps and Bounds in Literacy for Juniors: Reading and Comprehension Skills, Workbook foe Grade 4*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 1*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 2*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 5*
- *JPH Mathematics for Primary Schools, Textbook for Grade 4*
- *JPH Mathematics for Primary Schools, Textbook for Grade 5*
- *JPH Mathematics for Primary Schools, Textbook for Grade 6*

2.5. Approved Supplementary Secondary Educational Resources Lists

- *Adventures in Social Studies* **series for Grades 7**
- *Adventures in Social Studies* **series for Grades 8**
- *Adventures in Social Studies* **series for Grades** *9*

2.6. Approved Secondary Educational Resources Lists

The **Ministry of Education, Skills, Youth and Information** has retained the following Jamaica Publishing House titles on its **Approved Educational Resources List for Secondary Schools**. Their continued inclusion demonstrates the Company's commitment to producing high-quality educational resources that meet national curriculum standards and support effective teaching and learning in secondary schools.

- *JPH Electronic Document Preparation and Management for CXC Grades 10-11*
- *Home Economics for Caribbean Schools – CXC Food and Nutrition: A Two-Year Course for Grades 10-11*

2.7. New and Upcoming Titles

New title will be in bookstores September 2026

- *Adventures in Social Studies Grades 7*
- *Adventures in Social Studies Grades 8*
- *Adventures in Social Studies Grades 9*

2.8 Upcoming Titles

Get Ready to Learn Series Ages3-5

- *Reading Explosion Grade 2*
- *Civics for Jamaican Students Grades 4-6*
- *JPH Language Arts Textbooks/Workbooks for Grades 1-6*
- *Exploratory Science Workbook Grade 5*
- *Mathematics Made Real Grade 4-5*
- *JPH Science for Primary Schools, Grades 4&5*
- *Industrial Education Grades 7-9*
- *JPH EDPM Grades 10-11*

- *CSEC English A Exam Prep: A Student's Guide Grades 10-11*
- *Office Administration for Grades 10-11*

3. MARKETING

3.1 School Visits

School visits continued throughout the academic year as part of the Company's ongoing marketing engagement strategy. During the financial year **April 2025 to March 2026,** The Jamaica Publishing House Limited visited over **150 schools** across Jamaica, where it showcased its publications and educational services. These visits strengthened relationships with principals, teachers, and other school administrators while promoting the Company's commitment to supporting quality education.

In addition to its school visitation programme, the Company maintained an active digital presence by engaging educators, parents, and other stakeholders through its social media platforms, including **Facebook** and **Instagram**.

Number of Schools visited during the period (June 2025–February 2026)

Type of Institution	Number of Schools Visited
Primary & Infant/ All Age	28
Preparatory	05
Secondary	118
Total	**151**

3.2 Marketing and Promotional Activities

The Company's extensive school visitation programme remained one of its most effective marketing initiatives during the financial year. These visits provided valuable opportunities to demonstrate both new and existing publications, obtain direct feedback from educators, strengthen relationships with schools, and identify emerging educational needs across the island.

In addition to its school visitation programme, The Jamaica Publishing House Limited continued to promote its publications and educational services through active participation in conferences, seminars, professional development sessions, and other educational forums. These engagements enhanced the Company's visibility, strengthened relationships with key stakeholders, and provided opportunities to showcase its educational resources to educators, school administrators, and education professionals.

The Company participated in the following key events during the financial year:

- JTA Education Conference
- Helen Stills Professional Day
- Caribbean Association of Home Economics (CAHE) Conference, Trinidad and Tobago
- Early Childhood Commission (ECC) Annual Professional Development Conference
- JTA Annual Parish Meetings
- Jamaica Diaspora Taskforce Action Network (JDTAN) Education Summit
- JTA Annual General Conference
- JTA New Teachers' Seminars
- JTA Early Childhood Special Education Conference
- Shortwood Teachers' College Special Education Conference
- JTA Pre-Retirement Seminars
- JTA Women's Conference
- National Association of Work Experience Coordinators (NAWEC) Conference

The Company's participation in these events strengthened relationships with educators and institutions, increased awareness of its publications, and reinforced its commitment to supporting quality education throughout Jamaica and the wider Caribbean.

4. SALES

Gross earnings for the 2025–2026 financial year totalled **J$33 million**, compared with **J$37 million** in the previous financial year, reflecting a **10.8% decrease**. While this represents a reduction in earnings, the company remains focused on expanding and diversifying its catalogue of products and services to strengthen revenue growth and enhance its long-term financial sustainability.

5. FINANCE

The Audited Financial Statements for the year ended **March 31, 2026** reflect a **net loss of ($9,348,632)**. The loss was primarily attributable to the rising cost of doing business, including operating expenses, and the development of new publications during the year.

The Audited Financial Statements form part of the **Consolidated Financial Statements of the Jamaica Teachers' Association (JTA).**

6. MANAGEMENT AND STAFF

The Board of Directors and Management commend the staff of The Jamaica Publishing House Limited for their continued professionalism, commitment, and dedication to the Company's mission. Their hard work remains fundamental to the Company's operations and achievements.

The Company acknowledges its many authors, whose dedication and expertise in writing have made a significant contribution to the education sector. Their publications continue to support teaching and learning and have been central to the Company's success over the many years.

We further extend our sincere appreciation to the principals, teachers, parents, and other stakeholders who continue to support The Jamaica Publishing House Limited by selecting, recommending, and using our publications in classrooms and homes across the island and the Caribbean. Their confidence in our products and services inspires us to continue producing high-quality educational resources for the nation's children.

This report also acknowledges the outgoing Chairman of The Jamaica Publishing House Limited and President of the Jamaica Teachers' Association, **Mr. Mark Malabver,** for his steadfast support of the Company's mission throughout the year. We thank him for his leadership and wish him every success as he continues to serve the teachers of Jamaica.

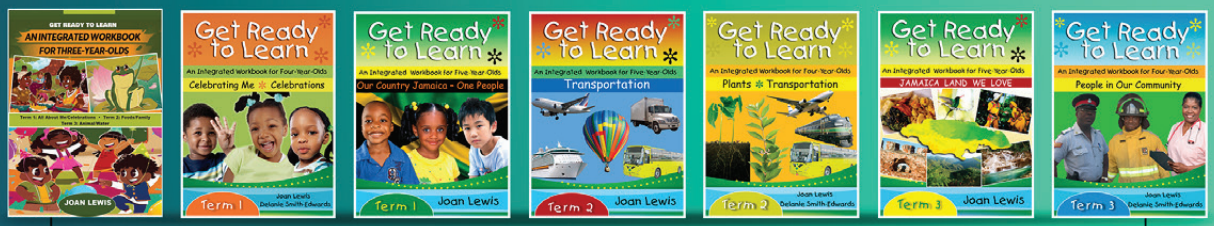
Finally, we warmly welcome the incoming President of the Jamaica Teachers' Association and soon to be Chairperson of the Board of The Jamaica Publishing House Limited, **Mrs LaSonja Harrison**. We look forward to working with her again and pledge our full support as she assumes her leadership responsibilities. We wish her every success during her presidential year and are confident that, under her guidance, the Company will continue to grow and strengthen its contribution to education.

2026 Catalogue

Jamaica Publishing House Ltd.

creating books - spreading knowledge

Early Childhood Books

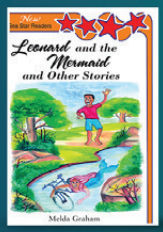


Get Ready to Learn

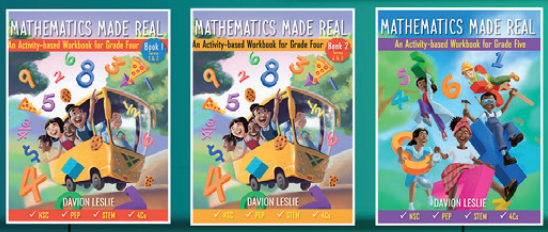
Primary School Books

UPCOMING BOOKS

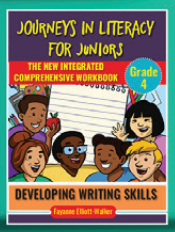




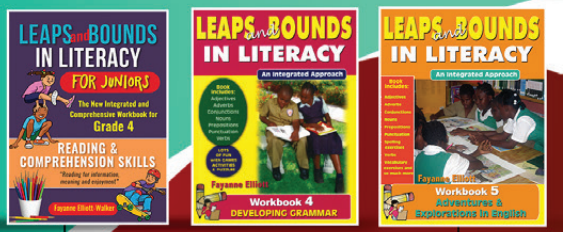
Leonard and the Mermaid and other stories



Mathematics Made Real Series



Journeys in Literacy for Juniors



Leaps & Bounds in Literacy



AVAILABLE IN BOOKSTORES ISLANDWIDE
SEPTEMBER 2026

Secondary School Books



E.D.P.M | Home Economics for Caribbean Schools | Physics | West Indian Plays for Schools | Lest you forget series | Three finger Jack's Treasure | Peter of Mount Ephraim

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Stay Connected with us: @jamaicapublishinghouseltd



There were student entertainment the custos of Hanover, Lennox Anderson-Jackson bringing greetings, the announcement of guests from overseas, and questions being asked from the floor at the Annual Conference 2025



Members of the JTA Hierarchy having a good laugh

Let me Pin this for you - Its the least I can do for you - This seems to be what Minster of Education, Youth and Skills - Dr Dana Morris Dixon is saying to Mr Mark Malabver as she steps up to pin his corsage on his coat

Minster of Education, Youth and Skills - Dr Dana Morris Dixon seem to be reminding President Elect LaSonja Harrison to call her anytime when she has issues to be treated with by the Association



Mr Mark Malabver (right) participates in taking the oath of office. Participating is outgoing President Dr Mark Smith and trustee, Nadine Molloy. The newly installed President of the JTA Mark Malabver lights the symbolic candles of his presidency before being blessed by Pastor of the Phillipo Baptist Church, Reverend Karl B. Johnson







From doing the invocation to making personal addresses to the Annual Conference, members of the JTA Presidential core and specially invited guests addressed the Conference on its opening day. Some of them were the pastor doing the invocation, Secretary General, Dr. Mark Nicely, who presented his report, Acting Chief Education Officer in Jamaica's Ministry of Education, Skills, Youth and Information, Terry-Ann Thomas Gayle.



Minister of Education, Skills, Youth and Information, Dr Dana Morris Dixon in a beautiful attire, addressed the conference on National Education matters



Admin officer in charge of Communications and PR Leaon Nash, prepares to go to the podium to make a presentation



This teacher from the West entertained the audience much to their pleasure



Simone Rowe of the JTA clerical staff could not hold back the worship which seem to have left past President Jasford Gabriel and Alex Bourne in awe.



Registrar and CEO of the Caribbean Examinations Council (CXC), Dr. Wayne Wesley, makes a presentation to the Annual Conference



Dr Mark Smith listens attentively to a question from the audience with Mr Mark Malabver (bottle in hand) also paying keen attention





Lasonja Harison, President Elect and Keynote speaker Professor Denzil Williams,Principal of the University of the University of the West Indies, Mona campus all had words of encouragement for the teachers



Dr Mark Smith, Outgoing President makes a presentation to Audrey Blake, former chairman of the Secondary Committee, and also to Okeshue Bigby, former chairman of the Sports Committee, Anniona Jones, former chairman of the PAC Committee and Philmore McCarthy, Chairman of the Salaries and Conditions of Service Committee and Philmore McCarthy, Chairman of the Salaries and Conditions of Service committee. These were only some of the Chairmen presented with plaques highlighting the appreciation shown to them as leaders in their respective areas

JTA Family Funday - Puerto Seco Beach



Members of the National Sports Committee pose for a photo op following the staging of another successful Family Funday in St Ann.



JTA President, Mark Malabver celebrates as he makes a presentation to the Mc's at the Family Funday in St Ann, Davia Ellis and Claudine Lewis



President Mark Malabver makes a presentation to one of the many teachers who participated in the Volleyball competition





Immediate Past President -Dr Mark Smith making presentations to Volleyball players at the 2026 JTA Family Fun Day



Liaison Officer, Winston Smith holds a conversation with members of the association while attending the JTA Family Fun day at Puerto Seco Beach in St Ann



Chairman of the National Sports Committee, Winston Robinson makes a presentation to a member of the Volleyball team



JTA Secretary General, Dr Mark Nicely makes a presentation to two of the members who participated in activities and won



Members of the JTA and their families enjoy the pool as they sought refuge from the sun. The occasion was the Family Fun Day at Puerto Seco Beach in February 2026

JTA Family Funday - Puerto Seco Beach













Members of the JTA took advantage of being away from the classroom to enjoy their time out on the beachside while being pampered through the various services made available to them at the Fun Day

President Elect Dr Maureen Mullings Nelson was a beautiful blue photograph set against a picturesque background at Puerto Seco Beach, while members of the Sports Committee dangle arm bands which would be fitted to members upon their arrival. The occasion was the February 2026 Annual JTA Family Fun Day

Hurricane Melissa affected Jamaica in November 2025 sending shockwaves throughout the education system. Schools were disrupted, student sent home , teachers left traumatized without roofs over their own families head. The JTA and its members islandwide jumped into action transforming the Conference room at 97B Church Street in Kingston into a collection and dispatch center.

Following this several schools assisted with their buses to ensure the items were transported and distributed to the affected persons in each of the JTA's four regions, namely West, South East, South Central and to a lesser extent in the North East region. There were late night packing and moving of the items from the conference room to the buses and to the regions early mornings. The JTA later received assistance from its international partners and has been presenting cash grants to some of those most seriously impacted. Long Live the JTA. See pictorial highlights below.













Some of the moments captured with members of the union while responding to the members' needs arising from the devastation caused by Hurricane Mellissa. The JTA's photographer captured times where President Malabver provided both tangible and intangible gifts and hugs while other members of the team transfered packages from motor vehicles, to holding conversation and and keeping check of the packages being delivered





















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UNITE AND SERVE

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Credit Union Limited
Serving Our Members, Impacting Lives Positively

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94 FM
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Every Sunday
Time-4:30 pm on RJR 94FM

With Host
Leaon Nash

IT'S
CURRENT
INFORMATIVE
EDUCATIONAL





Shanoya Douglas, the patron of the 2026 JTA Sagicor meet addressed the parade of athletes and the official opening of the Meet at the National Stadium following which several persons who would have served in the sports at different levels of the JTA were recognised for their hard work. Leaon Nash (1st Left) and JTA President (center) also stood with the awardees.





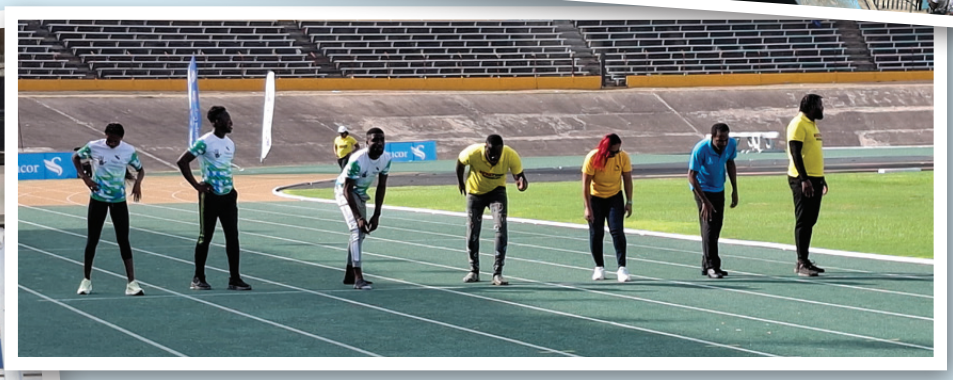
There were several opportunities to medal and reach the podium for the athletes from the 14 parishes who competed at the stadium. Here after racing along the track, some of whom medalled were awarded. (L-R) Here General Manager of the JTA Coop Credit Union, Mr Robert Ramsay, the Chief Executive Officer of Sagicor Life Jamaica, Mr Willard Brown,Nicole Campbell Robinson, Vice President of Communications, Digital Media, and Corporate Social Responsibility at Sagicor Group Jamaica. and JTA President all shared the spotlight with Javerio Cameron- St. Mary- under 15 Overall Champion Male who participated in the 100m, 1st in the 200m and long jump where he was placed 2nd. He was joined by Inera Clarke from Westmoreland. She was the Under 15 champion girl.



Members of team St Catherine, ramped home to victory for a second time to lift the Championship trophy of the JTA/Sagicor National Athletics championships at the National Stadium, at the end of June 2026. Long time rival St Andrew was a distant second.







Members of both the JTA and Sagicor try their limbs at a 50 meter dash at the national stadium. The occasion was the 2026 staging of the JTA/Sagicor National Athletics championships



JTA PR members pose in the stands while Jason Pitter and Shanoya Douglas - 2026 Patron of the Athletics Championships. Winston 'Shortboss' Robinson, chairman of the JTA National Sports Committee and two other members of the PR team share in the moment







State Minister in the Ministry of Education, Skills, Youth and Information, Rhoda Moy Crawford, JTA President, Mark Malabver and keynote speaker, President of the University of Technology, Dr Kevin Brown were part of the slate of persons who addressed the hundreds of delegates at the April 2026 Education Conference at the Princess Grand Hotel in Hanover





Members of the JTA leadership were outfront with other guests and very attentive to the pronouncements from the podium





A picture of focus and style - Mrs Stephanie Wright Grant, one of the delegates to the Education Conference seems captivated by the contents of the magazine she is reviewing.Mrs Wright Grant also made a presentation to the keynote Speaker, Dr Kevin Brown







This photo was about style and innovation but can you think what the second one was about ? JTA President, Mark Malabver (Center) Immediate Past President, Dr Mark Smith (left) and Mrs LaSonja Harrison have a laugh over something interesting which happened in the conference

JTA President, Mark Malabver and State Minister in the Ministry of Education, Skills, Youth and Information, Rhoda Moy Crawford participate in a presentation by e-learning's Dorothy Thompson at the 2026 Education Conference. The presentation was made to Antoinette Levy Riley from Western Jamaica





Delegates to conference huddle to participate in an innovation session as they discussed things technology



(L-R) Secretary General, Dr Mark Nicely, President Elect Mrs LaSonja Harrison and JTA President, Mark Malabver sits at the head table in deep thought before the President invited his cabinet chiefs to stand with him on the platform as he addressed developing situations affecting teachers and the JTA. The occasion was the 2026 Education Conference at Princess Grand Hotel in Hanover





Members of the JTA hierarchy join with other specially invited guests to symbolically cut the cake signifying the new landmark attained by the ITA



The celebration cake for the JTA 62nd Anniversary was unveiled



This plaque was unveiled to mark the 62nd anniversary of the JTA



The 62nd anniversary was interspersed with messages of congratulations as evidenced in the photographs depicting President Elect LaSonja Harrison, CEO of the Jamaica Teaching Council, Dr Winsome Gordon and a veteran educator Lillieth Daley who was one of those who started out with the JTA in 1964. Marsha Guiness, parish secretary of Kingston, assisted Mrs Daley to her seat following her time at the podium



Melissa Simpson -Parish President for Kingston who was the primary organiser of the event also addressed the anniversary function. Standing with her were several JTA stalwarts and invited guests.





President Elect candidate Dr Maureen Mullings Nelson and JTA trustee, Dr Garth Anderson signed the register indicating their participation in the anniversary function

JTA GoPublic Fund Education Initiative

Coordinator for the JTA GoPublic Fund Education initiative, Dr Anniona Jones hosted a sensitization session at the JTA head office in Kingston in June 2026. Participating were several stakeholders to include the Secondary School Students Association and Parent Teachers' Association. The theme of the forum was "Fund the Future, - Confronting the True Cost of Education





At Head table are Mr Clayton Hall, Deputy Secretary General, Dr Latoya Reeves - Principal of the Ena Barclay Academy of Excellence, Dr Jacqueline Hendricks - Principal, Ena Bartley Academy of Special Education , Lt. Col. Paul Scott - President Association of Primary and Infant Schools, President of the Student Council, Principal of William Knibb Memorial High School, Linvern Wright, Dr Paul Scott, Stewart Jacobs, the president of the National Parent-Teacher Association of Jamaica (NPTAJ), and partly hidden, Principal of the Excelsior Community College, Philmore McCarthy.







Communications and PR Officer at the JTA, Leaon Nash was also part of the activity. He was joined by Dr. Anniona Jones and JTA President, Mark Malabver for a photo at the end of the session

Presentations were made to students of Haili Selassie, the Vice principal of Academic Affairs at Knox Community College, Mrs Lesline Thomas, Clayton Hall, Deputy Secretary General and Principal of the Munroe College in St Elizabeth, Dr Mark Smith



President Elect Lasonja Harrison addressing the Golden Torch Awards at the AC Hotel in Kingston





Acting Chief Education Officer in Jamaica's Ministry of Education, Skills, Youth and Information is Terry-Ann Thomas Gayle was one of the speakers at the July 1 Golden Torch Awards. She also assisted in doing some presentations







Several of the recipients in the more than 140 who received recognition at the July 2026 Golden Torch Awards at AC hotel in Kingston

Chief Executive officer at Tip Friendly Society Hibbert Anderson and Mrs Prudence Burrell of Jamaica Publishing House make s presentations to recipients at the Golden Torch Awards



What are these two ladies thinking? Regional officer for South East Region, Petal Williams and South Central Regional Officer, Dr. Georgia Waugh Richards focus on the stage in what seems to be an intriguing moment. The occasion was the Golden Torch Awards at AC hotel in Kingston

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Simone Rowe- Secretary Supervisor
Leaon Nash - Administrative Officer- Communication and PR
Andre Morrison - System Administrator

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Faithilyn Meeks Ellis - Administrative Officer
(Admin, HR and Finance)

PROPERTY & BUSINESS SERVICES

Doran Dixon - Assistant Secretary General
Novelette Rose-Robinson - Supervisor

MEMBER SERVICES & INDUSTRIAL RELATIONS

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Sasha-Gay Thomas Hunter - Secretary
Norman Allen - Regional Officer -West
Vinneth Lindsay - Secretary
Petal Thompson Williams - Regional Officer- South East
Kerry-Ann Facey - Secretary
Georgia Waugh Richards - Regional Officer - South Central
Stephnie Baldeo-Brown - Secretary
Lorraine Greaves - Secretary
Colin Spence - Regional Officer - North East
Winston Smith - Liaison Officer

PROFESSIONAL SERVICES

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Annette Gordon - Secretary

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O'Brian Harrison - Accounting Clerk (Receivables)
Georgia Reynolds - Clerk - Payables
Donna Walsh - Accounting Clerk - General

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Antoinette Scott
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Keryon James
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Secretary General



Clayton Hall
Deputy Secretary General, Member Services & Industrial Relations



Dr. Margaret Chin
Assistant Secretary General, Professional Services



Doran Dixon
Assistant Secretary General Property and Business Services



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Regional Officer, South East



Mr. Norman Allen
Regional Officer, West



Georgia Waugh Richards
Regional Officer, South Central



Colin Spence
Regional Officer, North East



Leaon Nash
Administrative Officer, Communication & Public Relations



Wayne Clarke
Chief Accountant



Faithilyn Meeks Ellis
Administrative Officer, Admin. HR and Finance



Andre Morrison
Systems Administrator



Winston Smith
Liaison Officer

Clerical and Accounting Staff



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Annette Gordon
Secretary, Professional Services



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Supervisor, Property and Business Services



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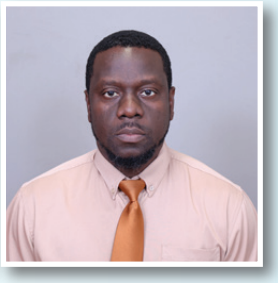
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Sasha-Gay Thomas Hunter
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O'Brian Harrison
Accounting Clerk - Receivables



Ms Georgia Reynolds
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Donna Lawes
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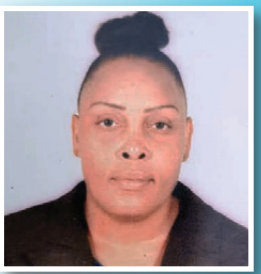
Keryon James
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Mellecia McCallum
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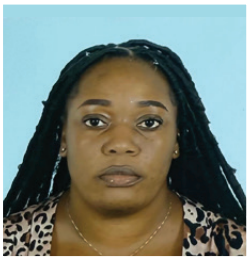
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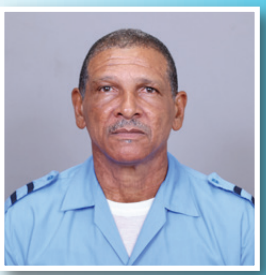
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Kareen "Lisa" Montaque
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Anika Hunter
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Security, West

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