



**JAMAICA TEACHERS' ASSOCIATION
97B CHURCH STREET
KINGSTON**

MEMBERSHIP COMMITTEE REPORT TO ANNUAL CONFERENCE

REPORTING PERIOD

Sept. 2025 – August 2026

COMPOSITION OF THE COMMITTEE

Mr. Mark Malabver	President
Mrs La Sonja Harrison	President-Elect
Mr Mark Smith	Immediate Past President
Mr Clayton Hall	Deputy Secretary General, Industrial Relations and Member Services
Mr. Winston Smith	Administrative Officer
Ms. Rhamona Bromfield	Chairman
Ms. Jamiel Shaw	Kingston
Ms. Marsha Johnson	St. Mary
Ms. Cheryl Thomas	St. Ann
Mr. Howard Ledford	St. Elizabeth
Mrs. Suzette Baker-Tulloch	Clarendon
Mrs Raia Richards-Peart	St. Catherine
Ann-marie Brown	Trelawny
Caroline Clarke-Brown	St. James
Mr Anthony Ross	Portland
Nickesha Thorpe	Westmoreland
Julia Johnson	Hanover
Roymaine Robinson	St. Thomas
Rosemarie Collins-Thompson	Manchester
Michelle Barrett-Cain	St. Andrew
Ms. Sitrie Brandt	Co-optee
Ms. Taniesha Morris	Co-optee
Ms. Tamashella Smith	Co-optee
Erica Peters	Co-optee

As outlined from the Jamaica Teachers' Association's Memorandum and Articles of Association "The Membership Committee shall consist of fifteen (15) members and not more than five (5) co-opted members and it shall be the duty of this Committee to ensure the highest possible membership in the Association at all times and to see that members are in good financial standing."

The Membership Committee is pleased to submit its report on the activities undertaken during the 2025–2026 conference year in fulfillment of its mandate.

Despite the significant challenges brought about by Hurricane Melissa, which affected Jamaica during the conference year, the committee remained committed to carrying out its responsibilities. Recognizing that our members are the lifeblood of the Association, we made every effort to advance our mandate of recruiting, maintaining, and retaining membership.

PRESIDENT'S MANDATE

1. Develop a plan of action to guide the work of the Committee.
2. Analyze our membership data to determine the regions, parishes, and schools that should be targeted for increased membership. Make presentations and recommendations to the General Council for adaptation and action to be completed by November 2025.
3. Spearhead and collaborate with the Public Relations Committee to organize social interactive events across all regions that will attract members.
4. Plan and execute a programme of work for a membership drive across the island to increase total membership by 20%.
5. Spearheaded by the JTA Secretariat, the Membership Committee is mandated to collaborate with the Professional Advancement and Teacher Welfare Committee, Education and Research, and International Relations Committees to plan and execute an Educational Tour to Finland.
6. Collaborate with Member Services Unit to review the Jamaica Teachers' Association (JTA) contact teacher recruitment incentive programme.

7. Spearhead and collaborate with the Public Relations Committee to create an e-Book on ALL leave facilities available to teachers and the process through which these facilities can be accessed for distribution to members.
8. Take the necessary steps to ensure that each parish has a Contact Teacher WhatsApp group to enhance communication to our members.
9. Collaborate with the Professional Advancement and Teacher Welfare Committee and the Member Services & Industrial Relations Unit to identify at least five (5) teachers per region who are in need of support for residential intervention programme.
10. Collaborate with the JTA Secretariat and the Professional Advancement and Teacher Welfare Committee to organize a residential workshop with principals on the appropriate grievance procedure.
11. Collaborate with the JTA Secretariat to conduct a workshop with members who are at least one year away from their pension date to properly guide them on a step-by-step basis to apply for their pension and develop a mechanism to track the applications for timely intervention.
12. Collaborate with the secretariat to plan and execute a Retired Teachers Wellness Day.
13. Collaborate with the Professional Advancement and Teacher Welfare and the International Relations Committees to plan and execute the 11th JDTAN Advancement in Education Summit in Canada.
14. Submit and present written reports to General Council on November 2025, March 2026, and June 2026.
15. Present a written report to the JTA's 62nd Annual Conference on or before July 1, 2026.

Mandate 1.

Development of a Plan of Action

At our first committee meeting, members collaboratively developed a comprehensive Plan of Action, which guided the work of the committee throughout the year. This plan provided the framework for the execution and monitoring of our activities and targets.

Mandate 2.**Membership Data Analysis**

With the assistance of the Parish Chairmen and the Membership Clerk, membership data were analyzed to identify regions, parishes, and schools that required targeted membership drives. The information gathered informed our recruitment strategies and guided our outreach efforts throughout the reporting period.

Mandate 3.**Social Interactive Events**

The committee was mandated to collaborate with the Public Relations Committee to organize social interactive events across all regions to attract members. Unfortunately, the planned activities could not be fully implemented due to the disruption caused by Hurricane Melissa and the subsequent adjustments to the national calendar. Despite these challenges, one successful social interactive event was conducted in collaboration with the South Central Region.

Mandate 4.**Membership Drive**

The committee successfully completed five membership drives across five different parishes. Additionally, recruitment efforts were undertaken at the Early Childhood Conference held in Montego Bay, St. James.

Membership increased from 17,064 in October 2025 to approximately 19,616 in July 2026. However, the Association experienced a loss of 240 members in May 2026. It is recommended that a survey be conducted to determine the factors contributing to this decline so that appropriate retention strategies can be developed. Please see breakdown of table.

Mandate 5.**Educational Tour to Finland**

The JTA Secretariat continues to lead the planning of the Educational Tour to Finland in collaboration with the Membership Committee, Professional Advancement and Teacher Welfare Committee, Education and Research Committee, and International Relations Committee. The proposed dates for the tour are August 20–28, 2026.

Mandate 6.**Contact Teacher Recruitment Incentive Programme**

The committee collaborated with the Member Services Unit to review the Contact Teacher Recruitment Incentive Programme. The review confirmed that recruiters who submit the required documentation and complete the prescribed process are eligible to receive the stipulated incentives.

Mandate 7.**E-Book on Leave Facilities**

In collaboration with the Public Relations Committee, an e-book outlining the various leave facilities available to teachers and the procedures for accessing them was developed and circulated. Feedback from members has been overwhelmingly positive, with many expressing appreciations for this valuable resource.

Mandate 8.**Contact Teacher WhatsApp Groups**

The committee continued its efforts to strengthen communication with members. Most parishes now have active Contact Teacher WhatsApp groups, which serve as an effective platform for information sharing and member engagement.

Mandate 9.**Residential Intervention Programme**

The committee was mandated to collaborate with the Professional Advancement and Teacher Welfare Committee and the Member Services and Industrial Relations Unit to identify at least five teachers per region in need of support through a residential intervention programme. Due to changes in the national calendar, this activity was not executed during the reporting period. It is recommended that this initiative be prioritized during the upcoming conference year.

Mandate 10.**Workshop on Grievance Procedures**

In collaboration with the JTA Secretariat and the Professional Advancement and Teacher Welfare Committee, a residential workshop for principals on the appropriate grievance procedures was successfully conducted. Participants expressed satisfaction with the quality and relevance of the workshop.

Mandate 11.**Pension Preparation Workshop**

A workshop for members who are within one year of retirement was done on Wednesday, June 24, 2026, at 6:00 p.m. The workshop was aimed at providing participants with step-by-step guidance on the pension application process and mechanisms for tracking applications to facilitate timely intervention where necessary. The workshop was well received with over 450 members in attendance.

Mandate 12.**Retired Teachers Wellness Day**

The Retired Teachers Wellness Day was held on June 25, 2026, at the Cardiff Hotel, St. Ann. The committee looks forward to supporting this important initiative geared towards the well-being of retired educators. There were over 100 retired teachers in attendance.

Mandate 13.**11th JDTAN Advancement in Education Summit**

The Membership Committee Chairman served on the planning committee for the 11th JDTAN Advancement in Education Summit in Canada. The summit was held from July 5–11, 2026 at York University in Canada. We approximately had 168 participants from Jamaica and 2 attendees from the Caribbean Union of Teachers’.

Mandate 14.**Submission of Reports**

The committee successfully submitted all required reports to the General Council in accordance with the established reporting schedule.

Mandate 15.**Annual Conference Report**

Achieved.

Meetings held for the conference year

7 face to face

2 online

1 special meeting to co-opt members

NDROC

The Membership Committee Chairman served as a member of the NDROC. During the recovery period, committee members participated in the packaging and distribution of relief supplies to members affected by Hurricane Melissa.

Additionally, committee members participated in school visits conducted by the International Relations Committee in partnership with the American Federation of Teachers during the week of June 16–19, 2026.

ACKNOWLEDGEMENTS

The Membership Committee extends sincere appreciation to everyone who supported our work during the 2025–2026 conference year.

We are especially grateful to JTA President Mr. Mark Malabver, President-Elect Mrs. LaSonja Harrison, and Immediate Past President Mr. Mark Smith for their leadership, attendance at our meetings, advocacy on our (the members) behalf, and continued encouragement.

Our heartfelt thanks also go to Mr. Clayton Hall, Deputy Secretary General with responsibility for Industrial Relations and Member Services, and Mr. Winston Smith, Administrative Staff, for their guidance and unwavering support throughout the year.

We also acknowledge Mrs. Lawes, Membership Clerk, for her invaluable assistance in processing membership forms, preparing documents for our monthly meetings, and supporting our membership drives.

Finally, we thank our committee members and parish representatives and coopted for their dedication and commitment. Your willingness to serve made it possible for us to carry out our mandate successfully as we Unit and Serve.

RECOMMENDATIONS

1. A comprehensive list of teachers versus JTA members at the secondary level should be compiled to facilitate targeted membership recruitment and retention efforts.
2. Regional Officers should play a more integral role in membership recruitment by providing greater support and actively participating in district association, parish and national membership drives.

3. For sustainability, membership drives should commence in October of each conference year and be scheduled throughout the year to allow for consistent recruitment, follow-up, and member engagement.
4. Parish Presidents should emphasize to Parish Representatives the importance of serving as Membership Chairpersons, advise them that Membership Committee meetings are held on the third Thursday of each month, and secure their commitment to attend and actively participate. Membership Chairpersons should also understand that their role extends beyond attending meetings. They are expected to visit schools to recruit members, participate in district association, parish and national membership drives, and actively assist in building and strengthening the Union.
5. Residential intervention support should be provided for teachers identified by the Industrial Relations Unit.
6. A structured onboarding programme should be implemented for all new members. Each new member should receive a Union Toolkit package, including, but not limited to:
 - * Code of Regulations
 - * Memorandum and Articles
 - * Ten Plus Reasons to Become a Member
 - * Current Discount List
 - * An updated summary of the Union's achievements
 - * JTA Union Pin
7. The Membership Committee should publish a bi-monthly newsletter highlighting the work of the Association, the benefits of membership, member success stories, and the services and advocacy being provided on behalf of members.

CONCLUSION

Despite challenges arising from Hurricane Melissa and the resulting adjustments to the national calendar, the Membership Committee remained focused on advancing its mandate. Through membership drives, school visits, collaboration with Regional Officers, and member engagement initiatives, the committee made meaningful progress in strengthening the Association's membership base and supporting members across the island. While there is still work to be done, particularly through the Membership Intervention Programme, the committee remains committed

to building a stronger, more engaged membership and enhancing the services provided to members throughout the upcoming conference year.

Let us continue to unite and serve

Respectfully submitted,

Rhamona Bromfield

Chairman, Membership Committee

June 2026

Ministry Paid Members of the JTA For the Period September 2025 – July 2026

JTA membership remained strong throughout the reporting period. Ministry-paid membership increased from **11,975 in September 2025 to 12,777 in July 2026**, representing a net increase of **802 members, or approximately 6.3%**. July recorded the highest Ministry-paid membership total.

Bursar-paid membership stood at **4,744 members** as at July 2026.

Total membership across all categories was **19,616**, comprising:

- Ministry-paid members: **12,777**
- Bursar-paid members: **4,744**
- Retirees: **782**
- Early Childhood members: **569**
- Students: **383**
- HEART Trust/NSTA members: **196**
- Associates: **165**

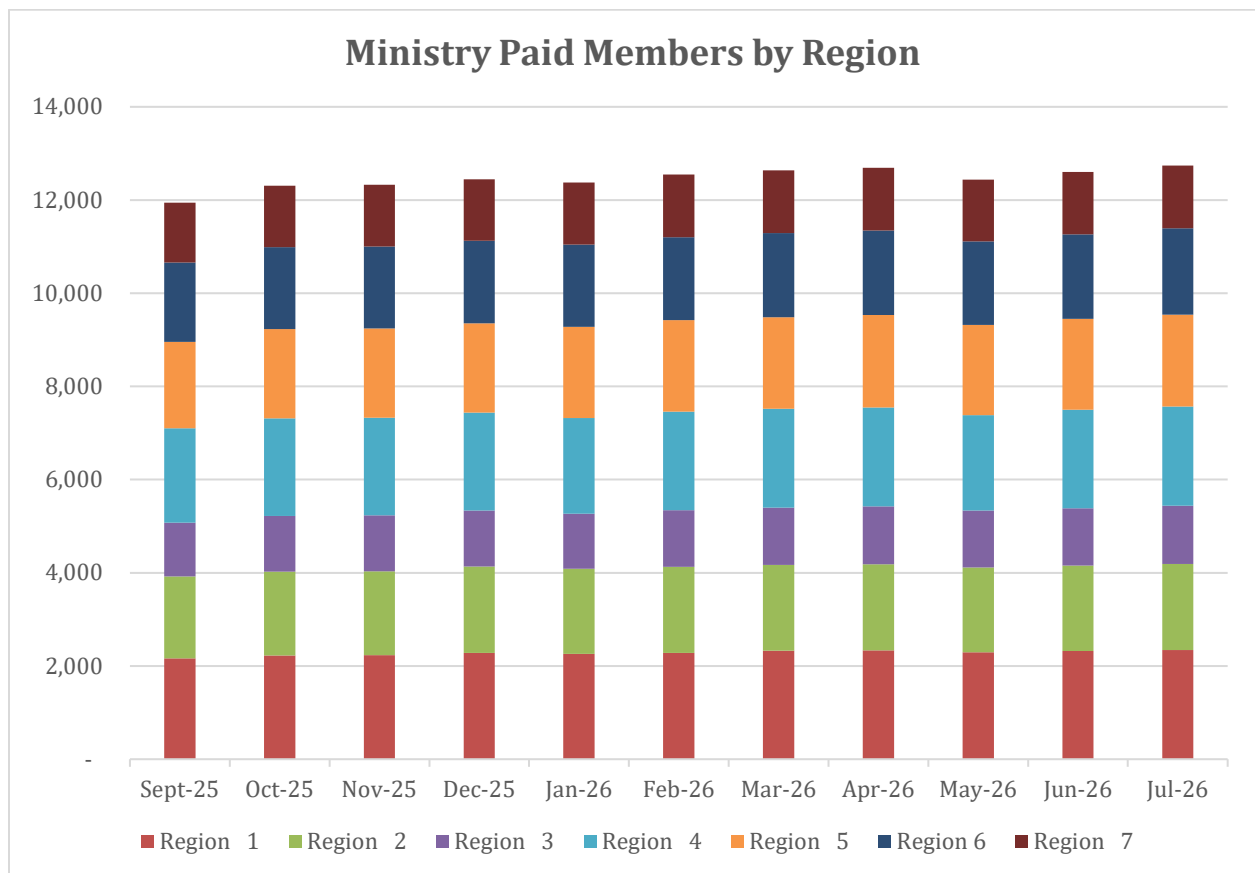
A total of **1,166 membership applications** were submitted, of which **928 were processed**, producing an overall processing rate of **80%**. South Central recorded the highest processing rate at **90%**, followed by South East at **83%**. North East had the lowest processing rate at **62%**, indicating a need for additional attention to outstanding applications.

Regarding membership discontinuations, **76 requests were processed**, while **12 remained pending**. South East accounted for the largest number of processed discontinuations, with **41 processed and 5 pending**.

13,640 membership cards were distributed over the period.

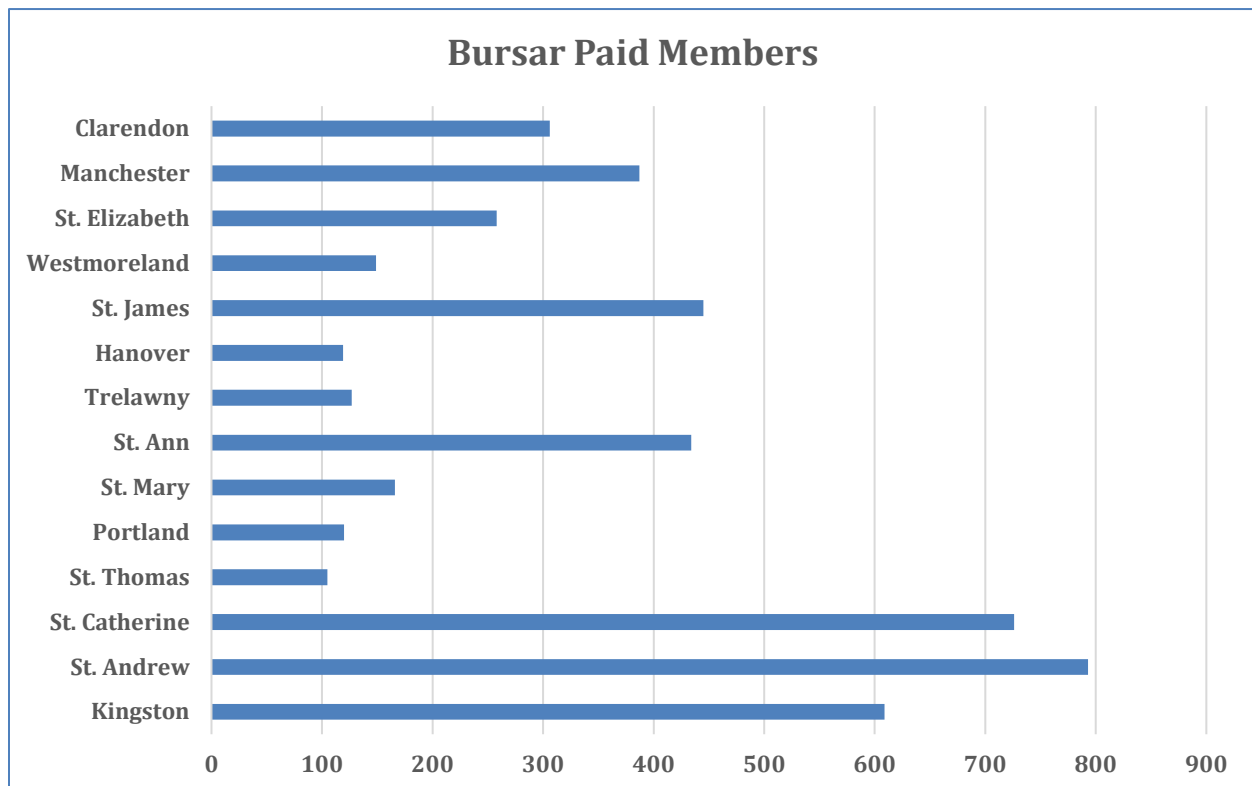
Overall, the report shows steady membership growth, a strong Ministry-paid membership base and generally positive application-processing performance, with opportunities to improve processing in the North East Region.

Months	Totals	RG 1	RG 2	RG 3	RG 4	RG 5	RG 6	RG 7	Clerical & C/Givers	MOE Central	MOE Non-Central
Sep-25	11,974	2,162	1,758	1,158	2,021	1,857	1,700	1,284	13	12	9
Oct-25	12,339	2,227	1,795	1,199	2,097	1,915	1,756	1,316	13	12	9
Nov-25	12,362	2,234	1,799	1,198	2,099	1,917	1,758	1,323	13	12	9
Dec-25	12,481	2,280	1,853	1,201	2,101	1,916	1,777	1,318	13	13	9
Jan-26	12,415	2,260	1,827	1,183	2,053	1,955	1,765	1,335	13	16	8
Feb-26	12,586	2,281	1,847	1,217	2,115	1,964	1,778	1,347	13	17	7
Mar-26	12,674	2,327	1,845	1,229	2,122	1,963	1,805	1,346	13	17	7
Apr-26	12,730	2,336	1,848	1,240	2,123	1,988	1,812	1,348	13	15	7
May-26	12,470	2,293	1,823	1,221	2,046	1,936	1,793	1,323	13	15	7
Jun-26	12,635	2,320	1,835	1,231	2,117	1,946	1,814	1,337	13	15	7
Jul-26	12,777	2,344	1,849	1,249	2,128	1,972	1,852	1,348	13	15	7



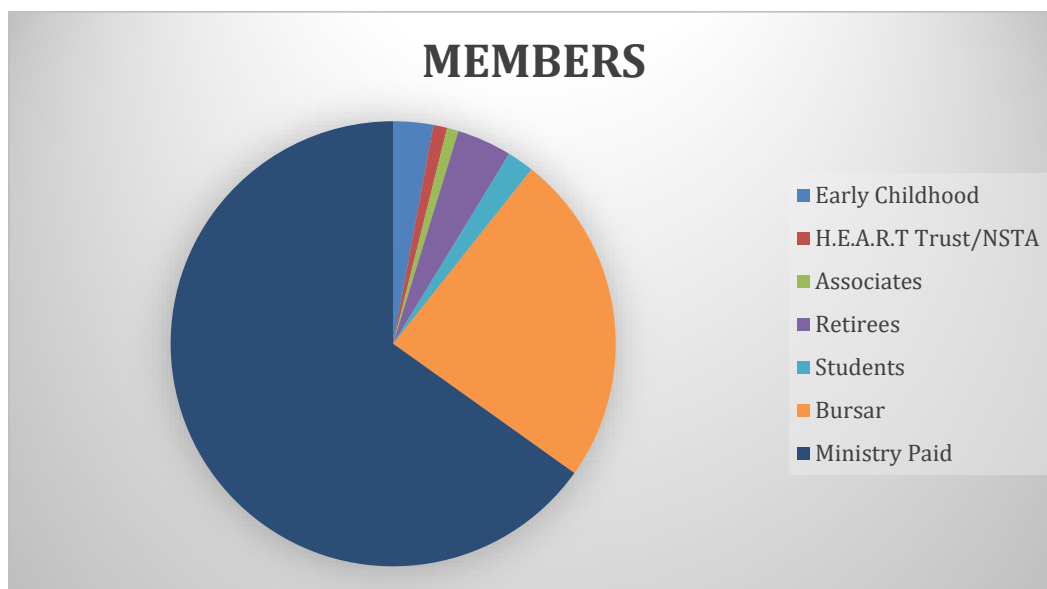
Bursar Paid Members
For the Period ending July 2026

PARISH	MEMBERS
Kingston	609
St. Andrew	793
St. Catherine	726
St. Thomas	105
Portland	120
St. Mary	166
St. Ann	434
Trelawny	127
Hanover	119
St. James	445
Westmoreland	149
St. Elizabeth	258
Manchester	387
Clarendon	306
Total	4,744



Other Members

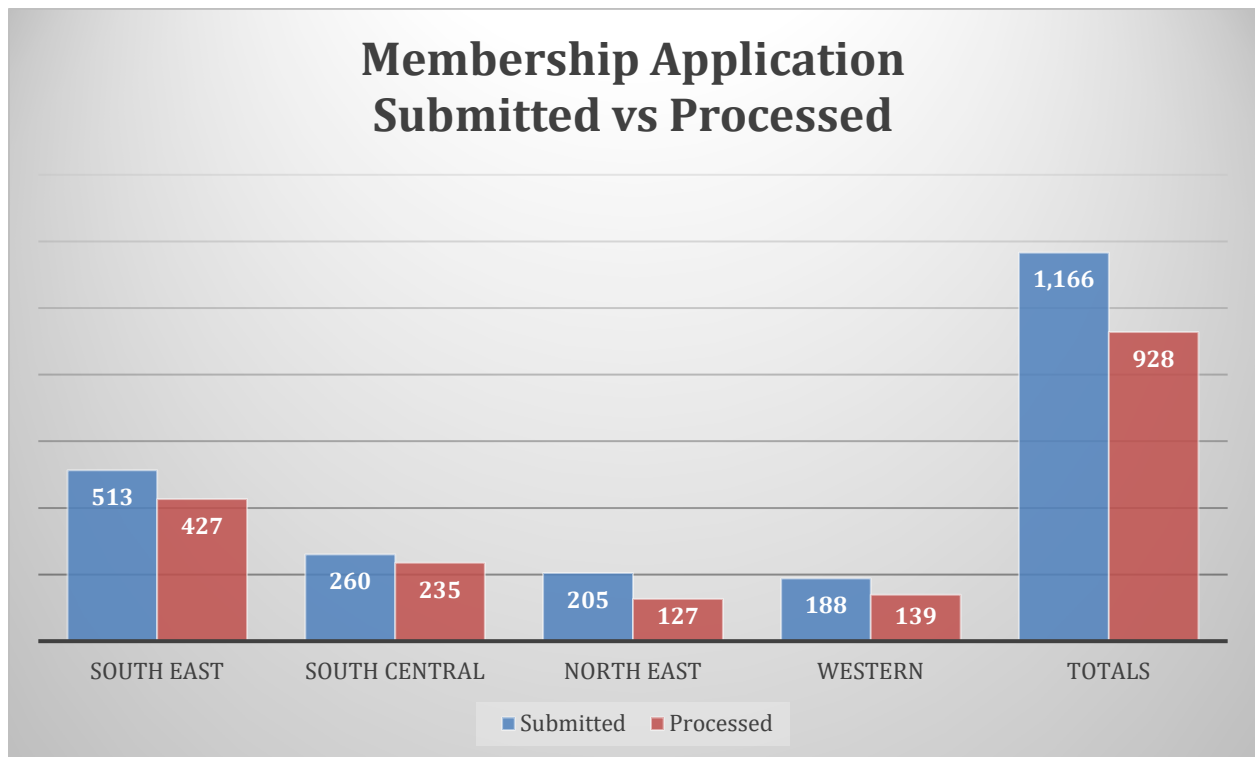
MEMBERS	TOTAL
Early Childhood	569
H.E.A.R.T Trust/NSTA	196
Associates	165
Retirees	782
Students	383
Bursar	4,744
Ministry Paid	12,777
GRAND TOTAL	19,616



Applications Submitted and Processed

REGION	SUBMITTED	PROCESSED	PERCENTAGE
South East	513	427	83%
South Central	260	235	90%
North East	205	127	62%
West	188	139	74%
TOTALS	1,166	928	80%

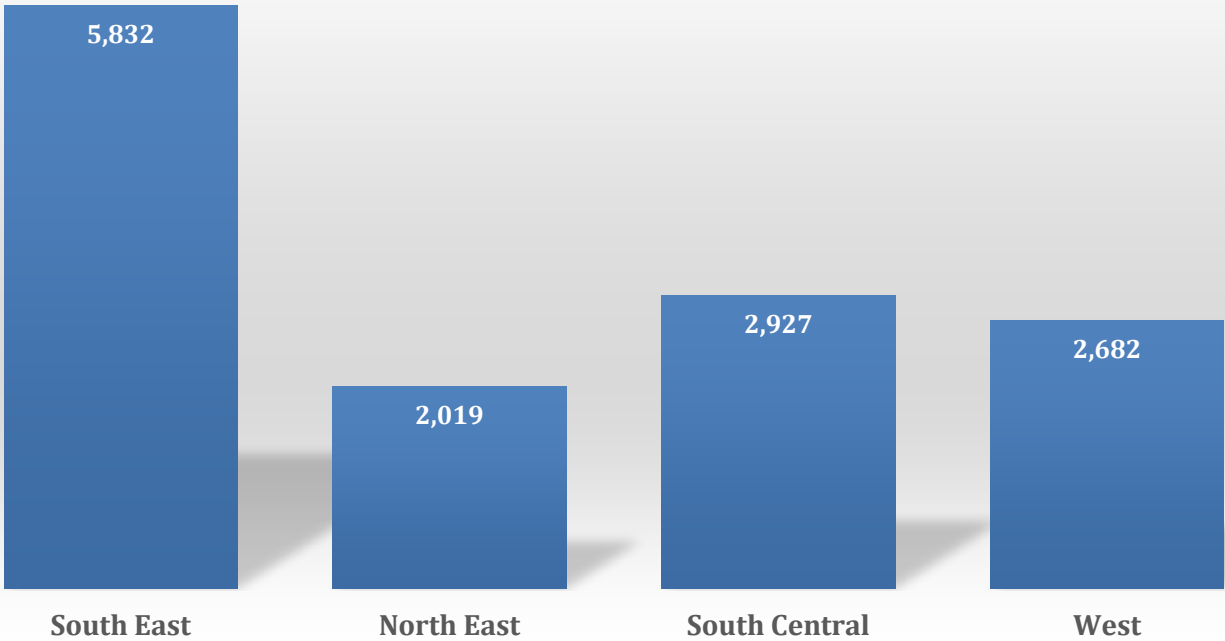
Membership Application Submitted vs Processed



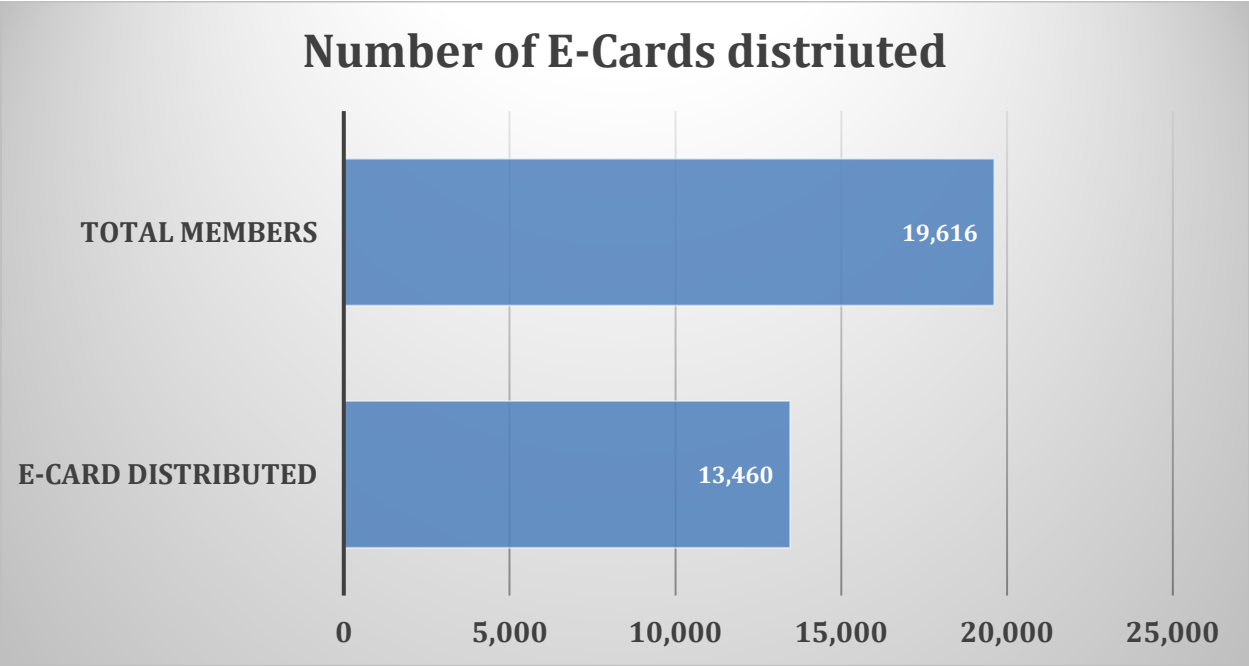
Membership Cards Distribution

REGIONS	NUMBER OF CARDS DISTRIBUTED
South East	5,832
North East	2,019
South Central	2,927
West	2,682
TOTAL	13,460

Number of E-Cards distributed by Region



E-CARDS DISTRIBUTED	TOTAL MEMBERS
13,460	19,616



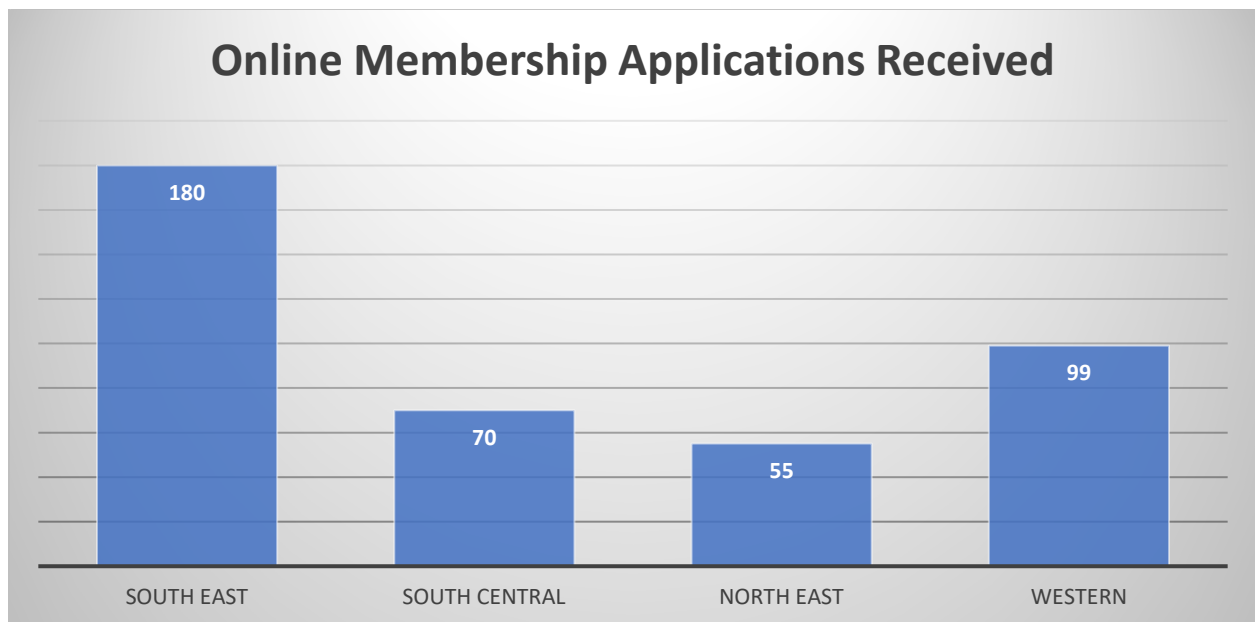
Discontinuation of Membership

REGION	PROCESSED	PENDING
South East	41	5
North East	5	2
South Central	11	4
West	13	1
H.E.A.R.T Trust/NSTA	4	0
Early Childhood Commission	1	0
Education Officer	1	0
TOTALS	76	12

ONLINE MEMBERSHIP APPLICATION

N.B. Online Application started April 23, 2026

ONLINE MEMBERSHIP APPLICATIONS RECEIVED		
Regions	Submitted	Percentage
South East	180	45%
South Central	70	17%
North East	55	14%
Western	99	25%
Totals	404	100%



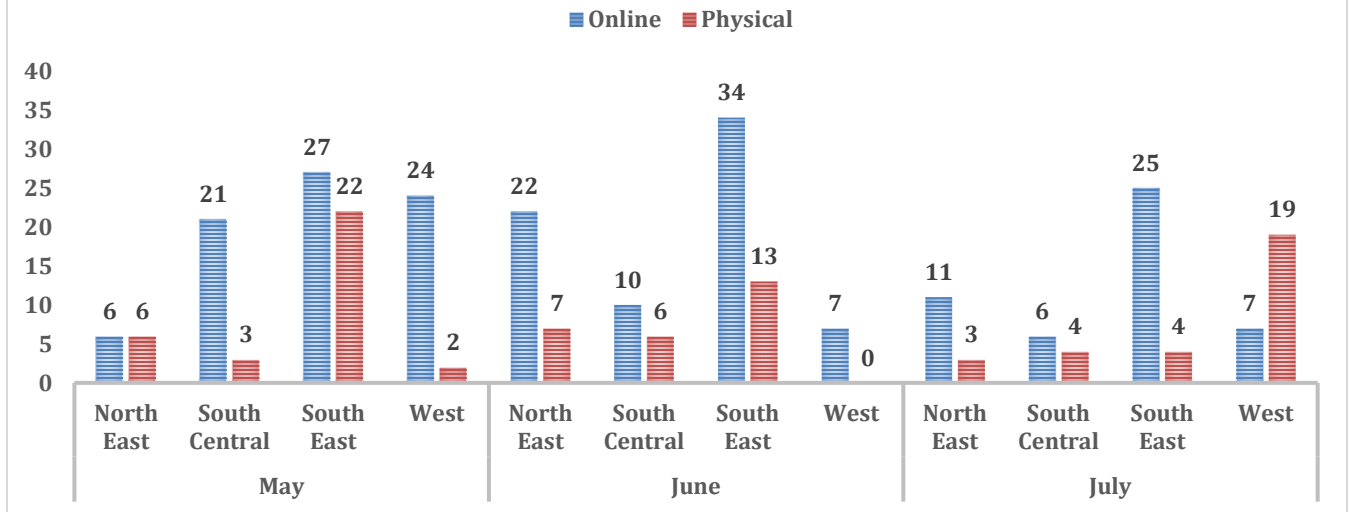
ONLINE VS PHYSICAL (MOEY) APPLICATION SUBMISSION

MAY	TOTAL	Physical	Online	Online (12 days)
North East	12	6	6	50%
South Central	24	3	21	88%
South East	49	22	27	55%
West	26	2	24	92%
MAY TOTAL	111	33	78	70%

MOEY Submission JUNE	TOTAL	Physical	Online	Online %
North East	29	7	22	76%
South Central	16	6	10	63%
South East	47	13	34	72%
West	7	0	7	100%
JUNE TOTAL	99	26	73	74%

MOEY Submission JULY	TOTAL	Physical	Online	Online %
North East	14	3	11	79%
South Central	10	4	6	60%
South East	29	4	25	86%
West	26	19	7	27%
JULY TOTAL	79	30	49	62%

ONLINE VS PHYSICAL (MOEY) APPLICATION SUBMISSION MAY 2026 - JULY 2026



Online (MOEY)	Physical (MOEY)
200	89

