

REPORT OF THE POLICY COMMITTEE
TO THE 62ND ANNUAL CONFERENCE OF
THE JAMAICA TEACHERS' ASSOCIATION
AUGUST 17-19, 2026
OCEAN CORAL SPRING HOTEL, DUNCANS, TRELAWNY

1. **COMPOSITION OF THE COMMITTEE**

The Policy Committee comprises eighteen (18) members as follows:

PRESIDENTS

- Mr. Mark Malabver - President
- Mrs. La Sonja Harrison - President Elect
- Dr. Mark Smith - Immediate Past President

TRUSTEES

- Mr. Howard Isaacs
- Dr. Garth Anderson

ADMINISTRATIVE STAFF

- Dr. Mark Nicely - Secretary General (Servicing Officer)
- Clayton Hall - Deputy Secretary General
- Doran Dixon - Assistant Secretary General
- Norman Allen - Regional Officer

CHAIRMAN

- Jasford Gabriel, Trustee

MEMBERS

- Melissa Beckford, Recording Secretary
- Rhamona Bromfield
- Audley Feare
- Colleen Reid-Grant
- Maureen Mullings Nelson
- Lorraine Reid-Henningham

CO-OPTION

- Rayon Simpson

2. **PRESIDENTS' MANDATE TO COMMITTEE**

- i. Develop a plan of action to guide the work of the policy committee.
- ii. Collaborate with the Board of Trustees to review the role of Trustees and make recommendations to the General Council and Annual Conference for adoption in keeping with the Memorandum and Articles of Association.
- iii. Collaborate with the Board of Trustees to develop a Code of Ethics for Committees.
- iv. To undertake a strategic review of the operations of the Jamaica Teachers' Association to cut costs without compromising service to members.
- v. Review the appraisal practices of JTA Administrative Officers and take steps to establish a documented appraisal regime for ALL Officers (including the Secretary General) of the JTA for immediate implementation.
- vi. Complete the process of reviewing the Memorandum & Articles of Association and make recommendations to the Central Executive, General Council and the Annual Conference to ensure probity, transparency and agility of the organization.

3. **MEETINGS**

Further to executing the assigned mandate, the policy committee convened FIVE meetings as outlined below:

Date	Modality	Purpose
October 15, 2025	Online	• Review of policy committee report to Annual Conference 2025. • Review of President mandate • Develop a plan of action to guide work of the committee strategize • Re: approach to formalise JTA strategic plan. • Update on process of work in relation to JTA staff manual and Handbook
January 26, 2026	Face to Face	Discussion and preparation of position paper (Head office) regarding the JTC Bill.
March 3, 2026	(Online)	Continuation of work re the strategic review JTC Bill Presentation of documents re JTA Handbook and staff approval system.
March 21, 2026	Face to Face	Finalise the details of the JTA submission to the MOESYI re the JTC Bill.
May 14, 2026	Face to Face	Review of Terms of reference for strategic review and finalising sub-committee for implementation and monitoring Decision in details of submission to General Council re said strategic review. Decision on staff handbook-to decision-to return to policy for full some further discussion re review.

NB: Further work needs to be done in relation to, especially mandates 3 and 6 (development of a code of ethics for committees, and review of the Memorandum and Articles of Association respectfully.

CONCLUSION

On behalf of all the member of policy committee I wish to express profound appreciation to the President and members of the General Council for nominating and electing us to serve during the 2025-2026 conference year. We do not take your vote of confidence lightly and did extend ourselves beyond the call of duty in furthering the cause of the JTA.

Similarly, we convey gratitude to the members of the administrative staff led by Secretary General for the guidance and support so generously extended to the policy committee.

Finally, to our committee members, your never flinched or wavered in response to the call of duty; the camaraderie among the team was great and your efforts and impact of your work will remain part of a rich legacy.

Submitted by: Jasford Gabriel (Trustee)
Chairman