

JAMAICA TEACHERS ASSOCIATION



RESOLUTIONS COMMITTEE

ANNUAL REPORT OF THE RESOLUTIONS COMMITTEE TO THE 61st ANNUAL CONFERENCE OF THE JTA AT THE PRINCESS HOTELS AND RESORTS GREEN ISLAND, HANOVER AUGUST 18 – 20, 2025

1. INTRODUCTION

The Resolutions Committee for the 2024–2025 Conference Year was tasked with supporting the democratic processes of the Jamaica Teachers' Association by guiding the development, review, and implementation of resolutions. This report outlines the Committee's composition, activities, and progress made toward fulfilling the President's Mandate.

It also highlights key initiatives such as resolution writing workshops, collaboration efforts, and the development of operational resources to strengthen member engagement and advocacy through resolutions.

2. COMPOSITION OF THE COMMITTEE

Officers

Dr. Mark Smith	President
Mr. Mark Malabver	President-Elect
Mr. Leighton Johnson	Immediate Past President

Administrative Officer

Mr. Clayton Hall	Deputy Secretary General, Member Services and Industrial Relations
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Ms. Tamashella Smith	Chairman
Mrs. Stephanie Wright-Grant	Member & Secretary
Ms. Rhamona Bromfield	Member
Mrs. Lou Ann Bramwell Shakes	Member
Mrs. Tanya Lynch Davis	Member

Co-optees

Mrs. Rowena Newman Ridley
Mrs. Bernice Beckett-Duhaney

3. MEETINGS

Four meetings were held for Conference Year 2024-2025.

Meetings Attendance

Member	Number of Possible Meetings	Number of Meetings Attended
Ms. Tamashella Smith	4	4
Mrs. Stephanie Wright-Grant	4	4
Ms. Rhamona Bromfield	4	4
Mrs. Lou Ann Bramwell Shakes	4	4
Mrs. Tanya Lynch Davis	4	3
Mrs. Rowena Newman Ridley	4	1
Mrs. Bernice Beckett-Duhaney	4	2

4. THE PRESIDENT'S MANDATE

The Committee was asked to pursue the following targets:

1. Lead a collaboration with the Public Relations Committee to develop a series of instructional videos sensitizing members on the use of resolutions to bring about meaningful change in the Association and the education sector. **ACHIEVED**
2. Develop a 'Resolution Manual' to guide the operations of the Resolutions Committee and explain the various processes from writing a resolution and to getting it passed. **WORK IN PROGRESS**
3. Host a Resolution Writing Workshop in each Region by January 2025. **ACHIEVED in June 2025**
4. Ensure that resolutions not addressed at the 60th Annual Conference are presented for discussion at the General Council Meeting in November 2024 and March 2025. **ACHIEVED**
5. Monitor the implementation process to ensure that any resolution passed during the 60th Annual Conference Year are actioned and produce a brief report via a pamphlet to communicate same to members of the 61st Annual Conference. **WORK IN PROGRESS**
6. Review all resolutions and guide the submission process to ensure it is consistent with the Articles of Association before submission to General Council and Annual Conference. **ACHIEVED**

7. Examine the Memorandum and Articles of Association and make recommendation(s) for amendments were necessary. **WAS DONE BY THE POLICY COMMITTEE**
8. Develop an operation plan to guide the implementation of your Committee's mandate on or before October 31, 2024. **ACHIEVED**
9. Present written reports to meetings of General Council on November 2024, March 2025 and June 2025. **ACHIEVED**
10. Present a written report to the JTA's Annual Conference on/or before July 7, 2025. **ACHIEVED**

5. RESOLUTION WRITING WORKSHOPS

The four Resolution Writing Workshops, in keeping with target number 3 of the President's Mandate, were held between February and June 2025. The presenters for the workshops were Mr. Clayton Hall (Deputy Secretary General, Member Services and Industrial Relations), Mr. Winston Smith (Liaison Officer), and Mrs. Stephanie Wright-Grant (former JTA Resolutions Chairman & Teacher, St. Jago High School).

These workshops were held for executive members of the Parish and District Associations who have never been trained in resolution writing. The participants were engaged in some robust debating and discussions. They found the experience a rewarding one. The table below shows the number of participants, per region, who were exposed to the Resolutions Writing Workshops.

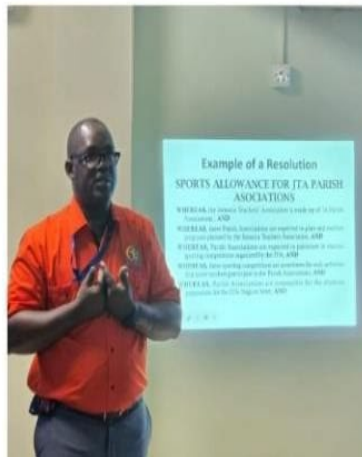
REGION	DATE OF WORKSHOP	NUMBER OF PARTICIPANTS WHO ATTENDED
South Central	February 18, 2025	62
Western	February 20, 2025	28
South East	March 1, 2025	26
North East	June 12, 2025	53



RESOLUTION WRITING WORKSHOPS 2025

Pictorial Highlights





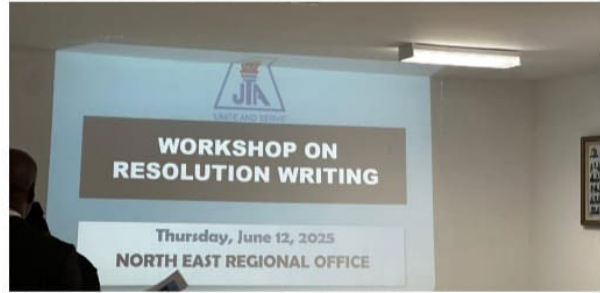
South Central Region



Western Region



South East Region



North East Region

6. CYBER SECURITY TRAINING FOR MEMBERS OF THE GENERAL COUNCIL

This was one of the recommendations made by the previous Resolutions Committee given the introduction of the Data Protection Act.

A video explaining Phishing was posted in the General Council WhatsApp Group on Friday, July 25, 2025.

7. RESOLUTIONS MANUAL

This is currently being worked on by the Committee to be presented at the 61st Annual Conference of the Jamaica Teachers' Association -August 18-20, 2025.

8. COMPENDIUM – RESOLUTIONS FROM 2021-2024

The resolutions from 2021-2024 were reviewed and the status of each is shown in the table below:

Resolutions Completed/ Passed	
# 1	The Implementation of a New Award [Fay E. Saunders Award]
# 2	Reimbursement for Travel to General Council and Committee Meetings
# 3	Reimbursement for Toll Charges for JTA Meetings
#6	Selection of Committee Members Utilizing a Viable Electronic Medium
# 8	Reimbursement for Members' Travelling to Meetings
# 9	Membership Status of Early Childhood Teachers
# 10	Reimbursement for Members' Travelling to Meetings
# 12	Data Protection Act
# 13	Increase in Travel Reimbursement for JTA Members

Resolutions for Reviews and to go to Annual Conference 2025	
#4 Data Reimbursement for Virtual Meetings of General Council and Standing Committees	N.B. <i>The seconder no longer works in Jamaica. This resolution will be sent to the mover so that a seconder can be named</i> <i>To be formatted</i>
#5 Alignment of District Associations with Parish Associations AND the Parent Body	N.B. <i>The mover and seconder need to inform the Committee if they wish to proceed with the resolution</i> <i>To be formatted</i>
#11 The Establishment of the Jamaica Teachers' Association Professional Studies Institute	N.B. <i>To be formatted</i>
#15 Incentivising of Study Circle Convenors and Trainers and Expanding the Cadre of Trainers in the Jamaica Teachers' Association	N.B. <i>To be formatted and remove the persons to be awarded – this is a cause for conflict</i>

Resolution Not Passed
#7 Diversifying of General Council Meeting Days



Resolutions 2, 8, 10, 13 and 14 are the same; they were passed and are in effect.

9. 2024-2025 RESOLUTIONS TO BE DEBATED AT THE 61ST ANNUAL CONFERENCE (Located at the end of this report)

10. CLOSING

As we bring this phase of our work to a close, I take this opportunity to extend heartfelt thanks to the President, Dr. Mark Smith for giving me the opportunity to serve as Chair. Additionally, I laud the work and worth of each member of the Resolutions Committee for their tireless commitment and thoughtful contributions. Special thanks must also be extended to our dedicated servicing officer, Mr. Clayton Hall, whose unwavering support and guidance have been invaluable throughout this process.

Engaging in the resolution process has not only advanced the work of the Committee, but has also served as an important avenue for educating our members on the significance of this aspect of the Association's governance. It was a meaningful and empowering experience, one that we hope will inspire continued participation and deeper understanding among all stakeholders.

We now look forward to vibrant and constructive debates that will shape the future of our Association, making it even stronger, more relevant, and more impactful in its advocacy for the nation's teachers.

Thank you all once again for your commitment, your service, and your belief in the power of collective voice. Let us continue to unite and serve.

Tamashella Smith
Chairman
Resolutions Committee
2024-2025

2024-2025 RESOLUTIONS TO BE DEBATED AT THE 61ST ANNUAL CONFERENCE

1.

ENHANCE DEMOCRATIC PARTICIPATION IN DECISION-MAKING

WHEREAS, The Jamaican Constitution provides for direct participation by citizens in certain matters, including referendums for critical amendments; AND

WHEREAS, The Jamaica Teachers' Association (JTA) currently relies on a delegate system, where 15 representatives from 78 District Associations make decisions on behalf of the membership; AND

WHEREAS, This delegate system may limit direct participation and representation of ordinary paying members in matters affecting their interests.

BE IT RESOLVED that the JTA recognizes the importance of enhancing democratic participation in its decision-making processes, particularly in matters related to wage agreements.

BE IT FURTHER RESOLVED that the JTA amends its Memorandum and Articles of Association to provide for direct participation by ordinary paying members in decisions regarding wage agreements.

BE IT FURTHER RESOLVED that this amendment be implemented with immediate effect, following approval by the membership, to ensure that all members have a direct say in matters affecting their interests.

BE IT FURTHER RESOLVED that the JTA's governing documents be reviewed and revised to align with the principles of direct participation and representation, as enshrined in the Jamaican Constitution.

BE IT FURTHER RESOLVED that this resolution be debated and voted upon at the next Annual Conference of the JTA, and that the outcome be communicated to the membership promptly.

BE IT FURTHER RESOLVED upon acceptance that Conference instruct the Office of the Secretary General to submit said amendment to the Companies Office of Jamaica within 14 days after the end of Annual Conference 2025.

Moved by: La Sonja Harrison

Seconded by: Melissa Beckford Simpson

March 28, 2025

2.

THE DEVELOPMENT OF JAMAICA’S SPECIAL EDUCATION LAW

WHEREAS, The Disabilities Act of 2014 provides a legal framework for the rights and inclusion of individuals with disabilities in Jamaica; AND

WHEREAS, The Ministry of Education has established a **policy governing** special education, but there remains a need for its development into a comprehensive legal framework to ensure full implementation, accountability, and sustainability; AND

WHEREAS, Despite progress, gaps persist in addressing the specific educational needs of students with disabilities, particularly in the areas of specialized resources, teacher training, individualized support, and inclusive pedagogies; AND

WHEREAS, The right to education is a fundamental human right, and all students deserve equitable access to high-quality education that accommodates their diverse learning needs; AND

WHEREAS, Many students with disabilities continue to face barriers to learning, leading to social exclusion, academic underperformance, and limited future opportunities; AND

WHEREAS, global best practices demonstrate that enacting dedicated special education legislation strengthens policy enforcement, enhances inclusion, and improves educational outcomes for students with disabilities.

BE IT RESOLVED that the Jamaica Teachers’ Association urges the Government of Jamaica to strengthen and elevate the existing special education policy into a comprehensive Special Education Law, which

should:

1. Codify Existing Policy into Law – Establish a legal framework that formalizes and mandates the provisions outlined in the current special education policy.
2. Define Special Educational Needs and Disabilities – Ensure inclusive definitions covering a broad spectrum of disabilities and learning differences.
3. Mandate Inclusive Education Practices – Require that all educational institutions implement inclusive teaching methods, provide appropriate accommodations, and ensure accessibility for all students with disabilities.

4. Secure Sustainable Funding—Allocate dedicated and sustained financial resources for special education programs, assistive technologies, teacher training, and infrastructure improvements.
5. Enhance Teacher Training and Professional Development—Require that all educators receive formal training in special education strategies and inclusive teaching methodologies to support diverse learners effectively.
6. Implement Individualized Education Plans (IEPs)—Mandate the development and implementation of IEPs for students with special needs to ensure tailored learning approaches aligned with their abilities and aspirations.
7. Establish Robust Monitoring and Evaluation Mechanisms—Develop systems for tracking student progress, assessing the effectiveness of special education services, and ensuring accountability in policy implementation.
8. Strengthen Multi-Sectoral Collaboration—Foster partnerships among government agencies, educational institutions, parents, advocacy organizations, and other stakeholders to support students with disabilities holistically.
9. Promote Awareness and Public Advocacy—Launch national campaigns to reduce stigma, increase awareness of special education rights, and promote a culture of inclusion across Jamaican society.

BE IT FURTHER RESOLVED that the Jamaica Teachers' Association communicate the resolution to the Ministry of Education, Skills, Youth and Information and other stakeholders to advocate for the legislative **enactment** of Jamaica's special education policy for the benefit of all students with disabilities.

Adopted this [25th day of January] by [Jamaica Teachers' Association Secondary and Special Education Committees].

Moved by: Prim Lewis - Chair, Secondary Committee

Seconded Jacqueline Hendricks - Chair Special Education Committee

March 2, 2025

3.

INCREASE IN SUBSIDY FOR JTA PARISH AND DISTRICT ASSOCIATIONS

WHEREAS, The Jamaica Teachers' Association provides annual subsidy to the fourteen (14) Parish Associations and the seventy-eight (78) District Associations to offset expenses; AND

WHEREAS, These Parish and District Associations are expected to plan and execute meetings and other events; AND

WHEREAS, These Parish and District Associations are required to provide refreshments for these meetings and events, as well as, funding for other activities; AND

WHEREAS, Inflation rates have increased drastically over the years increasing the cost of goods and services; AND

WHEREAS, These Parish and District Associations expenses often exceed the amount of money provided by the parent body for each tranche; AND

WHEREAS, These Parish and District Associations are finding it difficult to meet their financial demands; AND

WHEREAS, These Parish and District Associations subsidy have not been increased for over five years, excepting the additional subsidy provided for Parish Associations for sporting events.

BE IT RESOLVED, That the Jamaica Teachers' Association increase the subsidy for the 14 Parish Association by no less than \$100000 annually and the 78 District Association to a rate of no less than 3% of its annual income commencing September 2025.

Moved by: Nadine Moseley Blake

Seconded by: Omar Tomlinson

March 19, 202

4.

REMUNERATION OF EDUCATORS IN THE EARLY CHILDHOOD SECTOR

WHEREAS, The JTA is the union that negotiates for its members' salaries and conditions of service from the Ministry of Finance and Public Service; AND

WHEREAS, The Memorandum and Article of Association has given clear guidance for negotiation for educators; AND

WHEREAS, Early childhood educators are in receipt of a subsidy, which is below minimum wage; AND

WHEREAS, Such practice creates difficulties for these teachers to meet their monthly financial obligations.

BE IT RESOLVED that conference mandates that the Ministry of Finance and Public Service make adjustments to the subsidy to be a minimum of 20% above minimum wage.

Moved by: Dr. Latoya Reeves

Seconded by: Rowena Newman Ridely

March 7, 2025

5.

**THE REASSIGNMENT OF SERGEANTVILLE PRIMARY
SCHOOL TO THE NORTH EAST DISTRICT ASSOCIATION**

WHEREAS, Sergeantville Primary School is situated within the North East District, making it the most geographically appropriate association for its staff and operations; AND

WHEREAS, The North East District Association has been reactivated, with both the principal and teaching staff of Sergeantville Primary School expressing a firm commitment to sustaining its vibrancy and ongoing activities; AND

WHEREAS, Historical context: previously, due to a period of inactivity within the North East District, the members of staff at Sergeantville Primary School were granted permission to join the Linstead District Association. With renewed engagement in the North East District, it is both logical and desirable for the school to be reintegrated into its rightful district.

BE IT RESOLVED THAT Sergeantville Primary School be officially recognized and integrated as a member of the North East District Association and all appropriate administrative adjustments be undertaken.

Moved by: Rhamona Bromfield
Seconded by: Tamara Shaw-McFarlane
March 29, 2025