



**ANNUAL REPORT OF THE RESOLUTIONS COMMITTEE TO THE
62ND ANNUAL CONFERENCE OF THE JAMAICA TEACHERS' ASSOCIATION
AT OCEAN CORAL SPRING/EDEN BAY, TRELAWNY
AUGUST 17 – 19, 2026**

1. COMPOSITION OF COMMITTEE

Officers

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

Administrative Staff

Mr. Doran Dixon	Assistant Secretary General
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Committee Members

Mrs. Stephanie Wright-Grant	Chairman
Miss Melicia Mathison	Secretary
Miss Rhamona Bromfield	Member
Miss Fatima Alamin	Member
Ms. Deidre-Ann Donaldson	Member
Mrs. Lou-Ann Bramwell-Shakes	Co-optee & Assistant Secretary
Mr. Basil Benjie	Co-optee

2. MEETINGS

Four (4) regular meetings and two (2) planning sessions were held for the Conference Year.

3. TERMS OF REFERENCE

At the first meeting, the Terms of Reference for the Resolutions Committee were read, highlighting that the committee is made up of five (5) persons with the power to co-opt not more than two (2) persons and shall review all resolutions submitted to the Association, reshape where necessary, without altering the substance thereof and combine resolutions where necessary. The Committee shall follow up all resolutions to their final conclusions. The quorum for meetings is of three members.

4. THE PRESIDENT'S MANDATE

In addition to the mandate stipulated in the Memorandum and Articles of Association, the Committee is asked to pursue the following targets:

- i. To conduct four (4) online Regional Training Sessions about how to write, table and debate Resolutions. **ACHIEVED – Based on the nature of Resolution Writing Workshops, these were held face-face in the four regions.**
- ii. To receive and properly table ALL resolutions at Central Executive, General Council, Annual Conference and Special Delegates Conference in order of priority and in keeping with the standing orders and Memorandum and Articles of Association. **ACHIEVED**

- iii. To review all outstanding resolutions that have been tabled at General Council, Central Executive and Annual Conference for the last three (3) years and that are yet to be debated on. The necessary arrangements should be made to debate these resolutions at the respective levels and take ALL necessary steps to ensure that the schedule is adhered to. **ACHIEVED**

TARGET 1 OF THE PRESIDENT'S MANDATE

To conduct four (4) Regional Training Sessions about how to write, table and debate Resolutions.

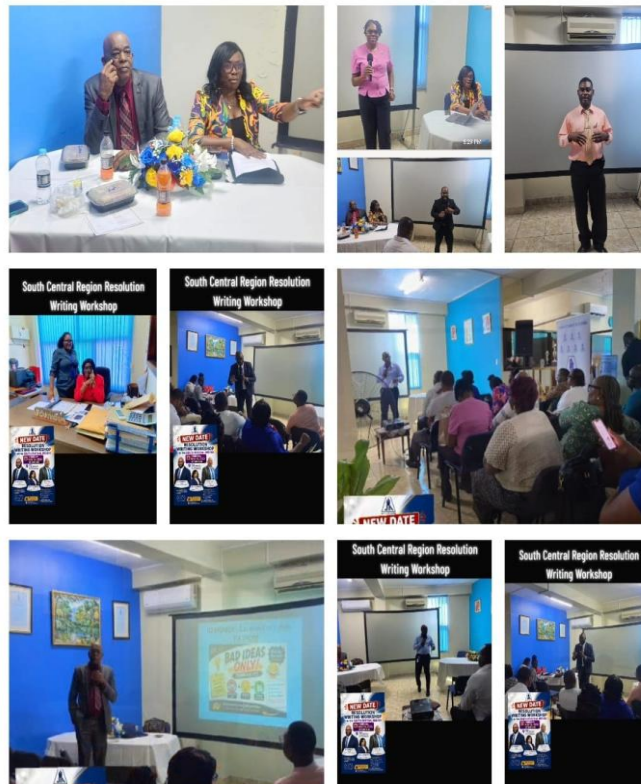
The FOUR Resolution Writing Workshops were held as follows:

1. **South East Region** - Saturday, April 25, 2026
JTA Headquarters
97B Church Street, Kingston
2. **South Central Region** - Thursday, May 14, 2026
JTA Regional Office
5½ Caledonia Road, Mandeville, Manchester
3. **North East Region** - Thursday, May 21, 2026
JTA Regional Office
Little Bay, Port Maria, St. Mary
4. **Western Region** - Friday, May 29, 2026
JTA Regional Office
Montego Bay, St. James

SOUTH EAST REGION



SOUTH CENTRAL REGION



NORTH EAST REGION



WESTERN REGION



The presentations were informative, engaging, and instrumental in equipping participants with the knowledge and skills necessary to write effective resolutions and contribute meaningfully to the work of the Association. The presenter, Mr. Basil Benjie's commitment, expertise, and willingness to share his experiences significantly contributed to the success of these workshops across the four regions.

TARGET 2 OF THE PRESIDENT'S MANDATE

To receive and properly table ALL resolutions at Central Executive, General Council, Annual Conference and Special Delegates Conference in order of priority and in keeping with the standing orders and Memorandum and Articles of Association

RESOLUTIONS DEBATED AND PASSED AT GENERAL COUNCIL MEETINGS (NOVEMBER 2025 – JUNE 2026)

1. Parish Associations & District Associations to Continue to Directly Receive Tranche from Parent Body
2. Adjustments to the Memorandum and Articles of Association
3. Changes to the Standing Orders
4. Naming of the Annual JTA Sports Award as the JTA Edwin Murray Sports Award

RESOLUTIONS TO BE DEBATED AT ANNUAL CONFERENCE 2026

1. Establishing Mandatory Conference Authorization for any Withdrawal from the JTA Investment Portfolio
2. Declaring Violence Against Teachers and School Staff an Act of Terror and Demanding Strong Institutional Protection Measures
3. Establishing a Wage Protection Floor Based on the National Inflation Rate for Teacher Salary Negotiations
4. Declaring a National Literacy and Numeracy Emergency and Mandating Structured Early Intervention
5. Amending the Memorandum and Articles of Association of the Jamaica Teachers' Association Re: Eligibility for the Office of President
6. Amending the Memorandum and Articles of Association of the Jamaica Teachers' Association Re: Recall of a President
7. JTA Golden Torch Award
8. Teacher Preparation Day Before School Reopening
9. The Development of Jamaica's Special Education Law

TARGET 3 OF THE PRESIDENT'S MANDATE

To review all outstanding resolutions that have been tabled at General Council, Central Executive and Annual Conference for the last three (3) years and that are yet to be debated on. The necessary arrangements should be made to debate these resolutions at the respective levels and take ALL necessary steps to ensure that the schedule is adhered to.

Outstanding resolutions for the last three years were reviewed.

2022 - 2023

- **Diversifying of General Council Meeting Days**
Status of the Resolution - was not passed at Conference
- **Membership Status of Early Childhood Teachers**
Status of the Resolution - not to have been taken to Conference as per the Memorandum and Articles of Association Section 2.0 (9)

2023 - 2024

- **Increase in Travel Reimbursement for JTA Members**
Status of the Resolution - Debated at a General Council Meeting - Not passed – Recommendations made by Finance Committee to increase rates at the band level
- **Incentivising of Study Circle Council Convenors and Trainers and Expanding the Cadre of Trainers in the JTA**
Status of the Resolution - Based on documentation, Debated – not passed and there was necessary revision regarding dates and incentives

2024-2025

- **The Development of Jamaica's Special Education Law**
Status of the Resolution- to be taken at Annual Conference 2026

5. CALL FOR RESOLUTIONS



6. SOME RESOLUTIONS SENT TO THE RESOLUTIONS COMMITTEE'S EMAIL ADDRESS THAT WERE SENT BACK TO THE MOVERS AND/OR SECONDEES

	TITLE OF RESOLUTIONS
1.	JTA KPA East D.A.
2.	JTA KPA South Central DA
3.	Composition and Negotiation Strategy of the Negotiation Team
4.	Strengthening Media Presence and Public Awareness of Teachers' Realities
5.	The Establishment of an Anonymous Teacher Reporting and Accountability System
6.	Teachers with Master's Degree

Please see comments below regarding these resolutions.

- TWO of the resolutions (**JTA KPA East D.A. and JTA KPA South Central DA**) have implications for the **Memorandum and Articles of Association of the Jamaica Teachers' Association (JTA)**. Resolutions of this nature should be submitted to the Resolutions Committee **before the June General Council Meeting each year**.

The committee recommended that these two resolutions be revised. A member of the Resolutions Committee will be available to meet with the movers and seconders

and identify the specific sections that require amendment. Once the revisions have been completed, the movers and seconders may resubmit the resolutions at any time between **September 2026 and March 2027**.

- **Additional research needed to be done re: resolutions 3 and 4 above. The mover who attended this year's Resolution training was told to revise resolutions based on what she learnt. (The 3 resolutions were sent before the member attended the resolution writing training)**
- Resolution 5 above is not in keeping with the law
- A Master's allowance does exist and forms part of the current salary negotiations, as it relates to increased compensation for trained graduates, including teachers who possess a Master's degree.

7. THE JTA RESOLUTION BLITZ and DID YOU KNOW FEATURE

The JTA Resolutions Committee developed a one-minute audio-visual **JTA Resolutions Blitz**, entitled "*Your Voice. Your Power*", to educate and inspire members to participate meaningfully in the resolutions process. The Blitz highlights the transformative impact of past resolutions, including **Maternity Leave with Pay, the Teachers' Services Commission, and the National Council on Education**, and encouraged members to submit resolutions that address the collective needs of educators across Jamaica.

It also promoted the annual Resolution Writing Workshops and concluded with a call for members to write boldly, think collectively and submit their resolutions. The Blitz was circulated widely via WhatsApp and other social media platforms to encourage greater participation and engagement.

Additionally, the committee intends to launch a "**Did You Know?**" feature series in the near future. These brief educational segments will share interesting facts and historical information about resolutions and their impact on the Jamaica Teachers' Association and the education system, with the aim of further increasing members' knowledge, awareness and engagement in the resolutions process.

9. COMMENDATIONS

I extend my sincere appreciation to President, Mr. Mark Malabver, for entrusting me with the responsibility of serving as Chairman of the Resolutions Committee. It has been a privilege to serve in this capacity. We were also honoured by your presence at all four Resolution Writing Workshops. Your active participation, encouragement, and steadfast support contributed greatly to the success of each workshop.

I also express heartfelt thanks to Assistant Secretary General – Property and Business Services, Mr. Doran Dixon, and his Secretary, Mrs. Novelette Rose-Robinson, for their outstanding support throughout the Conference Year. Mr. Dixon, your attendance and valuable contributions at all four Resolution Writing Workshops enriched the sessions and encouraged meaningful engagement among participants.

Special recognition is extended to President Elect, Mrs. La Sonja Harrison; Immediate Past President, Dr. Mark Smith; Secretary General, Dr. Mark Nicely; Regional Officers

– Miss Petal Thompson, Dr. Georgia Waugh-Richards, Mr. Colin Spence, and Mr. Norman Allen; their Regional Secretaries and staff; System Administrator, Mr. Andre Morrison; **the members of the Resolutions Committee**; and all participants. **Your professionalism, commitment, and willingness to support the planning, coordination, and execution of the Committee's activities contributed significantly to the success of the Resolution Writing Workshops and the work of the Committee throughout the Conference Year.**

Thank you for your dedication, collaboration, and continued service to the Jamaica Teachers' Association.

10. CLOSING

The Resolutions Committee remains committed to promoting meaningful member participation and maintaining a transparent and effective resolutions process that supports the continued growth and development of the Jamaica Teachers' Association.

It has been an honour to serve as Chairman during this Conference Year. I sincerely thank everyone whose support, cooperation, and commitment contributed to the committee's achievements. Let us continue to unite and serve.

Respectfully submitted by: Stephanie Wright-Grant
Chairman, Resolutions Committee

RESOLUTIONS DEBATED AND PASSED AT GENERAL COUNCIL MEETINGS (NOVEMBER 2025 TO JUNE 2026)

1.0 PARISH ASSOCIATIONS & DISTRICT ASSOCIATIONS TO CONTINUE TO DIRECTLY RECEIVE TRANCHE FROM PARENT BODY

WHEREAS, It has been the operational procedure of the Jamaica Teachers' Association to craft a budget annually as is outlined in the Articles of Association, one that must be approved by the Annual Conference/General Council (the people/members) (section 43(5); **AND**

WHEREAS, Said budget accounts for sums to be paid to Parish Associations and District Associations to conduct the day-to-day operations of those bodies guided by their local budget crafted by Parish Executives led by the Parish Presidents and supported by Regional Officers; **AND**

WHEREAS, A financial statement outlining expenditure of said budgeted funds are required as per the Articles of Association (section 46.0) to be presented at each regular meeting of the General Council and Central Executive (the people/members); **AND**

WHEREAS, The above model is the expected practice at the Parish level (section 6(2); **AND**

WHEREAS, It is the role of the Office of Secretary General to carry out the policies of Conference as well as the decisions and directives of Conference, General Council and Central Executive (section 41(3) MoA) bodies to which The Office of the Secretary General and the remaining Administrative Personnel serves as advisers and have no vote (section 41(2); **AND**

WHEREAS, It is the sole remit of the Finance Committee appointed and approved by General Council (the people) for which the Office of President names a Chairman, to assist in the preparation of the Annual Budget, Keep a close watch upon the funds of the Association, as well as make recommendations for the disposal and deployment of such funds and present or cause to be presented reports to the Central Executive and the General Council on the state of the Association's funds at each meeting of these bodies (section 20(3) MoA); **AND**

WHEREAS, It is important to note that the above- named committee constituted by General Council also comprises Administrative Personnel who shall be advisory and non-voting members;

BE IT RESOLVED THAT otherwise recommended by the Finance Committee and voted on by the members of the Honourable General Council/Annual Conference, the decision by the Office of the Secretary General to stop payments of tranche to Parish Associations and District Associations and centralize payments of expenditure from Head Office is thus unauthorized and prohibited based on the parameters outlined by the Memorandum and Articles of Association.

BE IT FURTHER RESOLVED THAT where District Associations have difficulty in accessing funds, that Parish Associations be activated to receive funds on behalf of District Associations with stipulated guidelines accounting for same.

BE IT FURTHER RESOLVED THAT all documents and actions in circulation relating to this new direction of centralizing payments be retracted and said actions if started be discontinued with immediate effect, this day November 29, 2025.

Moved by: La Sonja Harrison

Seconded by: Winston Robinson

Date: November 29, 2025

2.0 ADJUSTMENTS TO THE MEMORANDUM AND ARTICLES OF ASSOCIATION

WHEREAS, The Articles of Association were passed at Conference dated 1991; **AND**

WHEREAS, The last amendments were made in 2017;

BE IT RESOLVED THAT the following amendments be made

Article 8-Contact Teachers: The term ‘**Contact Teacher**’ should be changed to **Union Representative** and every other place where it appears in the writing of the JTA.

BE IT RESOLVED THAT Article 8 which speaks to Contact teachers be changed to read “**Union Representatives** are members elected annually by JTA members in schools to be the liaison persons between the JTA Secretariat and members in schools;”

BE IT FURTHER RESOLVED THAT Article 10 that speaks to Interest Groups be changed to read

“Article 10 - Interest Groups ‘Interest groups shall consist of any group where 50% or more of its membership are members of the Association....’”

“Interest Groups shall consist of any group where 50% or more of its membership are members of the Association who through special interest find it necessary to meet. Such groups may be recognised by the Association.....”

BE IF FURTHER RESOLVED THAT Article 11 that speaks to “Student Groups” be changed to read

*“Student groups shall consist of at least twenty (20) student members in a teacher training institution. The group shall be approved by the General Council and each Student Group is entitled to be represented at Conference and on General Council without the right to vote. **The cohort shall have one representative to Council.**”*

BE IT FURTHER RESOLVED THAT Article 13 that speaks to Annual Conference

“Insert as a new section (3) and renumber the subsequent articles after: and it shall read

(3) “Delegates. Delegates shall normally serve for one conference year, commencing at the rise of the Annual Conference, immediately following the District AGM at which they were elected, and ending at the close of the Conference Year. Delegates are eligible for re-election.”

(4) Meetings.

(5) Duties.

(6) Procedure...

BE IT FURTHER RESOLVED THAT Article 16 be amended to read

“The Members of the Council shall procure a Common seal to be made for the Association which shall for the safe custody thereof reside with the office of the Secretary General. Such Seal may only be affixed as outlined in items 1-3 herein and must be reported to the Council immediately following its use by the Secretary General....”

BE IT FURTHER RESOLVED THAT Article 18 which speaks to “CENTRAL EXECUTIVE” be amended to read

(2) Composition. The composition of the Central Executive shall be as follows:

(a) The Officers and Administrative Personnel

(b) Trustees

(c) One (1) representative from each Parish Association

(d) Twenty (20) nominees of General Council. However, the President shall be limited to not more than fifteen”

BE IT FURTHER RESOLVED THAT Article 19 which speaks to “BOARD OF TRUSTEES” be amended to read:

(1) The Board of Trustees shall consist of five (5) members of the General Council and the Central Executive.

(2) Membership. Trustees shall be Full or Life Members in good standing of the Association and shall be subject to all the limitations attached to membership of the Association. They shall be appointed by General Council, ratified by the Annual Conference **and shall serve for a period not exceeding three consecutive three year term subject to re-election at the end of each term. Where a vacancy is created during the three-year term, the newly appointed Trustee shall complete the rest of that term.**

BE IT FURTHER RESOLVED THAT Article 41.0 that speaks to “THE ADMINISTRATIVE

PERSONNEL” be amended to read:

“1. The Administrative Personnel shall be:

(a) A Secretary General

(b) Deputy Secretary General

(c) Assistant Secretaries General, Regional Officers

(d) Administrative Personnel otherwise designated

BE IT FURTHER RESOLVED THAT Article 42.0 that speaks to “INDEMNITY” be amended to read:

Section 42.2 (repeated at 43.6) should now read

*(2) The Council may raise or borrow money and may secure the repayment of same by mortgage or charge of the whole or any part of the assets and property of the Association. The Council may act upon the recommendation of (a) the Finance Committee, (b) **The Property and Development Committee**, (c) the Board of Trustees or all of the above.*

BE IT FURTHER RESOLVED THAT Article 43.0 that speaks to “FUNDING” be amended to read:

“43.0 FUNDING AND SIGNATORIES

(2) All funds collected by and for the Association for whatever purpose, shall be lodged by the Secretary General (or someone delegated by him), in a reputable commercial bank. All payments shall be made by cheque or electronic means and shall be approved by any two (2) of the following:

- ☐ Presidents,
- ☐ Secretary General,
- ☐ Deputy Secretary General,
- ☐ Assistant Secretaries General,
- ☐ Chairman of the Finance Committee,
- ☐ Trustees
- ☐ Any other person/s appointed by the General Council

(4) The Reserve Fund shall normally represent 2.5% of the total amount collected from membership fees and shall at no time show a cash balance of less than Five 5 million dollars JMD.

Moved by: Tamashella Smith

Seconded by: Miss Rhamona Bromfield

Date: March 19, 2026

3.0 CHANGES TO THE STANDING ORDERS

...

BE IT RESOLVED THAT it be amended to add “Point of Information and shall now read:

”31. Point of Information

In the case of erroneous, misleading or inaccurate information”

Moved by: Tamashella Smith

Seconded by: Miss Rhamona Bromfield

Date: March 19, 2026

4.0 NAMING OF THE ANNUAL JTA SPORTS AWARD AS THE JTA EDWIN MURRAY SPORTS AWARD

WHEREAS, The Jamaica Teachers' Association annually presents an award during the JTA/Sagicor National Athletics Championships to recognize individuals who have made outstanding contributions to the JTA/ Sagicor Athletics Championships; **AND**

WHEREAS, Established criteria exist for the selection of recipients of this annual sports award, which, to date, has had no official name attached to it; **AND**

WHEREAS, The annual sports award has served as an important means of recognizing and honouring individuals whose dedication, commitment, and service have significantly contributed to the growth and development of sports within the Jamaica Teachers' Association; **AND**

WHEREAS, The late Mr. Edwin Murray rendered exceptional and distinguished service to the Jamaica Teachers' Association through his unwavering commitment to the administration and development of sports over several decades; **AND**

WHEREAS, The late Mr. Edwin Murray served on the National Sports Committee for over 30 years and made an invaluable contribution to the planning, organization, and execution of the Jamaica Teachers' Association's athletic programmes; **AND**

WHEREAS, The late Mr. Edwin Murray served as a member of Delegation to the Caribbean Union of Teachers (CUT) Athletics Championships from 2000 to 2016 and provided exemplary leadership and representation for the Jamaica Teachers' Association; **AND**

WHEREAS, The late Mr. Edwin Murray served as the meet manager of the JTA/ Sagicor Athletics Championships from approximately 1990 to 2021/2022 and demonstrated outstanding leadership, professionalism, and dedication to the advancement of student athletics; **AND**

WHEREAS, It is fitting and appropriate for the Jamaica Teachers' Association to perpetuate the memory and preserve the legacy of members whose extraordinary service has significantly influenced and advanced sports within the Association;

BE IT RESOLVED THAT the annual sports award presented during the JTA/Sagicor National Athletics Championships to individuals for their outstanding contribution to sports, and which currently has no official name, be named **the JTA/Edwin Murray Sports Award** in honour of the late Mr. Edwin Murray and his exceptional contribution to athletics within the Jamaica Teachers' Association.

BE IT FURTHER RESOLVED THAT the existing criteria and selection process for the award remain in effect unless otherwise amended by the National Sports Committee and approved by the General Council of the Jamaica Teachers' Association.

BE IT FURTHER RESOLVED THAT all future presentations of this award during the JTA/Sagicor National Athletics Championships be made under the title JTA/Edwin Murray Sports Award, thereby ensuring that the legacy and contribution of the late Mr. Edwin Murray continue to inspire present and future generations of members of the Jamaica Teachers' Association.

Moved by: Winston Robinson

Seconded by: Stephon Brown

Date: June 19, 2026

NINE (9) RESOLUTIONS TO BE DEBATED AT ANNUAL CONFERENCE 2026

1.0 ESTABLISHING MANDATORY CONFERENCE AUTHORIZATION FOR ANY WITHDRAWAL FROM THE JTA INVESTMENT PORTFOLIO

WHEREAS, The Jamaica Teachers' Association (JTA) holds financial reserves and investment assets on behalf of its membership to safeguard the long-term financial stability, sustainability, and institutional independence of the Association; **AND**

WHEREAS, The responsible stewardship of members' financial resources requires the highest standards of transparency, accountability, and collective oversight in accordance with sound organizational governance principles; **AND**

WHEREAS, Investment portfolios maintained by professional associations and trade unions are generally regarded as strategic financial reserves intended for long-term institutional security rather than discretionary operational spending; **AND**

WHEREAS, The constitution and governance traditions of the Jamaica Teachers' Association place ultimate authority for major policy and financial decisions in the hands of its Annual Conference and representative decision-making bodies; **AND**

WHEREAS, Concerns have arisen regarding the reported use of six million dollars or more from the Association's investment portfolio for activities associated with the planning and staging of the 60th Anniversary celebrations of the JTA, which were reportedly undertaken without the prior knowledge or approval of the Central Executive, General Council, or Annual Conference; **AND**

WHEREAS, The said 60th Anniversary celebrations had reportedly been in preparation for approximately two years, thereby providing sufficient opportunity for the matter to have been presented to the Association's governing bodies for proper review and approval; **AND**

WHEREAS, The preservation of member confidence in the governance of the Jamaica Teachers' Association requires clear policies governing the authorization and use of funds held within the Association's investment portfolio;

BE IT RESOLVED THAT the Jamaica Teachers' Association establish a formal policy prohibiting any officer, employee, or agent of the Association from withdrawing, appropriating, reallocating, or otherwise utilizing funds from the Association's formal investment portfolio without the prior authorization of the Annual Conference or its duly mandated committee.

BE IT FURTHER RESOLVED THAT any proposed withdrawal or use of funds from the Association's investment portfolio must be formally presented in writing to the appropriate governing body of the Jamaica Teachers' Association, outlining the purpose, amount requested, and anticipated benefits to the membership.

BE IT FURTHER RESOLVED THAT the Annual Conference or its designated committee shall retain final authority to review, approve, amend, or reject any request involving the withdrawal or utilization of funds from the Association's investment portfolio.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association reaffirm its commitment to the principles of financial transparency, fiduciary responsibility, and collective oversight in the management of all funds held on behalf of its membership.

Moved by: Rayon Simpson, JP

Seconded by: Melissa Beckford

Date: March 20, 2026

2.0 DECLARING VIOLENCE AGAINST TEACHERS AND SCHOOL STAFF AN ACT OF TERROR AND DEMANDING STRONG INSTITUTIONAL PROTECTION MEASURES

WHEREAS, The right of teachers and school staff to a safe and secure workplace is recognized under international labour and education standards, including those articulated by the UNESCO–International Labour Organization Recommendation Concerning the Status of Teachers (1966); **AND**

WHEREAS, International education research and global monitoring by UNESCO indicate that school-related violence undermines the safety, dignity, and professional effectiveness of educators and support staff; **AND**

WHEREAS, The creation of safe and secure learning environments is a central component of United Nations Sustainable Development Goal 4, which calls for inclusive, equitable, and safe education systems for both learners and educators; **AND**

WHEREAS, Teachers and other school personnel serve as guardians of the educational environment, and any act of violence against them threatens not only their personal safety but also the stability and functioning of the entire school community; **AND**

WHEREAS, Incidents of aggression, intimidation, and physical assault directed at teachers and school staff have increasingly been reported in education systems globally and within the Caribbean region; **AND**

WHEREAS, Acts of violence against educators represent a direct assault on the authority, dignity, and security of the educational system itself; **AND**

WHEREAS, Reports within Jamaica's education system have highlighted growing concern among teachers regarding incidents of verbal threats, intimidation, and physical confrontation involving students, parents, and other members of the public within school spaces; **AND**

WHEREAS, The Ministry of Education and Youth (Jamaica) has consistently affirmed that safe learning environments are essential to the functioning of the national education system and the protection of both students and educators;

BE IT RESOLVED THAT the Jamaica Teachers' Association (JTA) formally declare that any act of unprovoked violence committed against a teacher or other member of school staff constitutes an act of terror against the educational community and the teaching profession.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association call upon the Ministry of Education and Youth (Jamaica) to formally adopt policies declaring that any

unprovoked act of violence perpetrated against a teacher or other member of school staff shall result in immediate and decisive disciplinary action.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association advocate that any student found responsible for committing an unprovoked act of violence against a teacher or school staff member be subject to immediate expulsion from the institution at which the act occurred, in accordance with due disciplinary process.

BE IT FURTHER RESOLVED THAT any parent, guardian, or other individual who directly perpetrates, facilitates, or incites an act of violence against a teacher or school staff member shall be prohibited from entering or conducting business on the campus of the affected school.

BE IT FURTHER RESOLVED THAT such prohibition shall extend to any other educational institution to which the affected teacher or staff member may subsequently be assigned, transferred, or employed, in order to safeguard the continued safety and professional well-being of the educator.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association advocate for the development of a national reporting and enforcement framework to ensure that incidents of violence against educators are documented, addressed promptly, and prevented through coordinated action by school administrators and national education authorities.

Moved by: Rayon Simpson, JP

Seconded by: Latoya Reeves, PhD

Date: March 18, 2026

3.0 ESTABLISHING A WAGE PROTECTION FLOOR BASED ON THE NATIONAL INFLATION RATE FOR TEACHER SALARY NEGOTIATIONS

WHEREAS, The Jamaica Teachers' Association (JTA) serves as the principal representative body responsible for advocating for the economic welfare, professional dignity, and professional advancement of teachers in Jamaica; **AND**

WHEREAS, Fair and equitable compensation is essential to maintaining teacher morale, attracting and retaining qualified educators, and ensuring the long-term stability and effectiveness of the national education system; **AND**

WHEREAS, Inflation reduces the purchasing power of wages and salaries, thereby diminishing the real income of teachers when salary adjustments fail to keep pace with increases in the cost of living; **AND**

WHEREAS, The Bank of Jamaica publishes official national inflation statistics which serve as the recognized benchmark for measuring changes in the cost of living within the Jamaican economy; **AND**

WHEREAS, International labour standards and collective bargaining principles recognize that wage settlements must at minimum preserve the real purchasing power of workers' earnings, ensuring that employees are not made economically worse off by inflationary pressures; **AND**

WHEREAS, Establishing a Wage Protection Floor ensures that negotiated salary adjustments protect teachers from real wage erosion and uphold the economic dignity of the profession;

BE IT RESOLVED THAT the Jamaica Teachers' Association adopt as a guiding principle of its collective bargaining policy the establishment of a Wage Protection Floor, defined as the minimum acceptable salary adjustment which must exceed the official annual inflation rate as published by the Bank of Jamaica in the year during which salary negotiations occur.

BE IT FURTHER RESOLVED THAT under this Wage Protection Floor policy, the Jamaica Teachers' Association shall not accept any salary offer from the Ministry of Finance and the Public Service that is equivalent to or below the official annual inflation rate, as such an offer would constitute a real reduction in teachers' purchasing power.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association formally communicate the adoption of this Wage Protection Floor to the Ministry of Finance and the Public Service and other relevant negotiating bodies as the minimum standard governing salary negotiations on behalf of teachers in Jamaica.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association undertake to educate its membership regarding the importance of the Wage Protection Floor, including the relationship between inflation, real wages, and the preservation of teachers' living standards.

BE IT FURTHER RESOLVED THAT this takes effect immediately upon the passage of this resolution.

Moved by: Rayon Simpson, JP

Seconded by: Philmore McCarthy, PhD

Date: March 17, 2027

4.0 DECLARING A NATIONAL LITERACY AND NUMERACY EMERGENCY AND MANDATING STRUCTURED EARLY INTERVENTION

WHEREAS, Literacy and numeracy are universally recognized as the foundational pillars of all learning, enabling students to access knowledge, participate meaningfully in civic life, and contribute to national development; **AND**

WHEREAS, Jamaica's adult literacy rate has remained approximately 88–89 percent for nearly a decade, indicating stagnation and highlighting the need for stronger systemic interventions to ensure sustained educational progress; **AND**

WHEREAS, Education assessments and national reports indicate that significant numbers of Jamaican students leave primary school without achieving adequate literacy proficiency, with studies suggesting that approximately one-third of students struggle to read effectively; **AND**
WHEREAS, National education data have also indicated that approximately 38 percent of Jamaican children lack foundational reading skills, demonstrating the urgent need for strengthened early intervention strategies; **AND**

WHEREAS, International research consistently demonstrates that early intervention between Grades 1 and 3 is the most effective strategy for preventing long-term literacy and numeracy deficits; **AND**

WHEREAS, Global education frameworks, including the United Nations Sustainable Development Goal 4, call upon nations to ensure that all youth achieve functional literacy and numeracy as a core component of inclusive and equitable quality education; **AND**

WHEREAS, The strengthening of foundational literacy and numeracy skills is essential to improving national productivity, economic development, and social stability;

BE IT RESOLVED THAT the Jamaica Teachers' Association (JTA) formally declare Early Grade Literacy and Numeracy in Jamaica a National Educational Emergency requiring urgent, coordinated, and sustained national intervention.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association advocate for the Government of Jamaica, through the Ministry of Education and Youth, to implement a National Early Literacy and Numeracy Intervention Framework designed to ensure that all students achieve foundational reading and mathematical competencies by the end of Grade 3.

BE IT FURTHER RESOLVED THAT the proposed framework shall include the establishment of mandatory national literacy and numeracy benchmarks to measure student proficiency and guide targeted intervention for schools and students falling below national standards.

BE IT FURTHER RESOLVED THAT primary schools demonstrating persistent literacy and numeracy challenges be supported through the deployment of specialized literacy and numeracy intervention teachers or instructional coaches, trained in evidence-based instructional strategies.

BE IT FURTHER RESOLVED THAT schools implement structured daily instructional time dedicated specifically to reading and numeracy development, ensuring consistent practice in foundational language and mathematical skills.

BE IT FURTHER RESOLVED THAT the Government of Jamaica establish a National Literacy and Numeracy Monitoring Framework to track student progress, evaluate intervention effectiveness, and provide targeted support to schools demonstrating the greatest need.

BE IT FURTHER RESOLVED THAT the Jamaica Teachers' Association collaborate with the Ministry of Education, Youth Skills and Information, universities, teacher-training institutions, and international educational organizations to ensure that literacy and numeracy reforms are guided by evidence-based international best practices, including those recommended by UNESCO and other global education bodies.

Moved by: Rayon Simpson

Seconded by: Maurice Edmond

Date: March 16, 2026

5.0 AMENDING THE MEMORANDUM AND ARTICLES OF ASSOCIATION OF THE JAMAICA TEACHERS' ASSOCIATION RE: ELIGIBILITY FOR THE OFFICE OF PRESIDENT

WHEREAS, The Jamaica Teachers' Association is a non-sectarian, non-political, and non-partisan organization in nature, committed to promoting and protecting the professional, industrial, and social interests of its members; **AND**

WHEREAS, The Jamaica Teachers' Association is founded upon principles of integrity, unity, transparency, accountability, and respect for due process; **AND**

WHEREAS, The President is the Chief Executive Officer of the Jamaica Teachers' Association and is entrusted with the responsibility to direct the affairs of the Association in accordance with Memorandum and Articles, policies, and decisions of Annual Conference, Special Conference, General Council or the Central Executive; **AND**

WHEREAS, The Office of President represents the highest level of leadership within the Jamaica Teachers' Association and carries with it fiduciary responsibility, moral authority, and the obligation to safeguard the reputation and institutional stability of the organization; **AND**

WHEREAS, Circumstances may arise in which a member seeking the Office of President of the Jamaica Teachers' Association is engaged in active litigation against the said Association; **AND**

WHEREAS, Such circumstances may create actual, perceived, or potential conflicts of interest, undermine confidence in leadership, compromise institutional coherence, and adversely affect the public standing and internal harmony of the Jamaica Teachers' Association; **AND**

WHEREAS, Principle 3 (in relation to the association) outlined in the Code of Ethics of the Jamaica Teachers' Association states that in the event of a dispute arising between a member and the Association, either party seeks to settle such a dispute through the constitutional channels of the Association; **AND**

WHEREAS, The current Memorandum and Articles of Association does not explicitly state the criteria for the of eligibility for the office of president;

BE IT RESOLVED THAT:

1. The Memorandum and Articles of Association of the Jamaica Teachers' Association be amended at section 40.0, to be renumbered to 40.0A and include a provision entitled **Eligibility for the Office of President 40.0B**, stating that:
No member shall be eligible to be nominated for or to contest the Office of President elect while he or she is a party to an active court case, lawsuit, or other formal legal proceedings against the Jamaica Teachers' Association, until such matter has been fully resolved, withdrawn, or otherwise concluded.
2. *A member who becomes engaged in such legal proceedings against the Jamaica Teachers' Association after nomination but before election shall have his or her candidacy automatically disqualified.*
3. *A member who assumes the Office of President Elect, President or immediate Past President and initiates legal proceedings against the Jamaica Teachers' Association without first using the constitutional channels within the association and without adhering to the principles outlined in the code of ethics shall be automatically be disqualified from the office of presidency*
4. *In addition, where a member is found to have a criminal record, he or she shall not be eligible for nomination, and where a member after nomination and or election is found to have such criminal record, he / she becomes ineligible to hold the office of presidency*
5. These amendments shall not be interpreted as limiting the legal rights of any member of the Jamaica Teachers' Association, but rather as a necessary safeguard to protect the integrity, stability, and effective governance of the Association.
6. These amendments shall take effect immediately upon adoption in accordance with the constitutional procedures governing amendments.

BE IT FINALLY RESOLVED THAT These amendments are not intended to curtail the legal rights of any member or to undermine the democratic principles that have served the Jamaica Teachers' Association for over 60 years. Instead, it seeks to preserve the integrity, stability, and unity of the highest office within the Jamaica Teachers' Association. It seeks to prevent conflicts of interest, protect institutional credibility, and ensure that the individual entrusted with the presidency is not simultaneously engaged in adversarial legal action against the said Jamaica Teachers' Association that he or she seeks to lead is leading or have led.

Moved by Leighton Johnson

Seconded by Dr. Garth Anderson

Date: March 28, 2026

6.0 AMENDING THE MEMORANDUM AND ARTICLES OF ASSOCIATION OF THE JAMAICA TEACHERS' ASSOCIATION RE: RECALL OF A PRESIDENT

WHEREAS, The Jamaica Teachers' Association is a non-sectarian, non-political, and non-partisan organization in nature, established to promote and protect the professional, industrial, and social interests of its members; **AND**

WHEREAS, The President is the Chief Executive Officer of the Jamaica Teachers' Association and is entrusted with the responsibility to direct the affairs of the said Association in accordance with the Memorandum and Articles of Association and the decisions of its governing Annual Conference, Special Conference, General Council or Central Executive; **AND**

WHEREAS, The President represents the highest level of leadership within the Jamaica Teachers' Association and carries with it fiduciary responsibility, moral authority, and the obligation to safeguard the reputation and institutional stability of the said Association; **AND**

WHEREAS, The Code of Ethics of the Jamaica Teachers' Association outlines that among the objective of the said association is the promotion of high professional, ethical and moral standards among teachers; **AND**

WHEREAS, Every full member of the Jamaica Teachers' Association undertakes to contribute to the assets of the Association and is therefore entitled to representation that reflects the collective will as be expressed through the delegates; **AND**

WHEREAS, The delegates, as representatives of the membership, constitute a principal decision-making authority of the Jamaica Teachers' Association; **AND**

WHEREAS, For the purposes of this resolution, a "duly adopted directive" shall mean any resolution, motion, or decision properly moved, seconded, and carried in accordance with the Memorandum and Articles of Association and Standing Orders of the Jamaica Teachers' Association at Annual Conference, Special Conference or General Council; **AND**

WHEREAS, At installation of the President of the Jamaica Teachers' Association, He or she swears or affirms that he or she will accede to and uphold the directives of the delegates of the said Association at all times; **AND**

WHEREAS, A refusal or failure by the President to carry out duly adopted directives of the delegates undermines democratic governance, erodes confidence in leadership, and threatens the unity and effective functioning of the Association; **AND**

WHEREAS, The Code of Ethic of the Jamaica Teachers' Association outlines that the Teacher adhere to the collective agreements negotiated by the Association; in case of disagreements, he or she registers protest through the constitutional channels provided through the Association;

BE IT RESOLVED THAT

1. The Memorandum and Articles of Association of the Jamaica Teachers Association be amended at section 40.0, to re numbered 40.0A, to include a provision that is entitled **The recall of President** at 40.0C, stating that:
Where the President wilfully refuses, neglects, or fails to implement or give effect to a duly adopted directive of the delegates coming out of an Annual Conference, Special Conference or General Council, shall be disqualified from the office of presidency with immediate effect
2. *The office of the president being vacant, shall be filled in accordance with the provisions governing succession outlined in the Memorandum and articles of Association of the Jamaica Teacher' Association*
3. These amendments shall take effect immediately upon its adoption in accordance with the procedures governing constitutional amendments.

BE IT FINALLY RESOLVED THAT these amendments seek to reinforce the democratic foundations of the Jamaica Teachers' Association by ensuring that the President, while serving as Chief Executive Officer and directing the affairs of the said Association, remains accountable to the collective will of the membership as expressed through its delegates. It safeguards fiduciary responsibility, strengthens institutional integrity, and ensures that leadership remains aligned with constitutional authority and democratic governance.

Moved by: Leighton Johnson

Seconded by: Dr. Garth Anderson

Date: March 28, 2026

7.0 JTA GOLDEN TORCH AWARD

WHEREAS, The Jamaica Teachers' Association (JTA) Golden Torch Award is given to teachers who have served for at least thirty-five years; **AND**

WHEREAS, The JTA Golden Torch Award includes the pre-trained years of teachers who receive the award; **AND**

WHEREAS, The JTA Golden Torch Award is only given to those teachers who are actively teaching;

BE IT RESOLVED THAT new recipients of the JTA Golden Torch Award should serve for at least thirty years and this would also include their pre-trained years.

BE IT FURTHER RESOLVED THAT the JTA Golden Torch Award should be given to teachers with thirty years or more in teaching who may or may not be actively serving at the time of the award.

BE IT FURTHER RESOLVED THAT this resolution be ratified at the General Council or Annual Conference and come into effect September 1, 2026.

Moved by: Yvette Richards-Thompson

Seconded by: Christine Hewes-Johnson

Date: May 26, 2026

8.0 TEACHER PREPARATION DAY BEFORE SCHOOL REOPENING

WHEREAS, Teachers play a crucial role in shaping the minds of future generations and deserve adequate time to prepare for the new academic term; **AND**

WHEREAS, Current school calendars often require teachers to use their holidays and breaks to prepare for the upcoming term, impacting their personal and professional well-being; **AND**

WHEREAS, It is essential to support teachers in providing quality education and promoting a healthy work-life balance;

BE IT RESOLVED THAT schools shall designate the first day of reopening after a public holiday or break as a Teacher Preparation Day, exclusively for teachers to prepare for the new academic term.

BE IT FURTHER RESOLVED THAT on this day, teachers shall be required to report to school, but students shall not be in attendance.

BE IT FURTHER RESOLVED THAT the Teacher Preparation Day shall be used for teachers to prepare classrooms, review curriculum, plan lessons, and engage in other activities that support their readiness for the new term.

BE IT FINALLY RESOLVED THAT the school administration shall ensure that necessary resources and support are available to teachers on this day.

Moved by: Itena Williams

Seconded by: Latoya Haynes

Date: March 28, 2026

9.0 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 Government of Jamaica is urged 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 this resolution be communicated to the Government of Jamaica, the Ministry of Education, school administrators, educators, parents, and civil society organizations to advocate for the legislative **enactment** of Jamaica’s special education policy for the benefit of all students with disabilities.

Moved by: Prim Lewis

Seconded by: Jacqueline Hendricks

Date: January 25, 2026