

EXC/23/11/1323

November 17, 2023

Dear Staff:

In just six weeks, integration of the NLES defence into government will be official.

As always, we are focused on a seamless transition so that our students and staff feel no negative impact in our schools, and in fact, enjoy an improved system of education that is to the benefit of all students.

A lot of work has happened to bring us to this point. Thank you for all your hard work and collaboration. We recognize that there is much more that will continue after December 31, as we move through the next phases of the integration process.

I can appreciate there are questions about the next few weeks and the next steps in our work. Today, I would like to provide you with several updates that will address some of those questions.

Legislation

The House of Assembly passed changes to the **Schools Act, 1997** that allow for the full integration of the NLES defence into government on January 1, 2024. More information on this is available at:

<https://www.gov.nl.ca/releases/2023/education/1025n01/>

<https://www.assembly.nl.ca/HouseBusiness/Bills/ga50session2/bill2343.htm>

Pay Periods

There will be no changes to your pay periods. After integration, you will continue to receive your pay on the same day/schedule you currently have.

I would like to reassure you there will be no disruption in your pay.

Holiday Schedules

All current NLES defence staff will continue to observe holidays and days off as is outlined in your respective calendars after December 31. There will be no changes for statutory holidays, Christmas break, Easter break or other such days off. Your annual leave/vacation days will remain as they are and will be approved following the same process you currently use.

Other

For those who will be moving your work location, we are committing to have a package of information to you before any such moves occur. It will include such things as your new photo ID, your new phone number, facility information, and other important information.

For additional information related to the integration, please read the frequently asked questions section of the Department of Education's integration information webpage:

<https://www.gov.nl.ca/education/integration/>.

I also encourage you to continue to share your questions, comments, and suggestions. It is important for us to know how you're doing and what information you need to address the questions you have. You can do this by talking to your supervisor or by connecting with the transition team by email at integrationfeedback@gov.nl.ca.

Thank you again for all that you do for students in the province and to support the work for the integration. I look forward to connecting with you again soon.

Sincerely,

A handwritten signature in blue ink that reads "T. King".

TRACY KING
Deputy Minister