

# PROVINCIAL EXECUTIVE COUNCIL MINUTES

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**Seventh Regular Executive Meeting  
June 7, 2024**

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**Boardroom  
NLTA Building**

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## PRELIMINARIES

The Seventh regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, June 7, 2024. The meeting convened at 9:00 a.m. and adjourned at 4:40 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Dale Lambe, Angela Dawe, Lynette Snook, Della Way, Colin Short, Sean Weir, Hollis Cull, Russell Stockley, Tracey Payne, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Darlene Johnson, Jody Saunders, Deana Hatcher, Bob Johnston, Miriam Sheppard, John Veitch, Gabriel Ryan, and Samantha Lee

**REGRETS:** Sheldon Slaney, Wade Rogers, and Jennifer Tulk

The President thanked Executive members for their representation at several NLTA branch retirement dinners. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

## I. ADOPTION OF AGENDA

The following items were added under X. New Business Agenda Items:

- Safety Concerns for Teachers
- Wi-Fi in Schools
- Provincial Executive Council minutes

**George/Payne:** That the Agenda be adopted as presented.

**CARRIED**

## II. MINUTES OF APRIL 26 AND MAY 16, 2024

**Lambe/Snook:** That the minutes of April 26 and May 16, 2024, be accepted as presented.

**CARRIED**

## III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending April 30, 2024, was reviewed by Mr. Sean Weir, Executive Member, on behalf of the Chair of the Finance and Property Committee, for the information of members. *(A copy is attached to the Official Minutes)*

## IV. BUSINESS ARISING

There were no items under business arising at this time.

## V. ASSOCIATION PRIORITIES FOR 2023-25

Updates on the Association Priorities were provided to Provincial Executive for review, questions, and comment. *(A copy of the document is attached to the Official Minutes).*

Highlights of issues discussed are as follows:

### #1. Workload Concerns

- NLTA meeting with representatives of the PIE SIC and the Deputy Minister regarding recruitment/retention/workload
- Insufficient communication related to the RTL database
- Status of the grievance regarding changes to the vision/hearing screening policy
- Unfilled positions
- Changes to assessment/evaluation regulations
- NLTA meeting with the Community Advocacy for Safe Schools Group
- Violence in the classroom
- Status of the Teachers Change Lives campaign/parent testimonials

### #2. Membership Well-being and Protection

- NLTA advocacy re multiple administrators from a school attending the provincial SAC Conference
- Changes to the travel reimbursement for provincial marking boards
- Update on advocacy for teachers to have personal access to leave information
- Financial Information Seminars
- Update on payroll issues
- Status of the wellness PL day announced following the Teachers Think Tank
- Response from Senators/MPs regarding Bill C-273

### #3. Collective Bargaining and Services for Members

- Update on meeting with government officials regarding payroll issues
- Status of Labrador Benefits Agreement negotiations
- Improvements in monetary benefits for teachers in Churchill Falls

### #4. Retention, Recruitment, and Resourcing

- Update on new funding related to Educational Leave
- Anticipated shortages of Educational Psychologists
- Follow-up on the Teachers Think Tank
- Number of unfilled positions
- Inconsistencies in qualifications for job postings
- Math/Science SIC suggestion for an education/experience formula to assess qualifications for permanent positions

**#5. Advocacy on and Response to Government Initiatives**

- Status/focus of the Education Accord NL
- Teacher Allocation Review Committee

**VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK**

**Way/Short:** That the following committee reports and subsequent Recommendations be approved in block.

**CARRIED**

**1. Finance and Property Committee, April 25, 2024**

There were no recommendations from the committee at this time.

**2. Equity Issues in Education Committee, May 28, 2024**

That Executive consider hosting a caucus/session for members of equity seeking groups interested in leadership at the next BGM.

**3. Group Insurance Committee, May 25, 2024**

There were no recommendations from the committee at this time.

**4. Group Insurance Managers, May 25, 2024**

There were no recommendations from the committee at this time.

**5. Membership Benefits and Services Committee, May 16, 2024**

That the Joint Council Observer Program be continued and promoted without change or alteration.

**6. Professional Issues Committee, June 3, 2024**

There were no recommendations from the committee at this time.

**7. Substitute Teacher Committee, May 21, 2024**

That the NLTA lobby the Employer to increase the number of advertised substitute positions in schools.

**8. Pooled Investment Committee, June 6, 2024**

There were no recommendations from the committee at this time.

## 9. Electoral Committee, May 22, 2024

There were no recommendations from the committee at this time.

*Mr. Lambe took the Chair.*

## VII. TABLE OFFICERS

**Langdon/Short:** That the Roots of Empathy – Supporting a Foundation of Empathy/SE Learning donation request be approved in the amount of \$1,860.

**CARRIED**

**Langdon/Dawe:** That the NL Public Sector Pensioners' Association – 2024 Convention donation request be approved in the amount of \$2,000.

**CARRIED**

## VIII. PRESIDENT'S REPORT

In a written report, the President outlined for Executive members activities undertaken since the last Executive meeting including meetings, school visits, and media interviews. *(A copy of the report is on file with the Official Minutes.)*

*President Langdon took the Chair.*

## IX. BRANCH OUTREACH REPORT

The report of Provincial Executive members on their contacts with NLTA branches and special interest councils was reviewed. Discussion ensued. *(A copy of the report is on file with the Official Minutes).*

## X. NEW BUSINESS

### a) Notice of Motions

#### 1. Masters of Social Work and Teacher Certification (Sean Weir)

Mr. Weir suggested that teachers would be better prepared for their jobs in meeting the needs of their students if there were more opportunities for certification upgrading through different areas of study. For example, pursuing a Masters in social work could better prepare a teacher to support students' social/emotional learning needs. The Executive Director advised that the Association has advocated for social workers to be a part of the school team for a long time. Decisions regarding the recognition of new/different programs for certification purposes are considered by the Teacher Certification Committee, on which the Association has representation.

A vote was called and the following motion was accepted:

**Weir/Short:** That the NLTA advocate for the acceptance of new Masters level programs (including, but not limited to, Masters of Social Work) for the purpose of “upgrading” with Teacher Certification.

**CARRIED**

**2. Athletic Directorships in Schools (Dale Lambe)**

Mr. Lambe spoke about the increased workload of athletic directors in schools while recognizing that much of this work is voluntary. With the rising number of tournaments available to school teams, the amount of work placed on these volunteers has become insurmountable. A paid allowance for these individuals would remunerate these employees for their additional roles and responsibilities.

Discussion ensued, including consideration of concern regarding voluntary activities becoming mandatory work expectations. The following motion was accepted:

**Lambe/Stockley:** That the Collective Bargaining Committee consider for inclusion in the next round of collective bargaining, the notion of an allowance for athletic directors in our school system.

**CARRIED**

**3. Communicable Diseases in Schools (Angela Dawe)**

Ms. Dawe expressed concern regarding illnesses circulating within schools and stated that it would be helpful to know the specifics regarding illness and disease prevention policies that are referenced on the NL government website.

Discussion ensued and the following motion was accepted:

**Dawe/Short:** That the NLTA will request a copy of the policies regarding illness and disease prevention for students and staff.

**CARRIED**

**b) Agenda Items**

**1. NLTA Position on ESP (Sean Weir)**

Mr. Weir stated that Emergency Supply Personnel play a vital role in our system. The increased reliance on ESP, when there are no certified teachers available (regular or retired), is an indication of teacher shortages in many parts of the province. He then asked for clarification on the Association’s position on ESP. The Executive Director advised that, while ESPs are not qualified teachers, they have always been a necessary support for schools in certain areas. The increasing use of

ESPs in the province is concerning as it indicates a growing shortage of certified teachers and highlights the need to improve working conditions in order to avoid devaluing the profession.

**2. Job Qualifications (Della Way)**

This agenda item was withdrawn by Ms. Way as it was addressed during the Priorities discussion.

**3. School of Pharmacy Study on Harm Reduction Education (Dale Lambe)**

Mr. Lambe referred to a recent study published by the MUN School of Pharmacy that revealed only 8% of teachers felt that their current teacher training allowed them to intervene and prevent cannabis-related harm to students. A meeting of several school Principals with senior NLSchools management and discussions during the Teachers Think Tank showed observational correlations between school violence and drug use. He stated that it is important for different committees to be aware of these studies to aid in their efforts to improve the education system.

**4. SAC Provincial Conference (Dale Lambe)**

This agenda item was withdrawn by Mr. Lambe as it was addressed during the Priorities discussion.

**5. Group Insurance Managers**

**Langdon/Short:** That the following individuals will be appointed as Group Insurance Managers as of August 1, 2024, for the 2024-25 school year:

- A teacher representative for the Labrador Region, Rob Kennedy
- A teacher representative for the Western Region, Corey Ivany
- A teacher representative for the Central Region, Jocelyn Bath
- A teacher representative for the Eastern Region, Daisy Hardy
- A Retired Teachers' Association of NL representative, Craig Hicks
- Provincial Executive representatives are Tracey Payne, appointed as Chair, and Sheldon Slaney

**CARRIED**

*Mr. Lambe took the Chair.*

**6. NLTA Teacher Voice Facebook Group**

The Executive Director referred to the legal opinion requested by the Association regarding the NLTA Teacher Voice Facebook group. Executive members reviewed

the potential risks of continuing the Group as well as the different options explored in the opinion from legal counsel.

Debate and discussion ensued, including consideration of the benefits/risks of the Group, the Association's responsibilities as the Group administrator, and the staff commitment required to properly monitor and oversee online member conduct on a social media forum.

A vote was called and the following motion was accepted:

**Payne/Stockley:** That the NLTA terminate the NLTA Teacher Voice Facebook Page permanently.

**CARRIED**

*President Langdon took the Chair.*

**7. Safety Concerns for Teachers (Tracey Payne)**

Ms. Payne spoke about teacher safety concerns related to the increase in violence in schools and the lack of support from the employer. She asked for an update on the School Safety Coalition and the changes to the Safe And Caring Schools Policy. The Assistant Executive Director advised that the Safe And Caring Schools Policy is still being reviewed and the Association has asked the Department of Education for an update on this work. President Langdon noted that the School Safety Coalition was presented with information on a proposal from Relationships First NL at their January meeting regarding ideas on using a restorative justice approach to help address the issue of violence in schools. The next meeting is scheduled for June 25 and will be hosted by the RCMP. Further discussion ensued.

**8. Wi-Fi in Schools (Sean Weir)**

Mr. Weir brought forward a concern from his branch regarding internet access in their school. They were advised that government would no longer be funding the internet access and the school would have to pay for the necessary upgrades itself, which would be very costly, especially for a small school. The Assistant Executive Director advised that he had contacted the Director of IT/Programming with government about this issue who advised that they have solicited proposals for upgrading the network infrastructure and are waiting to hear back. Further discussion ensued.

**9. Provincial Executive Council Minutes (Russell Stockley)**

Mr. Stockley suggested that the Provincial Executive Council minutes should include a bit more detail on topics discussed to increase transparency to the membership. The Executive Director advised that meeting minutes are, as a general rule, intended to document issues discussed and decisions made (motions carried/defeated), and are not a verbatim record. Mr. Stockley indicated that the intent was just to provide members with a bit more insight into Executive

discussions. Further discussion ensued, including noting that the full Priorities document is always accessible to members via a link in each edition of Executive Notes. The suggestion for more detail will be taken into consideration in preparing the next set of meeting minutes for Executive approval.

**XI. GOOD NEWS ITEMS**

The President spoke about the Carbonear Branch retirement dinner that he attended and how he was glad to present departing Executive member, Kelly Loch, with her years of service plaque and pin.

Mr. Short acknowledged EAP Coordinator, Kenda Riggs, for her outstanding work with a particular teacher and spoke about her kind and comforting nature.

The Executive Director congratulated the Port aux Basques Branch for instituting a new student scholarship that would be presented to the first student recipient by the Branch President before the end of the school year.

**XII. IN-CAMERA SESSION**

Executive held an in-camera session to discuss a staffing matter. The following motion was brought forward from the in-camera session:

**Langdon/Lambe:** That the permanent position for a Coordinator with the Employee Assistance Program for Teachers be offered to Nancy Ivany, subject to a satisfactory reference check.

**CARRIED**

**XII. DATE OF NEXT MEETING**

The next regular meeting of Provincial Executive is scheduled for Friday, September 20, and Saturday, September 21, 2024.

**XIII. ADJOURNMENT**

The meeting adjourned at 4:40 p.m.

**CONFIRMED:**

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**PRESIDENT**

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**EXECUTIVE DIRECTOR**

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**DATE**

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**DATE**

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