

# PROVINCIAL EXECUTIVE COUNCIL MINUTES

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**Eleventh Regular Executive Meeting  
January 31, 2025**

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**Boardroom  
NLTA Building**

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## PRELIMINARIES

The Eleventh regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, January 31, 2025. The meeting convened at 9:00 a.m. and adjourned at 4:00 p.m. Participating in the meeting from Provincial Executive were: Dale Lambe (Chair), Angela Dawe, Lynette Snook, Della Way, Colin Short, Sean Weir (via Zoom), Hollis Cull, Russell Stockley, Tracey Payne, Sheldon Slaney, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Wade Rogers, Jennifer Tulk, Miriam Sheppard, Deana Hatcher, Darlene Johnson, Jody Saunders, Jamie Kieley, Bob Johnston, John Veitch, and Samantha Lee.

**REGRETS:** Trent Langdon and Gabe Ryan

The Vice-President offered his congratulations to Vice President-Elect, Sean Weir, and all the other candidates who participated in the vice-presidential election. He also welcomed Ms. Angela Dawe back to the Executive table following a short leave of absence. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

## I. ADOPTION OF AGENDA

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

- Provincial Executive Council Minutes

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

**CARRIED**

## II. MINUTES OF DECEMBER 6, 2024

**Slaney/Payne:** That the minutes of December 6, 2024, be accepted as presented.

**CARRIED**

## III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending December 31, 2024, was reviewed by Mr. Sheldon Slaney, 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

- Discussion on challenges faced by semesterized schools compared to non-semesterized schools
- Clarification on expectations for IRTs regarding frequency of contacts with parents
- Discussion on employer efforts to address the shortage of student assistants and its impact on schooling/transportation
- Increased workload due to substitute teacher shortages
- Number of retired teachers filling vacant positions
- Issues related to class size/composition and inadequate resources
- Clarification on the role of the new special services TLAs

The Chair welcomed Mr. Short to the meeting, his presence was recorded at 9:30 a.m.

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

- Update on changes to employer policy re medical documentation for periods of sick leave for COVID-19 and/or related symptoms
- Discussion on the potential liability of teachers when a student is injured while at school
- Update on the Beginning Teachers Conferences

The Executive Director provided some background information on the PowerSchool Cybersecurity Breach that has impacted a number of members. Executive members expressed their concerns regarding the seriousness of this issue. Mr. Weir highlighted the importance of teachers' personal information being secure in the employment context and the need to eliminate/minimize further risk.

A vote was called and the following motion was accepted:

**Weir/Dawe:** The NLTA will seek assurances and clarification from the employer that all necessary steps are taken to minimize risks of identification fraud in all systems utilized by all employees.

**CARRIED**

## VI. ARBITRATION FILE

**Short/Payne:** That the meeting be moved to an in-camera session with Executive members and legal counsel present.

**CARRIED**

Executive members held an in-camera session with legal counsel, Mr. Tom Williams, to discuss a specific grievance/arbitration file.

The following motion was brought forward from the in-camera session:

**Weir/Slaney:** That given the unique circumstances and factors that have arisen in an ongoing arbitration case, the Provincial Executive of the NLTA shall authorize an independent internal review of the matters surrounding this grievance and arbitration process. The Provincial Executive authorizes Table Officers to conduct such review, to set the timelines and parameters of the review, to communicate with the member as necessary, and to file a written report back to Executive upon completion of the review.

**CARRIED**

**Slaney/Short:** That the meeting be moved out of an in-camera session.

**CARRIED**

## VII. ASSOCIATION PRIORITIES FOR 2023-25 (cont'd)

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

- Update on the policy grievance filed regarding medical documentation
- Status of ATIPP requests for information related to violent incidents
- Update on the grievance that was filed on an equivalency matter that had been moved to arbitration
- Status of the systematic settlement related to the payment of school counsellor bonuses

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

- Discussion on ongoing committee processes

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

- Update on discussions with government regarding intermediate curriculum renewal and its potential impact on scheduling and redundancies

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

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

**CARRIED**

**1. Finance and Property Committee, January 30, 2025**

There were no recommendations from the committee at this time.

**2. Communications Committee, January 16, 2025**

There were no recommendations from the committee at this time.

**3. Curriculum Committee, January 13, 2025**

There were no recommendations from the committee at this time.

**4. Group Insurance Committee, December 7, 2024**

There were no recommendations from the committee at this time.

**5. Group Insurance Managers, December 7, 2024**

There were no recommendations from Managers at this time.

Ms. Dawe requested that the Professional Issues Committee report of January 15, 2025, be removed from the block:

**6. Professional Issues Committee, January 15, 2025**

Mr. Cull advised that the Professional Issues Committee had been tasked with creating a fund for in-province PD, similar to the current out-of-province PD fund. This initiative aims to alleviate the costs of accommodations and travel, allowing more individuals to access professional learning opportunities.

Discussion ensued and the following motion was brought forward:

**Cull/Dawe:** That the NLTA create a fund for in-province PD similar to the one that currently exists for out-of-province PD with the amount of this fund to be determined by Executive or by the Finance and Property Committee at the direction of the Executive.

**CARRIED**

It was agreed by way of friendly amendment to amend the motion as follows:

That the NLTA **explore the creation of** ~~create~~ a fund for in-province PD similar to the one that currently exists for out-of-province PD with the amount of this fund to be determined by Executive or by the Finance and Property Committee at the direction of the Executive.

**MOTION AS AMENDED – CARRIED**

**Cull/George:** That the report from the Professional Issues Committee of January 15, 2025, be accepted as presented.

**CARRIED**

Mr. Stockley requested that the Substitute Teacher Committee report of January 21, 2025, be removed from the block:

**7. Substitute Teacher Committee, January 21, 2025**

Mr. Stockley asked several questions related to substitute teachers, including the minimum time for booking, access to sick leave balances, etc. A discussion ensued about the shortage of substitute teachers, noting that some regions have less access than others, and acknowledging the current need for retired teachers who are filling these gaps.

**Stockley/Short:** That the report from the Substitute Teacher Committee of January 21, 2025, be accepted as presented.

**CARRIED**

**8. Electoral Committee, December 13, 2024**

There were no recommendations from the committee at this time.

**9. Electoral Committee, January 28, 2025**

- a) That the ballots for the 2024 province-wide election of President be destroyed.
- b) That the ballots for the 2024 province-wide election of Vice-President be destroyed.
- c) That the NLTA Policy OP.V.1(n) be amended as follows:
  1. Procedures for Conducting the Election
    - n) Publicity
      - i) Candidates are free to contact teachers in any way they see fit, keeping in mind the professional Code of Ethics. Candidates and their supporters will be expected to observe accepted standards of conduct in accordance with the Association's overall objectives as outlined in the Constitution and By-Laws. **Candidates are responsible for regularly monitoring all content, posts, and conduct on their personal online/social media platforms used for campaign purposes to ensure it is appropriate, respectful, and meets accepted standards.** No candidate or their

supporters shall publish or circulate, either verbally or otherwise, information on another candidate that is false or defames that person's character and/or integrity.

*Mr. Short took the Chair.*

## **IX. TABLE OFFICERS**

**Lambe/Dawe:** That the Celtic Fiddlers – Publishing Music from CDs into Book Format donation request be approved in the amount of \$2,000.

**CARRIED**

## **X. PRESIDENT'S REPORT**

In a written report, the Vice-President, on behalf of 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.)*

*The Vice-President took the Chair.*

## **XI. BRANCH OUTREACH REPORT**

Provincial Executive members reviewed several concerns that were brought forward from their contacts with NLTA branches and special interest councils. Discussion ensued.

## **XII. NEW BUSINESS**

### **a) Notice of Motions**

#### **1. NLTA Bargaining Committee (Darryl George)**

Mr. George advised that there is a smaller pool of teachers within 100 km of Crescent Collegiate than within 100 km of the NLTA. There are already two committees based in that general vicinity and the Collective Bargaining Committee has not been in the metro region since 2015/2016. The NLTA building has excellent private meeting space and technology infrastructure/support.

A vote was called and the following motions were accepted:

**George/Short:** That the NLTA Collective Bargaining Committee be based at 3 Kenmount Road, St. John's.

**CARRIED**

**George/Slaney:** That the NLTA Collective Bargaining Committee be comprised as follows:

- Darryl George, chair, VP Crescent Collegiate
- Marie Chantal Hurley, Reading Specialist, CSFP
- Sean Walsh, Baltimore School, Teacher Grades 7-12 (ELA and Tech)
- Alison Green, EAL itinerant and former primary elementary classroom teacher, St. Andrews Elementary
- Tara Reid, Replacement/Substitute, currently in a Grade 3 contract at St. Matthew's School
- Morgan Kearley, French DH and teacher, grades 10-12, Ascension Collegiate
- Jillian Ball, IRT and DH Student Support Services, MacDonald Drive Elementary

**CARRIED**

**b) Agenda Items**

**1. Update on Intermediate Programming (Angela Dawe)**

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

**2. Student Assistants (Angela Dawe)**

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

**3. Education Foundation (Angela Dawe)**

Ms. Dawe inquired about the status of the Education Foundation. The Assistant Executive Director advised that discussions with government officials have confirmed the continuation of the program. However, due to staff transitions, there has been a lack of communication with members. The Association will advocate for improved communication with the membership moving forward.

**4. Labrador Student and Parent School Food Survey (Sean Weir)**

Mr. Weir raised concerns about a school lunch survey that was distributed to parents in Labrador. He indicated that the survey could be misleading as some schools do not have a lunch program and might create expectations that teachers would be responsible for running such a program. The Executive Director indicated that, given the emergent nature of this item, there has not been sufficient time for a thorough review of the survey, but staff will look into the matter further. She advised that this may be part of the province's recent agreement with the federal government around funding to expand food programs in schools.

## 5. **BGM 2025**

The Executive Director reviewed the draft agenda for the upcoming BGM and confirmed that the format will be similar to that of BGM 2023. The agenda has been streamlined to focus on essential business while still allowing time for in-person interaction, engagement, and learning opportunities. The Awards Luncheon will be combined with the President's Banquet. Additionally, registration will open earlier this year to accommodate an equity session, for which planning is currently underway. Further discussion ensued.

## 6. **Group Insurance**

The Executive Director advised that the Group Insurance Information Sessions were well attended. At their meeting in February, Group Insurance Managers will compile an overview of the survey results and input from other member contacts in order to identify common themes. A communication of this information will be shared with members.

## 7. **Provincial Executive Council Minutes**

Mr. Stockley expressed concerns regarding the accessibility/transparency of the minutes from Provincial Executive meetings for all members. He suggested emailing the minutes directly to all members, separate from the Executive Notes. The Executive Director advised that this can be considered but that, since minutes of a meeting must be approved at the following meeting, the timing of such an email would be the same as for Executive Notes. The Association is mindful of email fatigue and does receive concerns from members about the volume of email communications from the NLTA. A direct link to the minutes is provided with Executive Notes and is sent to all members. Further discussion ensued.

## **XIII. GOOD NEWS ITEMS**

Mr. Stockley spoke about a curling event he attended in Gander that was organized by the Hamilton Sound Branch, which was a great experience.

The Assistant Executive Director informed everyone that Ms. Hatcher, Administrative Officer, is scheduled to give a presentation regarding teacher certification in relation to recruitment/retention at CAMEUS (a group comprised of the Federation of University Women of Canada (CFUW), the Women Graduates of the United States (WG-USA), and the Mexican Federation of University Women (FEMU)) in March, which received a round of applause.

Ms. Snook shared her enthusiasm regarding the recent restructuring of her class, which has resulted in a reduction in student numbers.

**XIV. DATE OF NEXT MEETING**

The next regular meeting of Provincial Executive is scheduled for Wednesday (pm) and Thursday, March 5-6. 2025.

**XV. ADJOURNMENT**

The meeting adjourned at 4:00 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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