



EXECUTIVE NOTES

December 5-6, 2019

Your Provincial Executive met in St. John's on **December 5, 2019** followed by Joint Council (Branch Presidents and Provincial Executive) on **December 6**. *Executive Notes* is a summary of discussions and decisions that occurred at this meeting.

For further information contact any member of Provincial Executive or the NLTA staff person as indicated.

President's Report

Since the last meeting of Provincial Executive the President has attended meetings, appointments, visited schools and took part in media interviews in his capacity as President of the NLTA. The full President's Report is available here.

For further information contact Dean Ingram, President.

Business from Standing Committees

Table Officers

- The NLTA will proceed with phase two of the Class Size Matters initiative.
- The NLTA will fund the travel expenses for one NLTA member to attend the CTF Social Justice Seminar in Ottawa, March 20-21, 2020.
- April Poole was approved to attend the CTF Social Justice Seminar, March 2020.
- The donation request from Relationships First – Restorative Justice in Education for \$5,000 was approved.
- The request from the NL Federation of School Councils for \$15,000 to support regional meetings was conditionally approved pending receipt and review of an acceptable budget, agenda, and schedule for the initiative.
- The President of the NLFSC will be invited to speak at a future meeting of Executive.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Membership Benefits and Services Committee

The Branch viability consultation process will be initiated for the Taylor's Brook and Rameaux Branches.

For further information contact Kelly Loch, Chair of Membership Benefits and Services Committee or Miriam Sheppard, Administrative Officer, Program and Services.

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JOINT COUNCIL

Association Priorities

Updates on the NLTA Priorities for 2019-21 were provided to Joint Council for review, questions and comment. The priorities are: Collective Bargaining; Teacher Health and Wellness-Teacher Mental Health; Workload Concerns; Communication/Membership Engagement; Premier's Task Force on Improving Educational Outcomes; and Protection of Teachers. Updates on the priorities to date were presented to members of Provincial Executive and the opportunity was provided to ask questions and make comments. The Association priorities are available here.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Robert's Rules of Order and the Conduct of Meetings

Steve Brooks, NLTA's Executive Director, reviewed and provided information to Joint Council on Robert's Rules of Order, advice on the conduct of meetings, the responsibilities of the chair, debate and motions, amending a motion, delaying debate, point of order and point of privilege.

For further information contact Steve Brooks, Executive Director.

Policy Changes Since BGM 2019

Joint Council approved a number of changes in Association policy. The NLTA Policy Manual provides direction for continuity of decisions and guidelines to those who take positions on behalf of the Association. The amended policies include: policy on the Centennial Fund and policy on Employment Equity.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director

Electronic Voting for President and Vice-President Update

Policy changes regarding the conduct of the province-wide vote for NLTA President and Vice-president were reviewed with Joint Council and Wade Rogers, NLTA's Manager of Corporate Services, gave a presentation on the new electronic voting process.

Topics covered included conducting the vote and how this takes place, collection and counting of ballots, voter eligibility and registration, the ballot structure, vote recording, and how the automatic run-off vote (if necessary) works.

For further information contact Wade Rogers, Manager Corporate Services.

Update Report from Finance and Property on the Feasibility of a Building Extension

The Chair of the Finance and Property Committee, Craig Hicks, reviewed the results of investigation into a potential extension for the NLTA building with Joint Council. The potential costs were reviewed as well as a comparison between the expense of different options. The annual operating costs and potential savings associated with having in-house meeting facilities

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were reviewed, along with other considerations for a potential extension. A further discussion on the feasibility of a building extension took place during the session between Branch Presidents and their Executive contacts.

For further information contact Craig Hicks, Chair, Finance and Property Committee or Wade Rogers, Manager, Corporate Services.

NLTA Teacher Voice/ Facebook Group

A review of the new NLTA Facebook Group, NLTA Teacher Voice, was provided to Joint Council by Communications Officer Lesley-Ann Browne. On December 4, an email was sent to all members with details on NLTA Teacher Voice. The Group is intended to provide members with another means to communicate with one another and the Association.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Advisory Motions

The following advisory motions were discussed and passed at Joint Council for consideration by Provincial Executive:

- That the NLTA lobby NLESD as to the testing requirements for radon gas and air quality in all schools, to provide information as to the number of schools tested and the testing results.
- That the NLTA request the DEECD start the process of determining the emergency supply approval process before the start of the school year.
- That the NLTA work with all necessary agencies to develop a forecasting model for teacher need vs. availability.
- That the NLTA lobby the NLESD to put signs up around the schools, similar to health service signs, which state that teachers are not to be subject to verbal or physical or online abuse from parents/guardians or students.
- That the NLTA consider for inclusion in the next opening proposals for contract negotiations the creation of a Liaison Committee between the NLTA members and the DEECD.
- That the NLTA investigate the cost and benefit of increasing dental coverage for NLTA members and their families.
- That the Executive review the notes from the Branch President/ Executive break-out sessions, regarding possible extension to

the NLTA building, looking for trends and report back at the next meeting of Joint Council.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Branch Presidents/ Provincial Executive Contact Session

A session was held at Joint Council to allow Branch Presidents and their Provincial Executive contacts to meet and discuss any issues or concerns. The sessions also provided an opportunity for them to further discuss the feasibility of an extension to the NLTA building at 3 Kenmount Road.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Research Update: Social Emotional Health of Teachers and Administrators

An update on the NLTA funded research project to assess the current social and emotional health of teachers and school administrators in Newfoundland and Labrador was provided to Joint Council by Steve Brooks, NLTA Executive Director. When the Department of Education and Early Childhood Development announced the Social Emotional Learning (SEL) initiative for schools, the Association felt it was important to get a benchmark assessment of the social emotional health of teachers and school administrators. The research will begin in coming weeks and the membership will be advised of same very soon, including a recruitment call for participation in an online survey and focus groups. Branch Presidents were asked to talk about this within their schools and branches to encourage maximum member participation.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Programs and Services Case Summary Report

Assistant Executive Director Stefanie Tuff reviewed the 2018-19 school year Case File Summary Report from Programs and Services. A full copy of the report was provided to all members via school representatives in October and is available here.

For further information contact Dean Ingram, President or Stefanie Tuff, Assistant Executive Director.

Discussion Topics/ Branch President Topics

The following topics were reviewed and discussed by Provincial Executive and Joint Council: maker space/coding; pre-research request; copyright litigation; liaison committee with DEECD; leave for travel to pre-retirement seminars; member engagement – school visits; TPP bridge benefit; union dues; keeping educational psychologists in the bargaining unit; violence in schools; student assistant duties; NLESD athletics policy; funded alternates at BGM; and hiring practices for non-permanent members.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.

Next Meeting

The next meeting of Provincial Executive is scheduled for **January 24-25, 2020** in St. John's.

For further information contact Dean Ingram, President or Steve Brooks, Executive Director.