

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Twelfth Regular Executive Meeting
June 9, 2023**

**Boardroom
NLTA Building**

PRELIMINARIES

The Twelfth regular meeting of the 2021-23 Provincial Executive Council was held in the NLTA Boardroom on Friday, June 9, 2023. The meeting convened at 9:00 a.m. and adjourned at 6:30 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Maureen Doyle-Gillingham, Angela Dawe, Kelly Loch, Sheldon Slaney, Della Way, Colin Short, Sean Weir, Derek Drover, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Wade Rogers, Jennifer Tulk, Darlene Johnston, Emily Caines, John Veitch, Deana Hatcher, Miriam Sheppard, Gabriel Ryan, and Samantha Lee.

REGRETS: Derrick Baker, Tracey Payne, and Bob Johnston

The President welcomed as observers to the meeting Dale Lambe, Hollis Cull, and Russell Stockley, incoming members of the 2023-25 Provincial Executive. President Langdon 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:

- Travel Insurance
- NLTA Representation at Functions
- Introductory Package for New Members

The Executive Director advised that the agenda will be impacted by the participation of Provincial Executive in the counter-protest organized in support of inclusive education for 2SLGBTQAI+ students and school staff and provided Executive with details on arrangements for the counter-protest.

Doyle-Gillingham/Loch: That the Agenda be adopted with the addition of items #10, 11, and 12 under New Business.

CARRIED

II. MINUTES OF MARCH 1-2 & 3, APRIL 11 & 13, AND MAY 24, 2023

Way/Short: That the minutes of March 1-2 & 3, April 11 & 13, and May 24, 2023, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending April 30, 2023, was reviewed by Mr. Colin Short 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 2021-23

Updates on the NLTA Priorities for 2021-23 were provided to the Provincial Executive for review, questions, and comment. The five Association Priorities for 2021-23 are: Teacher Workload, Teacher Health and Wellness, Response and Advocacy on Government Initiatives, Promoting the Profession, Member Services/Collective Bargaining. *(A copy of the document is attached to the Official Minutes).*

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Drover/Slaney: That the following committee reports and subsequent recommendations be approved in block.

CARRIED

1. Communications Committee, May 17, and May 28, 2023

There were no recommendations from the committee at this time.

2. Curriculum Committee, May 10, 2023

There were no recommendations from the committee at this time.

3. Group Insurance Committee, May 27, 2023

There were no recommendations from the committee at this time.

4. Group Insurance Managers, May 27, 2023

There were no recommendations from the committee at this time.

Mr. Drover requested that the Professional Issues Committee report for May 27, 2023, be removed from the block:

5. Professional Issues Committee, May 27, 2023

The following motions were brought forward from the Professional Issues Committee:

- a) That approval be granted for the formation of a new Social Studies Special Interest Council.
- b) That Advisory Motion #1 from the March 2023 Joint Council Meeting be amended and carried as follows:
 - That ~~the~~ NLTA ~~investigate the process by which~~ **seek clarification from the Employer on the process by which used to allocate** Student Assistant time is ~~allocated~~ to schools.
- c) That Advisory Motion #2 from the March 2023 Joint Council Meeting be defeated.

Drover/Short: That the report and recommendations from the Professional Issues Committee of May 27, 2023, be accepted as presented.

CARRIED

Ms. Loch requested that the Ad Hoc Committee on Teacher Mental Health and Well-being Report for May 25, 2023, be removed from the block:

6. Ad Hoc Committee on Teacher Mental Health & Well-being, May 24, and May 25, 2023

The following motions were brought forward from the Ad Hoc Committee on Teacher Mental Health and Well-being:

- That the final Report and Recommendations of the Ad Hoc Committee on Teacher Mental Health and Well-being be accepted for actioning.

Loch/Slaney: That the final Report and Recommendations of the Ad Hoc Committee on Teacher Mental Health and Well-being be accepted as presented.

CARRIED

Ms. Doyle-Gillingham took the Chair.

VII. TABLE OFFICERS

Langdon/Loch: That the donation request from Memorial University Intermediate/Secondary Committee be approved for a contribution amount of \$3,000.

CARRIED

Langdon/Loch: That the donation request from the NL Association of Speech Language Pathologists and Audiologists be approved for a contribution amount of \$1,500.

CARRIED

Langdon/Loch: That the donation request from Roots of Empathy be approved for a contribution amount of \$1,750.

CARRIED

VIII. 2SLGBTQ+ SUPPORT COUNTER-PROTEST

The Provincial Executive participated in a counter-protest organized in support of inclusive education for 2SLGBTQAI+ students and school staff. President Langdon spoke during the event.

IX. 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.

X. 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).*

Drover/Doyle-Gillingham: That the meeting be moved to an in-camera session.

Executive held an in-camera session from 2:50 p.m. to 3:00 p.m. to discuss the current status of provincial negotiations.

Weir/Drover: That the meeting be moved out of an in-camera session.

XI. NEW BUSINESS

a) Notice of Motions

Mr. Weir spoke about the differences/intricacies for NLTA members working in Churchill Falls. Members working in that school feel it would be beneficial for one NLTA staff officer to handle inquiries from their branch and advocate on their behalf. The Assistant Executive Director advised that NLTA staff are assigned based on their area of expertise rather than by geographic region. One staff member may not be best equipped to deal with all inquires from Churchill Falls. Discussion ensued, including a suggestion that it could be more beneficial for teachers in Churchill Falls to continue to

have access to the entire NLTA staff, while noting that outreach on particular issues of concern may be warranted.

A vote was called, and the following motion was defeated:

Weir/Way: That the NLTA appoint/assign one administrative officer to handle inquires from NLTA members in Churchill Falls.

DEFEATED

b) Agenda Items

1. SmartFind Issues (Colin Short)

Mr. Short requested an update regarding ongoing issues with SmartFind. The Assistant Executive Director advised that the volume of related concerns received by NLTA staff has decreased significantly. Members who are experiencing issues with SmartFind are encouraged to document the details of issues when they occur, including job numbers, etc. so that staff can bring specific information to the employer for attention.

2. TPPNL Corporation Visits (Sean Weir)

Mr. Weir inquired about branch/school visits with TPP Corporation staff to ensure pension deductions are being done properly. This has been a concern for members in Churchill Falls. The Assistant Director advised that branches or schools can request visits from the TPP Corporation staff, and NLTA staff can assist with this, as well as supporting members in seeking assistance with individual matters.

3. Teacher Recruitment Plan for September (Sean Weir)

Mr. Weir spoke about the high number of job vacancies posted and asked about further plans/initiatives to address issues should there be significant teacher shortages/unfilled positions in the Fall. The Executive Director advised that the Association has provided detailed feedback to government on their draft framework for addressing recruitment and retention issues. This is on the agenda for the next meeting with the Minister of Education and the new Deputy Minister of Education. The Association will continue to gather information and monitor ongoing hiring to aid in these efforts.

4. Travel With Students & Weather Delays (Sean Weir)

This agenda item was withdrawn by Mr. Weir.

5. RTL Policy/PD (Kelly Loch)

This agenda item was withdrawn based on discussion during the Priorities update.

Maureen Doyle-Gillingham took the Chair.

6. Negotiating Team

The President advised that, due to an upcoming retirement, there will be a vacancy on the Negotiating Team as of July 31, 2023. Discussion ensued and the following motion was accepted:

Langdon/Loch: That Executive member Darryl George be appointed to the Provincial Negotiating Team for the remainder of the current round of collective bargaining.

CARRIED

7. Group Insurance Managers

The following motion was accepted for the annual appointment of NLTA Group Insurance Managers:

Langdon/Weir: That the following individuals be appointed as Group Insurance Managers as of August 1, 2023, for the 2023-24 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, Jamie Jenkins
- A Retired Teachers' Association of NL representative, Sharon Penney
- Provincial Executive representatives are Tracey Payne, appointed as Chair, and Sheldon Slaney

CARRIED

President Langdon took the Chair.

8. Advisory Motions from Joint Council

The Executive positions on Advisory Motions from the March 2023 Joint Council meeting were confirmed as per the recommendations from the Professional Issues Committee which were accepted earlier in the meeting (see item VI.5.).

9. Election of Table Officers for 2023-25

Mr. Drover and Ms. Doyle-Gillingham excused themselves from the meeting.

The President advised that at the beginning of every Executive term it is necessary to elect the incoming Table Officers. The floor would be open for nominations in two separate elections. The first is for the Table Officer in lieu of Past-President

position, as the President will be continuing in his position for this term. Following this will be a second election for a Table Officer-at-Large.

a) Election of Table Officer in Lieu of Past-President

The President called for nominations for the position of Table Officer-at-Large for 2023-25. The following nominations were received and accepted:

Sean Weir (nominated by Della Way)
Sheldon Slaney (nominated by Kelly Loch)
Kelly Loch (nominated by Sheldon Slaney)
Angela Dawe (nominated by Della Way)
Colin Short (nominated by Russell Stockley)

The President declared nominations closed. The ballots were distributed, and the vote was taken with the following results:

Sean Weir	2
Sheldon Slaney	1
Kelly Loch	2
Angela Dawe	2
Colin Short	4

As a majority had not been achieved, Sheldon Slaney's name was dropped from the list. A second vote was taken with the following results:

Sean Weir	2
Kelly Loch	3
Angela Dawe	2
Colin Short	4

As a majority had not been achieved in the second vote, Sean Weir and Angela Dawe's names were dropped from the list. A third vote was taken with the following results:

Colin Short	7
Kelly Loch	4

Ms. Tuff announced the successful candidate for Table Officer in lieu of Past-President position was Colin Short.

b) Election of Table Officer-at-Large

The President called for nominations for the position of Table Officer-at-Large for 2023-25. The following nominations were received and accepted:

Sean Weir (nominated by Della Way)
Sheldon Slaney (nominated by Kelly Loch)
Kelly Loch (nominated by Sheldon Slaney)
Angela Dawe (nominated by Della Way)

The President declared nominations closed. The vote was taken with the following results:

Sean Weir	2
Sheldon Slaney	3
Kelly Loch	3
Angela Dawe	3

As a majority had not been achieved, Sean Weir's name was dropped from the list. A second vote was taken with the following results:

Sheldon Slaney	3
Kelly Loch	3
Angela Dawe	5

As a majority had not been achieved in the second vote, a third vote was taken with the following results:

Sheldon Slaney	3
Kelly Loch	3
Angela Dawe	5

Discussion ensued and the following motion was accepted:

Way/Weir: That a run-off vote be conducted between the two candidates receiving a tied vote in the second and third ballots to determine who will be dropped from the list.

CARRIED

Ballots were distributed, and a run-off vote was conducted with the following results:

Kelly Loch	6
Sheldon Slaney	5

Following the results from the run-off vote, Sheldon Slaney's name was dropped from the list. A fourth vote was taken with the following results:

Kelly Loch	4
Angela Dawe	7

Ms. Tuff announced the successful candidate for Table Officer-at-Large was Angela Dawe.

Mr. Drover and Ms. Doyle-Gillingham returned to the meeting.

10. Travel Insurance

Ms. Way inquired about travel insurance for Executive members when travelling on NLTA business. Mr. Rogers, Manager of Corporate Services, advised that there is a policy in place. The Association has recently requested updated documentation from the broker to make sure coverage is appropriate.

11. NLTA Representation at Functions

Mr. Slaney inquired about the President's decision to have the most recent Past President attend a branch function to represent the NLTA. The President explained that he had committed to attend but had to cancel on short notice. He did reach out to several Executive members, considering the location and timing of the event and leave issues, but none of these individuals were available. Further discussion ensued regarding the handling of such situations in the future.

12. Introductory Package for New Members

This agenda item was withdrawn by Ms. Way.

XII. GOOD NEWS ITEMS

Ms. Tulk, Communications Officer, informed the table that the NLTA's Teachers Change Lives Campaign recently won a Pinnacle Award from the International Association of Business Communicators.

Ms. Loch thanked the Executive Director for her support and work as staff consultant for the Ad Hoc Committee on Teacher Mental Health and Well-being.

Mr. Weir recognized the principal at his school, Mr. Tom Flynn, who had been instrumental to the school and their extra curricular activities over the years and wished him all the best in his retirement.

Mr. Lambe, Vice-President-Elect, congratulated Ms. Sheppard, Administrative Officer, on being published in the CAP Journal on her article regarding violence in schools. He also thanked Ms. Tulk and President Langdon on the recent NLTA social media and pride graphics.

Mr. Short spoke highly of the retirement banquet he attended in Stephenville that had 15 retirees. He also spoke about the great experience he had attending the recent national CPBI Conference in Winnipeg.

Mr. Stockley, Provincial Executive Member-Elect, thanked Mr. Drover, who is retiring, and the other Executive members for their work and guidance over the years.

XIII. IN-CAMERA SESSION

Executive held an in-camera session with the NLTA Assistant Executive Director in attendance.

XI. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for August 22-24, 2023.

XII. ADJOURNMENT

The meeting adjourned at 6:30 p.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

SL