

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Third Regular Executive Meeting
November 30, 2023**

**Boardroom
NLTA Building**

PRELIMINARIES

The Third regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Thursday, November 30, 2023. The meeting convened at 9:00 a.m. and adjourned at 3:15 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Dale Lambe, Angela Dawe, Lynette Snook, Sheldon Slaney, Della Way, Colin Short, Sean Weir, Hollis Cull, Russell Stockley, Tracey Payne, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Wade Rogers, Jennifer Tulk, Darlene Johnson, Jody Saunders, John Veitch, Deana Hatcher, Bob Johnston, Miriam Sheppard, Gabriel Ryan, and Samantha Lee.

The President welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

I. ADOPTION OF AGENDA

The following item was added under IX. New Business Agenda Items:

- Churchill Falls Branch and Tentative Agreement Presentations

Payne/Way: That the Agenda be adopted with the addition of item #7 under New Business.

CARRIED

II. MINUTES OF OCTOBER 20 AND NOVEMBER 17, 2023

Short/George: That the minutes of October 20 and November 17, 2023, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending October 31, 2023, 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

1. Tentative Agreement 2022-26

Executive members had a roundtable discussion on the feedback they received from members regarding the tentative agreement. Discussion ensued.

V. ASSOCIATION PRIORITIES FOR 2023-25

Updates on the NLTA Priorities for 2023-25 were provided to Provincial Executive for review, questions, and comment. The five Association Priorities for 2023-25 are: Workload Concerns; Membership Well-being and Protection; Collective Bargaining and Services for Members; Retention, Recruitment, and Resourcing; and, Advocacy on and Response to Government Initiatives. Further discussion on the Priorities will occur during the Joint Council meeting on December 1. *(A copy of the document is attached to the Official Minutes).*

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Payne/Snook: That the following committee reports and subsequent recommendations be approved in block.

CARRIED

1. Finance and Property, November 29, 2023

That Provincial Executive approve the following budget adjustment requests based on standing committee composition for 2023-25:

MBS Committee: Budget increase of \$2,400 for a final budget of \$4,900 per year.

Professional Issues Committee: Budget decrease of \$4,400 for a final budget of \$3,800 per year.

Communications Committee: Budget decrease of \$6,300 for a final budget of \$2,000 per year.

The net effect of these changes will decrease the budgeted deficit for 2023-24 and 2024-25 by \$8,300.

2. Communications Committee, November 7, 2023

There were no recommendations from the committee at this time.

3. Curriculum Committee, November 6, 2023

There were no recommendations from the committee at this time.

4. Equity Issues in Education Committee, November 14, 2023

There were no recommendations from the committee at this time.

Mr. Stockley requested that the Group Insurance Committee report for November 25, 2023, be removed from the block:

5. Group Insurance Committee, November 25, 2023

Mr. Stockley, Executive Member, inquired about the cost containment options noted in the minutes. Ms. Payne, Chair of Group Insurance Managers, explained that Managers are currently exploring different cost containment measures to address predicted deficits in the Health plan. Mr. Veitch, Administrative Officer, noted that the committee is being proactive in considering potential options to contain costs and methods to mitigate risk. The committee is planning to survey the membership before making any final decisions.

Payne/Slaney: That the report from the Group Insurance Committee of November 25, 2023, be accepted as presented.

CARRIED

6. Group Insurance Managers, November 25, 2023

There were no recommendations from the committee at this time.

7. Professional Issues Committee, November 1, 2023

That for the 2023-24 school year, funding under the Professional Development Fund be granted to successful applicants wishing to participate in online-virtual PL conferences or sessions that originate, or are based, outside the province.

Mr. Stockley requested that the Substitute Teacher Committee report for November 21, 2023, be removed from the block:

8. Substitute Teacher Committee, November 21, 2023

Mr. Stockley spoke about a number of issues of concern for substitute teachers, including pensions, access to PL, hiring practices for permanent positions, etc. He highlighted the importance of substitutes being informed on their rights.

Stockley/Slaney: That the report from the Substitute Teacher Committee of November 21, 2023, be accepted as presented.

CARRIED

9. Pooled Investment Committee, October 19, 2023

That Provincial Executive approve the changes to the SIPP as presented. [Actioning of this motion is subject to Fiera's implementation of changes to the EFT Fund and the selection of a new investment consultant.]

Mr. Lambe took the Chair.

VII. TABLE OFFICERS

Langdon/Dawe: That it be recommended to Provincial Executive that the NLTA nominate Edwina Wetzel for the MUN Faculty of Education Legacy of Leadership Award for contribution to the K-12 education system.

CARRIED

Langdon/Short: That it be recommended to Provincial Executive that the NLTA nominate Steve Brooks for the MUN Faculty of Education Legacy of Leadership Award for contribution to the K-12 education system.

CARRIED

Langdon/Dawe: That the donation request from the Canadian Association for the Practical Study of Law in Education be approved for a contribution amount of \$500.

CARRIED

Langdon/Dawe: That the donation request from Computers for Schools be approved for a contribution amount of \$2,500.

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. NEW BUSINESS

a) Notice of Motions

There were no Motions submitted from Provincial Executive.

b) Agenda Items

1. Communication for SIC and NLTA Committees (Russell Stockley)

Mr. Stockley inquired about NLTA emails for branch and SIC executive members for use in conducting Association business, as well as a shared virtual workspace (i.e. Microsoft platform) for collaboration with other members of their executive. The Executive Director advised that there is an optional email system (@mynlta) already in place for Branch/SIC executive members who choose to access this, but implementation and management of a full Microsoft suite for members would not be financially or operationally feasible for the Association.

2. Substitute/Replacement Teacher Seniority (Russell Stockley)

Mr. Stockley expressed concern about substitute and replacement seniority not being considered when non-permanent teachers are applying for term and permanent positions. The Executive Director advised that this is a collective agreement/bargaining issue. The tentative agreement does include changes that should open up more opportunities earlier for non-permanent teachers through an earlier start to the staffing season, quicker turn-around times on postings and offers for permanent vacancies, and reasonable limits on transfer rights. Further discussion ensued.

3. AI and Teachers Being Recorded (Tracey Payne)

Ms. Payne reported hearing concerns regarding inappropriate student use of AI to create false teacher messages/videos. Ms. Sheppard, Administrative Officer, advised that it is not acceptable for students to record teachers, and this is in violation of school district policy. Collective agreement provisions regarding the employer's obligation to implement their policies on abuse, which would cover the recording of teachers and the appropriate use of social media, are relevant and there is recent arbitral jurisprudence on this. Members experiencing this type of issue should immediately report it, in writing, to their school administration and reach out to NLTA staff for advice/support as needed.

4. New Substitutes vs Teachers who Resigned to work as Substitutes (Tracey Payne)

Ms. Payne shared member concerns regarding teachers who resigned from permanent positions to work as substitutes being hired over new substitute teachers. Some members have asked if there could be a tiered priority list for calling in substitutes to address this issue. The Executive Director advised that limitations for retired teachers in receipt of a pension are in place pursuant to provisions in the TPP Plan Text and government directives regarding "double dipping." There are no such provisions that would apply to individuals who are not in receipt of a TPP pension. Further discussion ensued.

5. Member Assistance

The Executive Director referred to a memo in the Executive meeting materials that provided more information on this topic.

George/Slaney: That the meeting be moved to an in-camera session.

CARRIED

The following motion came forward from the in-camera session:

Weir/Snook: The NLTA will explore the feasibility and logistics of establishing a policy, criteria, and funding parameters for a member assistance program.

CARRIED

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

CARRIED

6. Teachers Think Tank

The Executive Director informed Executive that the Department of Education has approached the Association to partner in conducting a Teacher Think Tank event to focus on recruitment and retention issues and solutions, similar to what was done for the nurses in cooperation with the RNUNL. The goal would be to develop an action plan to address areas of concern. The event will be held in early 2024, preceded by an online membership questionnaire that will be administered through EngageNL. The Association has had input on the development of the questionnaire and it is anticipated that members of Executive will play a role in the actual Think Tank sessions.

7. Churchill Falls Branch and the Tentative Agreement Presentations

Mr. Weir shared concerns raised by the Churchill Falls Branch regarding access to tentative agreement presentations. Teachers in Churchill Falls are not covered by the NLTA collective agreement, but some of them did wish to sign up for a virtual session because they are interested in the information. The Executive Director reported that, due to limits on the number of attendees for Zoom sessions, space had to be prioritized for members who are part of the bargaining unit and entitled to vote on the tentative agreement. Registrations for the first virtual session exceeded capacity, so the Association prioritized members covered by the agreement. Subsequent sessions were not full and an email message was sent to all members in Churchill Falls explaining this and informing them of the option to sign up for one of the later virtual sessions.

X. GOOD NEWS ITEMS

Mr. Weir acknowledged NLTA member Julie Dicker, the principal of Jens Haven Memorial School in Nain, Nunatsiavut, for being the recipient of the 2023 ITK Award for Inuit Excellence. Congratulations to Julie!

XI. 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:

Lambe/Dawe: That Lori Hewitt be granted tenure in the position of EAP Coordinator, effective December 1, 2023.

CARRIED

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday and Saturday, January 26-27, 2024.

XIII. ADJOURNMENT

The meeting adjourned at 3:15 p.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

SL