

PROVINCIAL EXECUTIVE COUNCIL MINUTES

Sixth Regular Executive Meeting
April 26, 2024

Cormack Room
Clareville Inn

PRELIMINARIES

The Sixth regular meeting of the 2023-25 Provincial Executive Council was held at the Clareville Inn on Friday, April 26, 2024. The meeting convened at 9:55 a.m. and adjourned at 2:50 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 (via Zoom), and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Wade Rogers, Jennifer Tulk, Deana Hatcher, and Samantha Lee.

REGRETS: John Veitch, Bob Johnston, Miriam Sheppard, Darlene Johnson, Jody Saunders, and Gabriel Ryan

The President invited Executive members to share their experiences of the school visits that took place that morning. 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:

- Paid PL
- Retired Teachers

George/Dawe: That the Agenda be adopted as presented.

CARRIED

II. MINUTES OF FEBRUARY 29 AND MARCH 14, 2024

Short/Weir: That the minutes of February 29 and March 14, 2024, be accepted as presented.

CARRIED

Mr. Short and Mr. Stockley joined the meeting; their presence was recorded at 10:05 a.m.

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending March 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 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. *(A copy of the document is attached to the Official Minutes).*

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Slaney/Lambe: That the following committee reports and subsequent Recommendations, with the exception of the Communications Committee, be approved in block.

CARRIED

1. Finance and Property Committee, April 25, 2024

That the Audited Financial Statements for the year ending August 31, 2023, be adopted.

Ms. Dawe requested that the Communication Committee report for April 16, 2024, be removed from the block:

2. Communications Committee, April 16, 2024

Ms. Snook advised that the Not Okay public awareness campaign was successful and well-received. The Communications Committee decided to expand the campaign to include parent testimonials to continue the momentum of the campaign.

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

Snook/Cull: That the NLTA consider expanding its current public awareness campaign, entitled Not Okay, to include capturing testimonials from parents, which could be used for future public awareness campaigns to highlight resourcing issues in schools.

CARRIED

Snook/Cull: That the report from the Communications Committee of April 16, 2024, be accepted as presented.

CARRIED

3. Curriculum Committee, March 11, 2024

There were no recommendations from the committee at this time.

4. Equity Issues in Education Committee, April 16, 2024

- a) That the NLTA Executive consider including a section on their website FAQ that provides specific information that outlines what is permitted, protected, and required of educators who are creating affirming spaces for 2SLGBTQ+ educators, students, families, and community members. This information would preferably include statements that reference human rights, employer responsibilities, and protections provided by the Association for members facing reprisal, intimidation, or harassment.
- b) That the NLTA Executive consider reimagining the Boardroom to be a more equitable, diverse, and inclusive reflection of the mission statement.
- c) That the NLTA executive consider asking MUN, Faculty of Education to investigate alternate models of delivery of the Bachelor of Education including Cohorts, online learning, and satellite sites.

5. Group Insurance Committee, March 12, 2024

There were no recommendations from the committee at this time.

6. Group Insurance Managers, March 11, and March 14, 2024

There were no recommendations from the committee at this time.

7. Professional Issues Committee, March 23, 2024

- a) That the request for approval for the formation of a Restorative Justice Special Interest Council be denied at this time with a reconsideration of the request after the release of the new Safe and Caring Schools Policy.
- b) That Danielle Doyle, member of the Council of Special Services, identified only as Applicant C to Committee members, be awarded the Barnes Award for 2023-2024.
- c) That Resolution 15 from BGM 2023 be CARRIED.
- d) That Resolution 17 from BGM 2023 be DEFEATED.

8. Pooled Investment Committee, February 28, 2024

There were no recommendations from the committee at this time.

9. Electoral Committee, March 25, 2024

There were no recommendations from the committee at this time.

Mr. Lambe took the Chair.

VII. TABLE OFFICERS

Langdon/Short: That the Royal Newfoundland Constabulary Association 34th Annual Crime Prevention Guide donation request be approved in the amount of \$910.

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

There were no Motions submitted from Provincial Executive.

b) Agenda Items

1. Advisory Motions from Joint Council (March 2024)

Dawe/Lambe: That the Advisory Motion from the March 2024 Joint Council meeting be carried as follows:

That the NLTA lobby NLSchools to advertise vacant positions until they are filled.

CARRIED

2. Servicing Concerns/Department of Health (Lynette Snook)

Ms. Snook expressed concern around the increasing student needs and lack of services at her school and others. The Executive Director stated that the NLTA continues to advocate for more resources to increase services and supports in schools. Members are encouraged to put their concerns around lack of supports/unmet student needs in writing to their administration. Further discussion ensued.

3. OHS Protocol at the School Level (Russell Stockley)

Mr. Stockley raised concerns about lack of clarity on OHS protocols at the school level and suggested that more consistency/education is needed. The Assistant Executive Director advised that administrators are provided with an OHS handbook and agreed that it is important for the employer to support administrators in becoming knowledgeable of OHS protocols. Association staff will look into the guidance available to school administrators and will continue to provide advice and information to the membership on OHS related matters.

4. RTL Database – IRT Workload (Dale Lambe)

This agenda item was withdrawn by Mr. Lambe.

5. CTF Retention and Recruitment Campaign/Strategy

The Executive Director informed Executive on CTF's pan-Canadian strategy to raise national awareness of the teacher retention and recruitment crisis. CTF will be sending out a survey and will be looking for the support of all member organizations. Ms. Tulk, Communications Officer, then reviewed a short presentation that provided more detail on the matter, including a timeline for the initiative.

6. Bill C-273 (repeal of section 43 of the *Criminal Code of Canada*)

The Executive Director referred to the NLTA submission to the federal HOA Standing Committee on Justice and Human Rights, which has been shared with the Committee members, all NL Members of Parliament, and all NL Senators. She provided an update on the status of the Bill 273 (an Act to repeal Section 43 of the Criminal Code) and CTF and NLTA advocacy efforts. CTF has issued a Call to Action initiative for individuals to send emails to Members of Parliament and Executive members are encouraged to participate.

7. Paid PL (Della Way)

Ms. Way expressed concern around the implementation of a particular optional PL opportunity and suggested that the option to participate in the PL outside of regular working hours should reflect the daily rate of pay for the member.

Discussion ensued and the following motion was accepted:

Way/Dawe: That the NLTA lobby the employer for the rate of pay for members who accept the option to participate in PL outside of regular working hours to reflect the daily rate of pay for the member.

CARRIED

8. Retired Teachers (Tracey Payne)

Ms. Payne shared several concerns from some retired teachers in her branch around substituting. Retired teachers in her branch are concerned that they are taking jobs from non-retired teachers because some administrators are given a list of substitutes that does not distinguish between retired and non-retired teachers. The Assistant Executive Director confirmed that SmartFind will differentiate between retired and non-retired teachers, but the printed list might not. He advised that the Association will advocate for the printed list to reflect this distinction as well as qualifications. Further discussion ensued.

XI. GOOD NEWS ITEMS

Mr. Stockley spoke about the dart tournament that was organized by the Ganova Branch and how well it went.

Mr. Short noted that there is a MUN student who is currently on a substitute list in his area and spoke about how this is giving them an early start to their career.

The Executive Director spoke about the first MUN Faculty of Education/NLTA mini-conference for pre-service teachers, which took place on April 5, 2024. The conference was well-attended and received very positive reviews/feedback.

Darryl George was excused from the meeting; his absence was recorded at 2:35 p.m.

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:

Lambe/Dawe: That the two-year term contract position for an Administrative Officer, Programs & Services, be offered to Jamie Kieley, subject to a satisfactory reference check.

CARRIED

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday, June 7, and Saturday, June 8, 2024.

XIII. ADJOURNMENT

The meeting adjourned at 2:50 p.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

SL