

# PROVINCIAL EXECUTIVE COUNCIL MINUTES

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**Eighth Regular Executive Meeting  
September 20, 2024**

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**Boardroom  
NLTA Building**

## PRELIMINARIES

The Eighth regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, September 20, 2024. The meeting convened at 9:00 a.m. and adjourned at 3:45 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Dale Lambe, Angela Dawe, Lynette Snook, Della Way, Colin Short, Sean Weir, Hollis Cull, Russell Stockley, Tracey Payne, Sheldon Slaney, and Darryl George. Participating from Staff were Stefanie Tuff, Ian Crewe, Darlene Johnson, Jody Saunders, Deana Hatcher, Jamie Kieley, Bob Johnston, Miriam Sheppard, John Veitch, Gabriel Ryan, Wade Rogers, Jennifer Tulk, and Samantha Lee.

The President acknowledged the recent passing of the spouse of an NLTA staff member and offered condolences to the family. President Langdon welcomed Jamie Kieley, Administrative Officer, to his first Provincial Executive meeting. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

## I. ADOPTION OF AGENDA

**Short/Payne:** That the Agenda be adopted as presented.

**CARRIED**

## II. MINUTES OF JUNE 7 AND JULY 17

**George/Snook:** That the minutes of June 7 and July 17, 2024, be accepted as presented.

**CARRIED**

## III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending August 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

### 1. NLTA Benevolent Grant Update

The Executive Director referenced the copy of the NLTA Benevolent Grant Application form included in the meeting materials, which was developed to operationalize the new policy recently approved by Provincial Executive. The application details the specific eligibility criteria as established by policy. The policy took effect as of September 1, 2024, a link to the online and printable application forms has been included on the NLTA website, and one application has since been received and approved by Table Officers.

## 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

- Update on the status of the grievance that was filed by several school administrators in February 2022 regarding work directives during the pandemic
- Work intensification for administrators related to scheduling, increased enrollment, large class sizes, new bussing rules, etc.
- Teachers exercising their right to refuse unsafe work under OHS legislation, several new cases since start of current school year
- Increase in newcomer/EAL students and lack of supports in the classroom adding to workload concerns
- Discussion on the NLSchools Assessment, Evaluation, and Reporting policy
- Number of vacant positions
- Increased workload due to the substitute teacher shortage
- Violence in the classroom
- Vacant positions filled by substitutes and/or retired teachers

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

- Criteria for positions filled through Jordan's Principle
- Medical documentation for sick leave when absent due to COVID-19 and/or related symptoms
- Update on HR/payroll system adjustments to allow teachers to access personal leave accrual and usage information
- Discussion on the mental health PL day announced following the Teachers Think Tank
- Cell phones in schools

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

- Update on teacher payroll issues
- Discussion on the consideration of equivalencies in the assessment of qualifications
- Update on the issues regarding the Recognition Bonus and Retroactive Pay coming out of the new Collective Agreement

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

- Discussion on the recruitment and retention of French teachers
- Impact of the additional resources in several regional "pilot" schools
- Number of unfilled positions due to substitute teacher shortages
- Advocacy for expansion to programs/degrees that count towards Teacher Certification upgrading

- Issues with SmartFind and a lack of technical support

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

- Memo regarding the RTL database
- Implications of the new/pending Intermediate Student Choice Model

### **VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK**

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

**CARRIED**

#### **1. Finance and Property Committee, September 20, 2024**

There were no recommendations from the committee at this time.

#### **2. Group Insurance Committee, May 25, 2024**

There were no recommendations from the committee at this time.

#### **3. Group Insurance Managers, May 25, 2024**

There were no recommendations from the committee at this time.

*Mr. Lambe took the Chair.*

### **VII. TABLE OFFICERS**

**Langdon/Dawe:** That the policy for NLTA Scholarships to Students (Operations Section U) be amended as follows:

NLTA will award six scholarships annually to dependents of active, retired, disabled or deceased members, **and one Scholarship annually to a dependent of a current, retired, disabled or deceased Association staff member**, subject to the following conditions:

- a. The award will be made upon completion of secondary school and through application to the Newfoundland and Labrador Teachers' Association.
- b. The amount of each Scholarship will be ~~\$1000~~ **\$1500**.
- c. The award is based on the criteria used by the Department of Education for the selection of provincial Scholarship recipients.

**CARRIED**

**Langdon/Short:** That the Sharing Our Cultures donation request be approved in the amount of \$2,500.

**CARRIED**

**Langdon/Dawe:** That the MediaSmarts – Media Literacy Week 2024 donation request be approved in the amount of \$5,000.

**CARRIED**

**Langdon/Dawe:** That the Citizen Crime Prevention Association of NL – Children’s Internet Safety Guide donation request be approved in the amount of \$720.

**CARRIED**

**Langdon/Short:** That the St. Paul’s Intermediate Provincial Student Leadership Conference 2024 donation request be approved in the amount of \$2,000.

**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**

#### **1. Staffing Issues on Labrador’s North Coast (Sean Weir)**

Mr. Weir brought forward concerns from members in Nain regarding staff shortages. These members have expressed that their present working conditions are unsustainable and are interfering with the delivery of Indigenous programming.

Discussion ensued and the following motion was accepted:

**Weir/Way:** That the NLTA consider sending representatives to Nain to discuss the present staffing shortage and its impact on student programming and our NLTA members.

**CARRIED**

**2. September 30 (Angela Dawe)**

Ms. Dawe expressed that the absence of a definitive decision concerning the National Day for Truth and Reconciliation is disrespectful, and sends the wrong message to Indigenous people, students, and their families regarding the significance of this day. The observance of this day needs to be upheld with the respect it deserves.

A vote was called and the following motion was accepted:

**Dawe/Cull:** That the NLTA lobby government to make a final and standing decision on the status of the National Day for Truth and Reconciliation in respect of the school calendar.

**CARRIED**

**3. Sick Leave (Angela Dawe)**

This motion was withdrawn by Ms. Dawe as it was addressed during the Priorities discussion.

**4. FB Information Page (Angela Dawe)**

Ms. Dawe noted that some members of the former NLTA Teacher Voice Facebook group have joined several other open Facebook pages for informal discussions among teachers, hosted and moderated by various individuals. However, these pages lack moderation to address/correct misinformation. It could be beneficial to establish a social media page/group for sharing information and announcements, providing education on programs/services and information on membership opportunities, and encouraging leadership. Considering that people now consume digital media differently and have moved away from traditional websites and email, this could be a meaningful way to support members.

**Dawe/Slaney:** That the NLTA create a private (member only) information sharing only, Facebook page that serves the purpose of information sharing including, but not limited to, relevant information/announcements, education on programs and services, and information on membership opportunities.

Discussion ensued and the following motion was accepted:

**Lambe/Dawe:** That the *Dawe/Slaney* motion be referred to the Communications/Political Action/Membership Engagement Committee to review, consider and bring a recommendation back to Provincial Executive at a future meeting.

**CARRIED**

## 5. **“Bonus” vs “Allowance” in CA (Sean Weir)**

Mr. Weir raised concern that different/inconsistent language used in the Provincial Collective Agreement and Labrador Benefits Agreement may be leading to confusion among members regarding the interpretation of the terminology to describe financial allowances and bonuses and the method of payment for different benefits. Providing more consistency and clarity around the method of pay would improve understanding moving forward for everyone involved.

A vote was called and the following motion was accepted:

**Weir/Way:** That the NLTA, in the next round of bargaining, consider for inclusion in the opening proposals clearer contract language (definitions as to how paid members are paid each) around the usage of the terms “bonus” and “allowance.”

**CARRIED**

## b) **Agenda Items**

### 1. **Bussing Roll Out/School Administrators Workload (Sean Weir)**

This agenda item was withdrawn by Mr. Weir as it was addressed during the Priorities discussion.

### 2. **Work Intensification for Administrators (Dale Lambe)**

This agenda item was withdrawn by Mr. Lambe as it was addressed during the Priorities discussion.

### 3. **Implications of the New Intermediate “Student Choice” Model (Angela Dawe)**

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

### 4. **Vacant Positions Within Schools (Russell Stockley)**

This agenda item was withdrawn by Mr. Stockley as it was addressed during the Priorities discussion.

### 5. **Recruitment and Retention of French Teachers (Dale Lambe)**

This agenda item was withdrawn by Mr. Lambe as it was addressed during the Priorities discussion.

### 6. **Conference Budget**

The Executive Director reminded executive members about the Conference Budget request application/process and emphasized the importance of submitting the

applications before a scheduled Table Officers meeting. Executive members are encouraged to seek assistance from appropriate staff if needed.

## **7. BGM 2025**

The Executive Director noted that preparing for BGM 2025 will be a busy time for NLTA staff and Executive members. Executive members will collaborate with their respective committees on resolutions submitted from Branches and SICs, and recommendations will then be presented to Provincial Executive for consideration. The BGM planning group will soon convene and send out the BGM deadlines to Executive members for their information.

## **XI. GOOD NEWS ITEMS**

Mr. Weir congratulated Mr. Brad Wade of Lake Melville School for being selected as this year's winner of the inaugural Rainbow Prism Award for excellence in 2SLGBTQ+ inclusion, sponsored by the NLTA Gender and Sexual Diversity SIC. A round of applause was given for his achievement.

Mr. Short spoke about the Burgeo Branch retirement dinner that he attended with President Langdon and how they were glad to be able to celebrate with long-time Branch president Wayne Vivian and the other retirees in the Branch.

Mr. Slaney was happy to announce that his son is now in the 100<sup>th</sup> percentile for height and weight, despite being told previously that the side effects of chemotherapy could possibly stunt his growth. A round of applause was given for the wonderful news.

## **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:

**Langdon/Dawe:** That tenure be granted to Jody Saunders in the position of Administrative Officer.

**CARRIED**

## **XII. DATE OF NEXT MEETING**

The next regular meeting of Provincial Executive is scheduled for Thursday, October 31, 2024.

## **XIII. ADJOURNMENT**

The meeting adjourned at 3:45 p.m.

CONFIRMED:

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
EXECUTIVE DIRECTOR

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DATE

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DATE

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