

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Tenth Regular Executive Meeting
December 6, 2024**

**Boardroom
NLTA Building**

PRELIMINARIES

The Tenth regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, December 6, 2024. The meeting convened at 9:10 a.m. and adjourned at 2:45 p.m. Participating in the meeting from Provincial Executive were: Trent Langdon (Chair), Dale Lambe, Stephanie Drover-Edmunds, 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, Wade Rogers, Jennifer Tulk, Miriam Sheppard, Jody Saunders, Jamie Kieley, Bob Johnston, John Veitch, Gabriel Ryan, and Samantha Lee.

REGRETS: Darlene Johnson and Deana Hatcher

The President offered his congratulations to President-Elect, Dale Lambe, and all the other candidates who participated in the presidential election. 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 SEPTEMBER 20, 2024

George/Payne: That the minutes of October 31 and November 1, 2024, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending October 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 Association Priorities were provided to Provincial Executive for review, questions, and comment. *(A copy of the document is attached to the Official Minutes).*

#1. Workload Concerns

Mr. Slaney spoke about workload concerns for school athletic directors. He noted that teachers often utilize their preparation time and extend their work hours to coordinate sports events. He suggested that these individuals should receive additional compensation for their efforts. The Assistant Executive Director advised that such benefits would have to be negotiated and the impact on the voluntary nature of teacher participation in extra-curricular activities would have to be considered.

Mr. Weir highlighted the importance of athletic directors' roles in schools and agreed they should receive remuneration for their additional duties.

Discussion ensued and the following motion was accepted:

Weir/Slaney: That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations, a leave in lieu clause for all extracurricular participation.

CARRIED

Highlights of further issues discussed are as follows:

- Discussion on the status of the School Safety Coalition and the newly established DOE position to review and action policies/procedures related to school safety and to support the Coalition's efforts
- Increased workload/inadequate resources associated with integrating new Canadian students into schools
- Update on the work of the Teacher Allocation Report Committee
- Discussion on the announcement from government to increase the number of TLA positions in schools/clarification of the role of a TLA
- Violence in schools/lack of resources
- Update on the survey coming from the committee established to review the RTL model

#2. Membership Well-being and Protection

- Update on a recent arbitration decision received by the NBTF concerning school violence
- Discussion on the options available to teachers for addressing harassment/abuse from parents
- A suggestion to increase the level of detail/contact information included in the harassment posters in schools
- Clarification regarding the priority order for calling in substitutes in SmartFind

- Information regarding social media protection for members
- Strategies to address abuse/harassment, including greater police engagement and a suggestion to bring this topic to CTF for discussion

#3. Collective Bargaining and Services for Members

- Update on ongoing advocacy around payroll issues
- Status of the Labrador Benefits Agreement negotiations
- Update on the status of the virtual information sessions concerning the NLTA Group Insurance Health Plan
- Notification of the distribution of the Collective Bargaining Committee volunteer forms
- Discussion on the parameters used by NLSchools in the consideration of equivalency in the assessment of qualifications
- The positive feedback that was received from participants in the Beginning Teachers Conference

#4. Retention, Recruitment, and Resourcing

- Discussion on ongoing committee processes

#5. Advocacy on and Response to Government Initiatives

- Information on the number of inquiries related to the extension of the deadline for the entry of end-of-year data in the RTL database
- Discussion on the timeline for intermediate curriculum renewal
- Update on the DOE Education Transformation project

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Snook/Short: That the following committee reports and subsequent Recommendations be approved in block.

CARRIED

1. Finance and Property Committee, December 5, 2024

There were no recommendations from the committee at this time.

2. Communications Committee, October 8, 2024

That the motion from the September 2024 Executive meeting be Amended and Carried as follows:

That the NLTA ~~explore the create~~ **creation of a private (member-only) information sharing only, Facebook page mobile app** 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.

CARRIED

3. Membership Benefits and Services Committee, October 29, 2024

There were no recommendations from the committee at this time.

4. Membership Benefits and Services Committee, November 19, 2024

- a) That Resolution FL2 from BGM 2023, which was referred to Executive, be Carried as follows:

That the NLTA lobby the Employers, Department of Education, and MUN to establish a committee to increase the number of teachers working in the province.

- b) That Resolution FL3 from BGM 2023, which was referred to Executive, be Carried as follows:

NLTA lobby Employers and the Department of Education to offer recruitment incentives for hard to fill positions and to offer incentives to retain teachers who already hold positions at schools where those hard to fill positions exist.

- c) That Resolution FL4 from BGM 2023, which was referred to Executive, be Carried as follows:

That the NLTA lobby the Employers and the Department of Education to offer incentives to new teachers to work in Newfoundland and Labrador.

- d) That Resolution FL11 from BGM 2023, which was referred to Executive, be Amended and Carried as follows:

That the NLTA lobby the Employers to ~~repost~~ **provide timely and accurate public reporting of all unfilled permanent and term positions until they are filled, positions (teacher, TLA, SA) – permanent, term, replacement, and substitute –** regardless of duration.

5. Professional Issues Committee, October 29, 2024

That the policy on the Professional Development Fund (Professional Development Section P) be amended as follows:

- The Professional Development Fund will allow for the funding of individuals for professional development which is not funded through any of the existing NLTA professional development programs. Funds are not available from this source to help individuals attend in-province conferences, as these types of initiatives may be supported through existing special interest council and branch structures and should be supported by the board. However, travel between Labrador and the island of Newfoundland will be eligible for funding from this source. ~~Effective as of June 12, 2020 and continuing until June 30, 2024, funding~~ **Funding** under this policy may **also** be granted for individuals to participate online/ virtually from within the province in professional development conferences or sessions that originate from or

are based outside of the province, subject to all other eligibility criteria and guidelines set out herein.

- For individuals requesting funding to attend out-of-province activities, only travel and registration will be covered, to a maximum of \$500, provided sufficient funds are available. **For those requesting funding to participate online/virtually from within the province in professional development conferences or sessions that originate from or are based outside of the province, only registration will be covered, to a maximum of \$500.** The fund does not cover meals and accommodations. Funds will be awarded when proof of attendance and necessary receipts are received.

6. Electoral Committee, November 29, 2024

There were no recommendations from the committee at this time.

Mr. Lambe took the Chair.

VII. TABLE OFFICERS

Langdon/Short: That Steve Brooks be the recipient of the NLTA Honorary Membership Award at BGM 2025.

CARRIED

Langdon/Weir: That the proposed meeting dates for Table Officers, Provincial Executive, and Joint Council be accepted.

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. Assistive Technology in Schools (Russell Stockley)**

Mr. Stockley sought clarification on how assistive technology is implemented in schools. The Assistant Executive Director explained that, while teachers may incorporate technology into their instruction, if a student has been assessed as needing assistive technology, teachers should reach out to student support services personnel if they need assistance to facilitate its implementation. He also noted that there are many types of assistive technology, and its use is not always a requirement. Further discussion ensued.

2. Advisory Motions from Joint Council

Short/Slaney: That the Advisory Motion from the November 2024 Joint Council meeting be Amended and Carried as follows:

That the **NLTA Collective Bargaining Committee** consider, **for inclusion in the opening proposals for** the next round of negotiations, two paid PL days (one closeout day and one at the discretion of the substitute) per school year for substitute teachers in the school of their choice.

CARRIED

3. Proposed Cell Phone Policy

The Executive Director advised that the NLTA provided preliminary input to government concerning the original draft of the proposed cell phone policy. The Association's detailed feedback resulted in notable modifications to the policy, particularly related to its application to school staff. Executive members then engaged in a roundtable discussion to share their perspectives on the version of the policy that government circulated for system and public feedback to help inform a further NLTA submission to government as part of the consultation process. Further discussion ensued.

4. Budget 2025 – Online Engagement

The Executive Director spoke about the pre-budget survey that is currently accessible on the EngageNL website. Members are encouraged to participate in the survey to demonstrate to government the necessity of investing in a well-resourced public education system for long-term societal benefits. The link to the survey will be sent out to all members next week.

Mr. Lambe was excused from the meeting; his absence was recorded at 2:15 p.m.

5. Programs and Services Case Files Report

The Executive Director provided an overview of the Programs and Services Case File Report passed out at the beginning of the meeting. This annual summary includes updated, anonymized information on all open case files (grievances, accommodations, discipline, legal assistance matters, etc.) and overall member contact volume during the 2023-24 school year, as well as EAP statistics. Questions and comments were entertained on the report.

XI. GOOD NEWS ITEMS

Mr. Stockley congratulated Mr. Chris Jackson for being the recipient of the Canadian Parents for French NL Teacher of the Year Award. He also congratulated Ms. Jo Anne Broders for being the recipient of the 2024 Governor General's History Award for Excellence in Teaching. A round of applause was given for these achievements.

Mr. Short spoke about the NLCPA AGM he attended as well as the Beginning Teachers Conference in Goose Bay, highlighting the success of both events.

The Assistant Executive Director noted his participation in the NLTA/MUN Mini-Conference where three early career educators served on the panel, representing the teaching profession very positively and effectively.

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday and Saturday, January 31-February 1, 2025.

XIII. ADJOURNMENT

The meeting adjourned at 2:45 p.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

SL