

PROVINCIAL EXECUTIVE COUNCIL MINUTES

Twelfth Regular Executive Meeting
March 5-6, 2025

Boardroom
NLTA Building

PRELIMINARIES

The Twelfth regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Wednesday, March 5, and Thursday, March 6, 2025. On Wednesday, the meeting convened at 2:00 p.m. and recessed at 4:30 p.m. On Thursday, the meeting convened at 9:00 a.m. and adjourned at 1:55 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, Wade Rogers, Jennifer Tulk, Miriam Sheppard, Deana Hatcher, Darlene Johnson, Jamie Kieley, Gabe Ryan, Bob Johnston, John Veitch, Samantha Lee, and Jeanine Warford-Hodder.

REGRETS: Jody Saunders

The President discussed the challenges in the education system from online and in-person attacks on schools and highlighted our support campaign for them. He also thanked staff for their support during his recent absence. He then welcomed attendees and read the NLTA Mission Statement and the Land Acknowledgement.

I. ADOPTION OF AGENDA

Way/George: That the Agenda be accepted as presented.

CARRIED

II. MINUTES OF JANUARY 31, 2025

Snook/Payne: That the minutes of January 31, 2025, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending January 31, 2025, 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 2021-23

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

- Discussion on the recent changes to the K-6 language arts assessment policy
- Clarification on government's decision to postpone the Phase 1 changes to the Intermediate Curriculum
- Update on NLTA advocacy regarding limits on the types of student medical interventions required of members

#2. Membership Well-being and Protection

The Executive Director provided an update on the ongoing challenges in the education system, including both online and in-person attacks on schools. She noted that the Association is actively engaged in the situation and offering support to impacted members, including legal assistance. The Association is also developing a response campaign to address these issues. Executive members highlighted the seriousness of the situation, and Mr. Weir emphasized the importance of showing support and appreciation for teachers during these challenging times.

A vote was called and the following motion was accepted:

Weir/Dawe: That the NLTA issue a public statement condemning the harassment and disruptive behavior directed at teachers by individuals both on social media and in person.

CARRIED

Ms. Way emphasized the need for a structured employer response rather than a reactive approach when such situations arise. She noted that a clear policy would benefit students and stressed that it is government's responsibility to implement it.

A vote was called and the following motion was accepted:

Way/Weir: That the NLTA lobby NLSchools and the CSFP to implement a debriefing policy for school staff following traumatic incidents.

CARRIED

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

George/Short: That the following committee reports and subsequent recommendations, excluding those from Group Insurance Managers and with the exception of recommendations on BGM 2025 Resolutions, be approved in block.

CARRIED

1. Finance & Property Committee, March 5, 2025

That the Audited Financial Statements for the year ending August 31, 2024, be adopted.

2. Communications Committee, February 27, 2025

There were no recommendations from the committee at this time.

3. Curriculum Committee, February 25, 2025

There were no recommendations from the committee at this time.

4. Group Insurance Committee, February 15, 2025

There were no recommendations from the committee at this time.

Ms. Payne requested that the Group Insurance Managers report for February 15, 2025, be removed from the block:

5. Group Insurance Managers, February 15 and March 3, 2025

Ms. Payne stated that, after a lengthy period of thorough and careful consideration, the Group Insurance Managers decided to adopt a prescription medication co-pay structure for the NLTA Group Insurance Health Plan. This decision was very difficult, and various cost-containment measures were researched and explored. However, the change is necessary to ensure the plan's long-term sustainability for both retired and active members. The Executive Director advised that a memo outlining the decision will be sent to all members tomorrow. Further discussion ensued.

Payne/Short: That the Group Insurance Managers Report of February 15, 2025, be accepted as presented.

CARRIED

6. Membership Benefits and Services Committee, February 25, 2025

- a) That Terence Ball, Heather Wells, and Earle Pike be awarded the 2024-2025 Bancroft Award.
- b) That Robyn Foley be awarded the 2024-2025 Special Recognition Award.
- c) That Dean Ingram be awarded the 2024-2025 Allan Bishop Award.

- d) That Five Pre-Retirement Seminars be held, in accordance with Association Policy, during the Fall of 2025 in the following locations: Grand Falls, Corner Brook and three in St. John's. The dates and sites will be determined by Programs and Services, subject to hotel and presenter availability.

7. Professional Issues Committee, February 25, 2025

That Yvonne Dawe be the recipient of the 2025 Barnes Award.

8. Pooled Investment Committee, January 30, 2025

There were no recommendations from the committee at this time.

Mr. Lambe took the Chair.

VII. TABLE OFFICERS

Langdon/Short: That the Executive position on the proposed amendment to NLTA By-Laws, to be brought forward to BGM 2025, be No Position.

CARRIED

Langdon/Dawe: That the policy for SIC Alternates at BGM (Operations Section L) be amended as follows:

52. Each special interest council may send one delegate to the Association's Convention, the cost of which will be covered by the Association's Convention Budget.

23. In the election of delegates to the biennial general meeting, branches **and special interest councils** should make every effort to encourage ~~male and female~~ representational balance and equity.

34. NLTA will fund the costs for an alternate delegate to attend the biennial general meeting from any branch which is permitted only one voting delegate **and from each special interest council**.

45. NLTA will fund one alternate per branch to the biennial general meeting when it becomes necessary for that alternate to assume a delegate's responsibilities due to an emergency situation occurring during the BGM.

CARRIED

Langdon/Short: That the Provincial Student Leadership Conference 2025 donation request be approved in the 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.)

The meeting recessed at 4:30 p.m.

Thursday, March 6, 2025, 9:00 a.m. The President was in the Chair.

IX. NEW BUSINESS

a) Notice of Motions

There were no Motions submitted from Executive.

b) Agenda Items

1. Assessment Policy (Tracey Payne)

Ms. Payne raised concerns about inconsistencies in the application of the new NLSchools assessment policy, particularly regarding whether midterm exams must be returned to students for them to keep. This creates a workload issue for teachers needing to prepare additional exams. The Executive Director clarified that, while the policy does require teachers to review midterms with students, it does not specify that students be able to keep exams following this review. Mr. Johnston, Administrative Officer, consulted the DOS Manager, who agreed to meet with DOS representatives to discuss potential policy adjustments if needed. Mr. Johnston will follow up and report back. Further discussion ensued.

2. Washroom Supervision/Issues (Darryl George)

Mr. George highlighted ongoing concerns regarding teacher supervision of student washrooms in schools. Factors such as social media, cell phone restrictions, corridor video monitoring, and vaping technology have contributed to increased concerns caused by student gatherings in washrooms. As a result, teachers and administrators face increased workload, disruptions to instructional time, and an increase in verbal and social media attacks when enforcing supervision. He suggested implementing single-use, gender neutral washrooms as a potential solution. The President noted that Corner Brook Intermediate reported improvements after increasing student access to single-use washrooms. This issue was discussed at the School Safety Coalition meeting, and a proposal to pilot single-use washrooms will be added to the agenda for the next meeting with the Minister of Education. Additionally, a letter will be sent to the Department of Education requesting a review of school washroom policies.

3. Education Accord (Sean Weir)

Mr. Weir inquired about the experiences of other bargaining units in the Education Accord process, particularly regarding their reasons for withdrawing from the discussions. He also asked if any current proposals or topics should be a concern for NLTA members. The Executive Director emphasized that, while neither the NLTA nor other unions can control the final outcome, participating in the process for the purpose of having influence and input does not create an obligation on the

Association to agree with or support the findings or recommendations in the Accord's final report.

4. CTF Advisory Committees

The Executive Director reviewed the yearly memo from CTF regarding nominations for membership on CTF advisory committees. A communication outlining the process for Executive members to submit suggestions for nominations will be sent out in the coming weeks, with responses and information required in advance of the next Table Officers and Executive meetings as the deadline to submit any NLTA nominations to CTF is June 1, 2025.

5. Staffing Update

The Executive Director announced that EAP Coordinator, Nancy Ivany, has submitted her resignation. We will begin the process with the goal of having the role filled by late August. A draft job advertisement was reviewed with Table Officers, and we will provide Executive with an update on the timeline as the process progresses.

6. Resolutions to Convention 2025

The original and amended wording of all resolutions to the 2025 BGM is attached to the Official Minutes. President Elect, Dale Lambe, and Vice-President Elect, Sean Weir, recused themselves from the meeting for discussion on Resolution #1.

Mr. Short took the Chair.

a) Table Officers

Langdon/Short: That the Executive position on Resolutions #1-4 to the 2025 BGM be as follows:

Resolution #1:	Defeat
Resolution #2:	Defeat
Resolution #3:	Amend & Carry
Resolution #4:	Defeat

CARRIED

Mr. Langdon took the Chair.

b) Finance & Property

Slaney/Snook: That the Executive position on Resolutions #5-6 to the 2025 BGM be as follows:

Resolution #5:	Amend & Carry
Resolution #6:	Defeat

CARRIED

c) Communications

Snook/Cull: That the Executive position on Resolution #7 to the 2025 BGM be as follows:

Resolution #7: Carry

d) Membership Benefits & Services

George/Way: That the Executive position on Resolutions #8-26 to the 2026 BGM be as follows:

Resolution #8:	Amend & Carry
Resolution #9:	Amend & Carry
Resolution #10:	Amend & Carry
Resolution #11:	Amend & Carry
Resolution #12:	Amend & Carry
Resolution #13:	Carry
Resolution #14:	Amend & Carry
Resolution #15:	Amend & Carry
Resolution #16:	Amend & Carry
Resolution #17:	Amend & Carry
Resolution #18:	Amend & Carry
Resolution #19:	Amend & Carry
Resolution #20:	Amend & Carry
Resolution #21:	Carry
Resolution #22:	Carry
Resolution #23:	Carry
Resolution #24:	Carry
Resolution #25:	Amend & Carry
Resolution #26:	Amend & Carry

CARRIED

e) Professional Issues

Cull/Dawe: That the Executive position on Resolutions #27-48 to the 2025 BGM be as follows:

Resolution #27:	Amend & Carry
Resolution #28:	Amend & Carry
Resolution #29:	Amend & Carry
Resolution #30:	Amend & Carry
Resolution #31:	Amend & Carry
Resolution #32:	Defeat
Resolution #33:	Amend & Carry
Resolution #34:	Amend & Carry

Resolution #35:	Amend & Carry
Resolution #36:	Amend & Carry
Resolution #37:	Amend & Carry
Resolution #38:	Amend & Carry
Resolution #39:	Amend & Carry
Resolution #40	Defeat
Resolution #41	Amend & Carry
Resolution #42	Carry
Resolution #43	Amend & Carry
Resolution #44	Carry
Resolution #45	Carry
Resolution #46	Carry
Resolution #47	Amend & Carry
Resolution #48	Amend & Carry

CARRIED

f) Curriculum

Way/Weir: That the Executive position on Resolutions #49-51 to the 2025 BGM be as follows:

Resolution #49:	Carry
Resolution #50:	Amend & Carry
Resolution #51:	Amend & Carry

CARRIED

X. GOOD NEWS ITEMS

Mr. Short reported on his attendance at last week's Education Leave Committee meeting, emphasizing its importance. He noted that the meeting included key discussions with representatives from the Department of Education and NLSchools.

XI. DATE OF NEXT MEETING

The next meeting of Provincial Executive will be a pre-BGM meeting and is scheduled for Tuesday, April 22, 2025.

XII. ADJOURNMENT

The meeting adjourned at 1:55 p.m.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

SL