PROVINCIAL EXECUTIVE COUNCIL MINUTES

Thirteenth Regular Executive Meeting **Boardroom**
June 6, 2025 **NLTA Building**

PRELIMINARIES

The Thirteenth regular meeting of the 2023-25 Provincial Executive Council was held in the NLTA Boardroom on Friday, June 6, 2025. The meeting convened at 9:00 a.m. and adjourned at 4:15 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, Jody Saunders, Jamie Kieley, Bob Johnston, John Veitch, and Samantha Lee.

REGRETS: Gabriel Ryan

The President welcomed Kelly Loch, Marie-Chantal Hurley, Ian Adey, and Patrick Murphy as observers to the meeting, noting that they are incoming members of the 2025–27 Provincial Executive Council. He then acknowledged the recent passing of a student from East Point Elementary and expressed condolences. President Langdon also expressed appreciation to Executive members for representing the NLTA at several recent retirement dinners. 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:

- Funding to Schools

Slaney/Short: That the Agenda be adopted as presented.

CARRIED

II. MINUTES OF MARCH 5-6, APRIL 22, AND MAY 13 & 22, 2025

Weir/George: That the minutes of March 5-6, April 22, and May 13 & 22, 2025 be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending April 30, 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 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 new student services TLA support positions
- Discussion on government's survey related to the proposed changes to the Intermediate Curriculum
- Inquiry about allocations to "top-up" positions for principals and vice-principals
- Discussion on Jordan's Principle funding concerns and its impact on teacher workload

Ms. Way addressed challenges teachers are facing due to the new assessment policy, including increased workload from additional exams, compressed timelines, and second-chance assessments.

Discussion ensued and the following motion was accepted:

Way/Weir: That the NLTA review the increased year-end workload for teachers resulting from the implementation of the new assessment policy.

CARRIED

#2. Membership Well-being and Protection

- Update on the government's commitment to addressing school violence, including progress on the School Safety Coalition
- Clarification on recent changes to the NLTA Group Insurance Health Plan
- Inquiry about the process for substitute teachers to access leave accruals
- Discussion on school staff documenting incidents of violence and NLTA advocacy for a consistent, bilingual provincial system to input and track this data

Mr. Weir noted that a teacher recently hired from outside the country expressed the need for additional training and support to transition smoothly into the profession. He suggested that implementing a cultural orientation session would provide essential guidance and help new hires better understand workplace expectations and local practices.

Discussion ensued and the following motion was accepted:

Weir/Way: That the NLTA advocate for both employers to implement a cultural orientation session for new hires coming from outside the country.

CARRIED

#3. Collective Bargaining and Services for Members

Short/Lambe: That the meeting be moved to an in-camera session.

Executive members held an in-camera session to discuss matters related to the ongoing ratification process for a new Labrador Benefits Agreement.

Weir/Snook: That the meeting rise from the in-camera session.

#4. Retention, Recruitment, and Resourcing

- Discussion of new teaching and TLA positions announced in the provincial budget and concern over substitute shortages due to ongoing recruitment challenges
- Update on the Education Foundation and access to available grants
- Concern regarding delays in credential approval for qualified teachers

#5. Advocacy on and Response to Government Initiatives

- Recognition of the successful Teachers Change Lives campaign
- Update on the President's meeting with new Minister of Education, Bernard Davis
- Discussion on the release of the Education Accord report
- Clarification on pending changes to government policy on prevention and response to workplace harassment

VII. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Cull/Slaney: That the following committee reports and subsequent Recommendations, excluding those from Professional Issues and Substitute Teachers, be approved in block.

CARRIED

1. Finance and Property Committee, June 5, 2025

There were no recommendations from the committee at this time.

2. Communications Committee, May 15, 2025

That the NLTA discontinue its presence on the social media platform X (formerly Twitter) and transition to the BlueSky platform as one of its primary social media channels, effective as soon as operationally feasible; and further, that the NLTA encourage NLSchools to consider their continued presence on the platform given its increasingly harmful and toxic nature.

3. Curriculum Committee, May 26, 2025

There were no recommendations from the committee at this time.

4. Equity Issues in Education Committee, May 20, 2025

That Provincial Executive consider conducting a review of the Code of Ethics through an equity lens.

5. Group Insurance Committee, May 24, 2025

There were no recommendations from the committee at this time.

6. Group Insurance Managers, May 24, 2025

There were no recommendations from Managers at this time.

7. Membership Benefits and Services Committee, May 27, 2025

a) That the NLTA Policy V.B.1(g) be amended as follows:

B. Membership Assistance

1. g) Funding limits for membership assistance are as follows:

- $5,000 for members who enrolled in the program before August 23, 1990.
- $1,000 for members who enrolled in the program after August 23, 1990.
- $2,000 for members who enrolled in the program on or after November 1, 2001.
- $3,000 for members who enrolled in the program on or after January 1, 2022.
- **$3,600 for members who enrolled in the program on or after September 1, 2025.**
- Members enrolled in the program between **August 23, 1990, and** ~~December 31, 2021~~ **August 31, 2025,** will have their limit raised to ~~$3,000~~ **$3,600** for expenses incurred as of ~~January 1, 2022~~ **September 1, 2025.**

b) That the $450,000, plus interest, from the one-time government grant for supporting teacher mental health and well-being only be used for reimbursement of EAP counsellor services greater than the monies received through the Administrative Service Agreement (less the grant to the RTANL), as well as for external counsellor payments for members who exceed the current $3,000 limit, and that funding utilization for both 2024-25 and 2025-26 will be further analyzed to determine if an increase to $4000 should be considered.

c) That Resolution FL17 from BGM 2025 be Amended and Carried as follows:

- **That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a provision for** ~~the NLTA lobby NLSchools/CSFP/Department of Education to provide~~ incremental retention bonuses for teachers that stay in rural and remote areas to account for increasing costs of living and unique challenges associated with living in these regions. **Such a provision would include** ~~and to establish~~ clear parameters for delineating these areas.

Mr. Stockley requested that the Professional Issues Committee reports of May 24 and June 5, 2025, be removed from the block:

6. Professional Issues Committee, May 24 and June 5, 2025

Mr. Stockley expressed opposition to the motion, noting that COSS already collaborates extensively with external agencies and encompasses a wide range of professional roles/responsibilities. He suggested that Reading Specialists would be better supported within the ELA SIC or have their own SIC. Ms. Johnson, Administrative Officer, clarified that the committee considered possible recommendations that Reading Specialists join either the ELA or TLNL SICs. However, the ELA group covers only grades 7–12 while Reading Specialists are only in K-6, so this would not be an ideal fit. Overall, given the strong connection between the RTL policy and the work of Reading Specialists, the committee felt that COSS would be the better fit to support professional learning for Reading Specialists.

Discussion ensued and the following motions were brought forward:

Cull/Slaney: That the application to form a new Reading Specialist SIC be denied and Provincial Executive recommend that Reading Specialists join the Council of Special Services and that COSS create a Reading Specialist Executive position on their current council Executive.

CARRIED

Cull/George: The NLTA Policy III.P.2 be amended as follows:

P. Professional Development Fund

a) ~~Out-of-Province Grants for Individuals~~ **Grants for Individuals**

i) Purpose

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.~~ 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.

iv) Funding Guidelines

For individuals requesting funding to attend ~~out-of-province activities~~ **in person**, 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.

CARRIED

Cull/Slaney: That Resolution FL9 from BGM 2025 be Carried as follows:

- That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a proposal for the designation of French Teachers as “Specialist” and include a commensurate bonus.

CARRIED

Cull/George: That Resolution FL13 from BGM 2025 be Carried as follows:

- That the Collective Bargaining Committee consider for inclusion in the opening proposals for the next round of negotiations a provision for a professional bonus for Reading Specialists to reflect their specialized expertise and leadership responsibilities, and ensure that Reading Specialists are compensated at a rate equivalent to other specialized education professionals.

CARRIED

Cull/Slaney: That the reports from the Professional Issues Committee of May 24 and June 5, 2025, be accepted as presented.

CARRIED

Mr. Stockley requested that the Substitute Teacher Committee report of June 3, 2025, be removed from the block:

7. Substitute Teacher Committee, June 3, 2025

Mr. Stockley highlighted that when substitute teachers are called in for short work they often miss out on PL days, having to work elsewhere. He expressed concern that this practice shows a lack of respect for substitutes, despite the important role they play in supporting students and schools. Providing substitutes with access to PL promotes fairness and recognizes their valuable contributions.

A vote was called and the following motion was accepted:

Stockley/Short: That the NLTA lobby the Employer to include substitute teachers in Professional Learning (PL) opportunities while they are under contract substituting for another teacher.

CARRIED

Stockley/Slaney: That the report from the Substitute Teacher Committee of June 3, 2025, be accepted as presented.

CARRIED

Mr. Stockley also noted that a committee member had voluntarily developed a handbook for substitute teachers to support them and help them navigate the workday. The Executive Director emphasized the importance of accuracy and encouraged the next Substitute Teacher Committee to take responsibility for reviewing and finalizing the handbook before distribution.

8. Pooled Investment Committee, June 3, 2025

There were no recommendations from the committee at this time.

9. Collective Bargaining Committee, April 4-5, May 3, and May 30-31, 2025

There were no recommendations from the committee at this time.

The Vice-President took the Chair.

VII. TABLE OFFICERS

Langdon/Short: That Resolution FL16 from BGM 2025, which reads as follows, be Defeated:

- That the NLTA allow branches an opportunity, after BGM registration closes, to apply for additional funded alternates to fill any remaining vacant funded positions.

CARRIED

Langdon/Dawe: That the Roots of Empathy – Supporting Social Emotional Learning/Well-being donation request be approved in the amount of $1,880.

CARRIED

Langdon/Short: That the MUN Education Society (Intermediate/Secondary) donation request be approved in the amount of $3,000.

CARRIED

Langdon/Dawe: That the Council of Canadians – Blue Community Schools donation request be approved in the amount of $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 President took the Chair.

IX. BRANCH OUTREACH REPORT

Provincial Executive members reviewed several concerns that were brought forward from their contacts with NLTA branches and special interest councils. Discussion ensued.

X. NEW BUSINESS

a) Notice of Motions

1. **Review 360 Reports for TLAs** (Russell Stockley)

Mr. Stockley noted that TLAs are responsible for supervising and directly supporting students, including those with complex behavioural needs/challenges. However, they are currently unable to submit Review 360 reports directly and must pass their observations to a teacher to complete the report on their behalf. This adds to teacher workload and results in underreporting. The lack of data affects both NLTA advocacy efforts and employer decisions regarding SA and TLA allocations. Allowing TLAs to directly submit reports in Review 360 would improve efficiency and effectiveness and ensure more accurate data collection.

A vote was called and the following motions was accepted:

Stockley/Slaney: That the NLTA lobby the employer to grant TLAs access to Review 360, including the ability to submit reports documenting observed student behaviors(s).

CARRIED

b) Agenda Items

1. Correspondence for Retired Teachers from NLTA (Russell Stockley)

Mr. Stockley inquired about how many retired teachers are currently registered for electronic mail with the NLTA. It was noted that, based on discussions with the RTANL President, efforts are being made to contact retired members and encourage them to sign up for NLTA mail. As an example, some affected retired teachers were unaware of recent information regarding the NLTA Group Insurance Program either because they had not registered an email address with the NLTA or had not yet received mailed information. The Executive Director clarified the distinction between NLTA membership and participation in the Group Insurance Plan and advised that communications from the NLTA go to active, dues paying members only, including retirees who have returned to work in substitute/term contract positions. Retired teachers who are not teaching are not active NLTA members and therefore do not receive direct communication from the Association. However, the NLTA does continue to support the RTANL through various means, including file storage, funding, database management, newsletters, meeting space, email distribution, and assistance with their BGM. Membership in the RTANL is voluntary so their member contact information does not capture all retirees. Johnsons/belairdirect, as plan administrator, has contact information for all members of the Group Insurance Program, some of whom are not NLTA members or retired teachers (for example, spouses of deceased members), and the Association is exploring the possibility of creating a separate contact database for Group Insurance Managers for communications related to the Program.

2. Social Justice Working Group (Sean Weir)

Weir/Way: That the meeting be moved to an in-camera session.

CARRIED

Executive held an in-camera session to discuss Agenda Item #2.

Weir/Short: That the meeting rise from the in-camera session.

CARRIED

The Vice- President took the Chair.

3. Group Insurance Managers

Langdon/Short: That Danielle Stanley be appointed as a Group Insurance Manager, effective August 1, 2025, for the 2025–26 school year to fill a vacancy as the teacher representative for the Labrador Region.

CARRIED

The President took the Chair.

4. Advisory Motions from Joint Council

Weir/Slaney: That Advisory Motion #1 from the March 2025 Joint Council meeting be Carried as follows:

That the NLTA lobby government to review safety procedures with all involved parties on a biannual basis so everyone including the RCMP/RNC and legal team are aware and update as necessary.

CARRIED

Weir/Slaney: That Advisory Motion #2 from the March 2025 Joint Council meeting be Carried as follows:

That the NLTA lobby government to follow the province of Quebec and lobby for the outlawing of all vaping liquid flavours.

CARRIED

Weir/Slaney: That Advisory Motion #3 from the March 2025 Joint Council meeting be Amended and Carried as follows:

That the NLTA lobby ~~government to make improvements~~ **NLSchools and the CSFP** to e**nsure that** ~~the~~ HR ~~department at NLSchools so that~~ **officials deal with** disciplinary issues ~~are dealt with~~ in a timely manner.

CARRIED

Weir/Slaney: That Advisory Motion #4 from the March 2025 Joint Council meeting be Carried as follows:

That the NLTA consider in the next round of negotiations to add the word "student or recent attendee of the school" to Article 18.08.

CARRIED

Weir/Slaney: That Advisory Motion #5 from the March 2025 Joint Council meeting be Carried as follows:

That the NLTA contact payroll regarding reimbursement within a two week period of receiving an expense claim.

CARRIED

Weir/Slaney: That Advisory Motion #6 from the March 2025 Joint Council meeting be Referred to the MBS Committee as follows:

That the NLTA Model Branch By-laws be amended to include the option to have a TLA Representative as a member of the Branch Executive.

CARRIED

The Vice- President took the Chair.

5. Election of Table Officers for 2025-27

The Executive Director advised that at the beginning of every Executive term it is necessary to elect incoming Table Officers – one position at large and one in place of the Past President (the other two positions are automatically filled by the incoming President and Vice-President). As the current President has indicated an intention to continue on Provincial Executive in the role of Past President for one year, only the Table Office at large election is required now, with the position in place of the Past President to take place in June 2026. Members of the incoming Provincial Executive carried out an election for Table Officer at large for 2025–27. NLTA policy on the election of Table Officers requires that persons elected obtain a clear majority. If a clear majority is not obtained on the first vote, the name of the nominee receiving the least number of votes is dropped and another vote is taken. Voting continues in this manner until a clear majority has been received for the position(s) to be filled.

The Vice-President called for nominations for the position of Table Officer at large. The following nominations were received and accepted:

Angela Dawe (nominated by Lynette Snook)
Russell Stockley (nominated by Della Way)

Mr. Lambe declared nominations closed and the vote was conducted by secret ballot. A majority was achieved on the first ballot and Angela Dawe was declared elected as the Table Officer at large for 2025-27.

The President took the Chair.

6. Summer Planning Meeting

The Executive Director provided information on the upcoming Summer Planning Meeting for both returning and incoming Executive members, including the dates, location, and logistical details. Executive members are advised to keep an eye on their email over the summer for further updates.

7. Funding to Schools

Mr. Cull expressed concern regarding funds allocated to schools. He noted that while the funding formula for the basic operating budget has not changed, expenses continue to rise. He inquired whether other schools are experiencing similar challenges. The Assistant Executive Director advised that this can be investigated, and findings will be shared with Executive once available.

XI. GOOD NEWS ITEMS

Ms. Way expressed excitement that her "boys" (nephews) were finally home in NL to stay!

Ms. Snook spoke about a student in her class who is facing serious health challenges. To show support, representatives from NLSchools brought McDonald's for the whole class knowing the student loves their french fries. This thoughtful gesture was very well received. Additionally, they are planning a class trip to an ice cream parlour to further encourage and uplift the students during this difficult time.

Mr. Weir expressed his gratitude to the Nunatukavut Community Council for funding the creation of an ice fishing shelter that students were able to build at school.

Ms. Loch spoke about the recent wildfires in her area. Her school served as an evacuation site, with all staff working together to help the community. She shared heartfelt appreciation for the incredible teamwork and support shown during this time.

Mr. Lambe congratulated the incoming Executive Director, Ian Crewe, whom he has known and worked with for many years.

Mr. Lambe then thanked Trent Langdon, the outgoing president, expressing gratitude for his outstanding work and leadership. He highlighted Trent's integrity, character, significant contributions to the education system, and positive relationships with decision-makers. As a tribute, Mr. Lambe played a video celebrating Trent's impact.

President Langdon, in turn, expressed sincere gratitude to outgoing Executive Director, Stefanie Tuff, for her extensive expertise, knowledge, and dedicated hard work throughout her tenure. He recognized the significant and positive impact she has had on the Association, highlighting her strong commitment to advancing its goals and supporting its members.

XII. IN-CAMERA SESSION

Short/Slaney: That the meeting be moved to an 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/Short: That Leslie Brown be offered the permanent position of EAP Coordinator commencing on September 2, 2025, subject to a satisfactory reference check.

CARRIED

Short/Slaney: That the meeting rise from the in-camera session.

XIII. ADJOURNMENT

The meeting adjourned at 4:15 p.m.

XIV. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Wednesday (pm) and Thursday, March 5-6. 2025.

CONFIRMED:

____________________	____________________
PRESIDENT	**EXECUTIVE DIRECTOR**
____________________	____________________
DATE	**DATE**

SL