PROVINCIAL EXECUTIVE COUNCIL MINUTES

First Regular Executive Meeting — **Studio C**
August 21, 2025 — **The JAG Hotel**

PRELIMINARIES

The First regular meeting of the 2025-27 Provincial Executive Council was held at the JAG Hotel on Thursday, August 21, 2025. The meeting convened at 11:30 a.m. and adjourned at 2:20 p.m. Participating in the meeting from Provincial Executive were: Dale Lambe (Chair), Trent Langdon (Past President), Sean Weir, Angela Dawe, Russell Stockley, Hollis Cull, Della Way, Lynette Snook, Kelly Loch, Ian Adey, Patrick Murphy, and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Wade Rogers, Darlene Johnson, Jennifer Tulk, Bob Johnston, Miriam Sheppard, Jody Saunders, Jamie Kieley, David Locke, Deana Hatcher, John Veitch, Gabriel Ryan, Samantha Lee, and Jeanine Warford-Hodder.

REGRETS: Tracey Payne

The President welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

I. ADOPTION OF AGENDA

Cull/Snook: That the Agenda be adopted as presented.

CARRIED

II. MINUTES OF JUNE 6, JUNE 16, AND JUNE 26, 2025

Way/Snook: That the minutes of June 6, June 16, and June 26, 2025, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement of June 30, 2025, was reviewed by Ms. Della Way for the information of members. ***(A copy is attached to the Official Minutes.)***

IV. BUSINESS ARISING

1. BGM Resolutions Update

The Executive Director provided an update on the current status of actioning of BGM 2025 resolutions. Standing committee chairpersons were reminded to take note of resolutions assigned to their committees for actioning and ensure they are added to the agenda for the first committee meeting. Committees should then prepare recommendations to Executive based on their discussions.

V. UNFINISHED BUSINESS FROM 2023-25 STANDING COMMITTEES

1. Collective Bargaining Committee Minutes

Stockley/Weir: That the minutes be accepted as presented.

CARRIED

The Vice-President took the Chair.

VI. TABLE OFFICERS

Lambe/Dawe: That the donation request from MediaSmarts – Media Literacy Week be approved in the amount of $5,000.

CARRIED

Lambe/Langdon: That the donation request from Red Cross – NL Wildfires Appeal be approved in the amount of $5,000.

CARRIED

VII. PRESIDENT'S REPORT

In a written report, the President outlined for Executive members activities undertaken since the last Executive meeting including meetings, events, and media interviews.
(A copy is on file with the Official Minutes.)

The President took the Chair.

VIII. NEW BUSINESS

a) Notice of Motions

1. **A.I. Guidelines** (Patrick Murphy)

Mr. Murphy emphasized the need for clear guidelines on the use of AI in classrooms. While there is currently a policy on the acceptable use of technology, it does not specifically address AI. Clear guidelines would help students and teachers understand its appropriate use and reduce teacher workload in managing AI-assisted work. He also expressed concern that improper AI use could cause problems and undermine students' critical thinking skills. The Executive Director noted that department officials have prepared a draft document outlining guidelines for AI use in the classroom and an update on this has been requested.

A vote was called and the following motion was brought forward:

Murphy/Loch: That the NLTA petition the employer to deliver a comprehensive guideline on the use of AI in classroom work and evaluations. There also should be a clear delineation of consequences when AI is used concerning academic dishonesty.

It was agreed by way of friendly amendment to remove "petition the employer" and add "lobby NLSchools and the CSFP."

MOTION AS EDITED - CARRIED

2. **Communication/Social Media** (Angela Dawe)

Ms. Dawe highlighted that many members rely on social media, especially Facebook, to ask questions and support colleagues, but noted that these pages are not managed by the NLTA. She suggested the creation of a private platform, such as an app or a private page, to better serve members' needs. She emphasized the importance of finding a solution that works for both members and staff. Ms. Snook, Executive Member and Chair of the Communications/Political Action Committee, noted that the committee has already begun discussions on this matter and will continue to explore potential options. Further discussion ensued.

b) Agenda Items

1. **Impact of Wildfires on Schools/NLTA Members** (Sean Weir/Angela Dawe)

Mr. Weir expressed concern about the impact of recent forest fires on members and the need for appropriate support and advocacy. Ms. Dawe agreed, stressing that the trauma of displaced staff and students, along with potential school reconfigurations, requires prioritizing teacher and staff wellbeing. The Executive Director noted that this is a developing situation and that discussions are ongoing with the Department of Education. Efforts are underway to determine appropriate placements for displaced individuals and members will be kept informed throughout the process. In recognition of the significant impact on members, support such as EAP services and other resources has been offered to the affected members. Further discussion ensued.

2. **LBA Retro Pay Update** (Sean Weir)

Mr. Weir requested an update on the timeline for retroactive pay for NLTA members in Labrador. Ms. Jody Saunders, Administrative Officer, confirmed that the retro pay is scheduled to be issued in the second pay period of September.

3. Start of School Year & Heat in Building (Ian Adey)

Mr. Adey expressed concern about the impact of extreme heat in school buildings at the start of the school year. He noted the health and safety risks for staff and students, including fatigue, dehydration, and reduced learning, and emphasized the need of adequate cooling and ventilation. Ms. Sheppard, Administrative Officers, noted that extreme heat could be an Occupational Health and Safety (OHS) issue if the humidex levels reach a certain threshold. She advised members to raise their concerns with the school administration in writing and escalate if necessary. Additionally, workplace accommodations could be requested for members with medical conditions. NLTA staff are available to provide guidance and support throughout theses processes as needed.

4. Year Long Medical Note Review/Request (Ian Adey)

Mr. Adey expressed concern that the employer’s current medical form for chronic conditions does not align with Article 15.04B in the Collective Agreement, which allows for a single medical certificate to cover ongoing illnesses. He suggested that the Association explore ways to encourage the employer to develop a more suitable form that better meets members’ needs and streamlines the process in accordance with the article. The Assistant Executive Director reported that she contacted the employer regarding the medical verification form, and they have agreed to discontinue its use. The Association has recommended the development of a new form that better supports both employees and the employer in managing sick leave. She reported that a revised version is currently being developed. Further discussion ensued.

5. Guidance Counsellor Pay Inequity (Sean Weir)

Mr. Weir shared a concern from a member in his region regarding inequities in the guidance counsellor bonus structure, particularly impacting those assigned to multiple small schools. The issue stems from an outdated formula based on the student population at the counsellor’s base school, which disadvantages those in rural or multi-school settings. The member suggested that the Association advocate for a more equitable approach to compensation for guidance counsellors.

6. Vacant Positions (Russell Stockley)

Mr. Stockley reported two unfilled positions at his school, including one full-time permanent role, with no applicants. He noted that this creates a workload issue and highlights ongoing recruitment and retention challenges. He asked what steps the employer is taking to address vacancies province-wide. The Assistant Executive Director responded that the Recruitment and Retention Committee has completed its work and will be presenting a report in early fall outlining strategies to address these concerns. She also provided an update on the number of unfilled positions in the province and highlighted the addition of the 400 new positions for the upcoming school year. Further discussion ensued.

7. Education Accord

The Executive Director provided an update on the status of the Education Accord, noting that it will be released soon. The Association will review the document and its recommendations before preparing a response for members.

8. Fall Provincial Election

The Executive Director stated that when the provincial election is called, the Association will reach out to the leaders of the political parties to organize a public leaders' forum focused on education. He suggested that Executive members encourage members in their areas to attend, highlighting it as an opportunity to advance advocacy and highlight important education issues.

9. Branch Viability Profiles

The Executive Director reviewed with Executive members the branches that did not meet the established viability guidelines and outlined the process for assessing branch viability. He noted that the Membership, Benefits, and Services Committee (MBS) will consult with the affected branches to explore ways of supporting and maintaining their viability.

10. Sponsorship Request Procedures

Ms. Jennifer Tulk, Communication Officers, reviewed the policies and procedures regarding requests for NLTA sponsorship/donations for the information of the new Executive members.

11. Standing Committees

The Executive Director reviewed the NLTA policy for standing committees and reminded Executive members who will be chairing a committee to connect with their staff consultant as soon as possible to plan for their committee meetings.

IX. GOOD NEWS ITEMS

The President expressed appreciation to NLTA staff for their efforts in organizing the Summer Planning Meeting.

Mr. Murphy commended the success of the recent donation drive and suggested that a similar initiative be incorporated into each Summer Planning Meeting.

Mr. Weir welcomed the new Executive members and expressed his appreciation for their early contributions.

X. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday and Saturday, October 17-18, 2025.

XI. ADJOURNMENT

The meeting adjourned at 2:20 p.m.

CONFIRMED:

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PRESIDENT	**EXECUTIVE DIRECTOR**
______________________________	______________________________
DATE	**DATE**

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