

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Third Regular Executive Meeting
December 4, 2025**

**Boardroom
NLTA Building**

PRELIMINARIES

The Third regular meeting of the 2025-27 Provincial Executive Council was held in the NLTA Boardroom on Thursday, December 4, 2025. The meeting convened at 9:00 a.m. and adjourned at 2:15 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 (via Zoom), Tracey Payne (via Zoom), and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Wade Rogers, Darlene Johnson, Jennifer Tulk, Bob Johnston, Miriam Sheppard, Jamie Kieley, David Locke, Deana Hatcher, and Samantha Lee.

REGRETS: Ian Adey, Patrick Murphy, John Veitch, Jody Saunders, and Gabe Ryan

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

I. ADOPTION OF AGENDA

Stockley/Way: That the Agenda be adopted as presented.

CARRIED

II. MINUTES OF OCTOBER 17 & NOVEMBER 24, 2025

Loch/Cull: That the minutes of October 17 and November 24, 2025, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending October 31, 2025, was reviewed by Ms. Della Way, 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 2025-27

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:

#2. Services for Members

- Update on the status of the negotiating team and next steps in the process
- Progress on advocacy for addressing violence in schools
- Update on the outstanding travel allowance payments under the Labrador Benefits Agreement
- Status of leave approved for SAC and Beginning Teachers and Conferences
- Discussion on the cancelled Beginning Teachers Conference in Deer Lake and the possibility for attendees to attend an alternative event based on eligibility

Mr. Weir noted that at the recent Beginning Teachers Conference, he recognized a need for professional learning specific to international hires. He highlighted the challenges of transitioning from other countries, including cultural differences, and noted the increasing number of new hires. He then brought forward the following motion:

Weir/Stockley: That the NLTA lend assistance/direction to members in the creation of an international hire SIC.

Discussion and debate ensued, with some members noting that international hires may be overwhelmed and need more support. It was suggested that the NLTA could assist, while others highlighted that experienced international teachers could help share resources. The Assistant Executive Director mentioned that there has been interest from Indigenous and international groups to form an SIC, and information has been provided to them. While PL support for SICs is available, the Executive Director emphasized that the employer's role should also be considered. Limiting support solely to an SIC may not be ideal, as these groups are member-driven, and our role is primarily support.

Following the discussion, Mr. Weir withdrew the *Weir/Stockley* motion and then put forward the following motion which was voted on and accepted:

Weir/Dawe: That the NLTA explore ways to provide support and guidance to members who are international hires, including, but not limited to, advocating for the employer to implement similar measures.

CARRIED

#3. Retention, Recruitment, and Resourcing

- Inquiry regarding the notification procedure for applicants that were not eligible to attend the Beginning Teachers Conference
- Request for information on resignation statistics for the current year

- Inquiry on the number of unfilled positions, retirees in permanent or term positions, and teachers currently on workers' compensation

#4. Solidarity

- Acknowledgment of the NLTA's presentation on professionalism to MUN students
- Discussion on the Department of Education's public education event, which provided a valuable opportunity to connect with key partners
- Recognition of the recent successful Teachers Change Lives campaign, highlighting its French-language components

#5. Advocacy on and Response to Government Initiatives

- Update on the intermediate curriculum renewal

VII. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Dawe/Weir: That the following committee reports and their subsequent Recommendations, excluding the Communications Committee Report of November 18, 2025, be approved in block.

CARRIED

1. Finance and Property Committee, December 3, 2025

There were no recommendations from the committee at this time.

Mr. Langdon requested that the Communications Committee reports of November 18, 2025, be removed from the block:

2. Communications Committee, November 18, 2025

Ms. Snook discussed the potential launch of a new political action campaign in response to the newly elected provincial government. She highlighted the success of past button campaigns and proposed refreshing the approach with a focus on clear, impactful messaging that emphasizes the importance of investing in public education as vital to the province's future. Ms. Snook then presented the following motion:

Snook/Way: That the NLTA launch a Political Action Button Campaign to support the Association's ongoing advocacy efforts.

Mr. Langdon supported this initiative, calling it essential, and suggested using stickers or decals to increase public visibility. Executive members emphasized the importance of effectively communicating the message, noting that it is a positive campaign.

Discussion ensued and the following amendment was proposed:

Dawe/Stockley: That the *Snook/Way* motion be amended to read, “That the NLTA launch a Political Action ~~Button~~ Campaign, **including promotional materials such as buttons, stickers, and other items**, to support the Association’s ongoing advocacy efforts.”

CARRIED

Ms. Snook noted that Education Week 2026 will align with Teacher and Staff Appreciation Week, and potential joint initiatives with the Federation of School Councils will be explored. This collaborative approach aims to enhance the focus on schools, allowing all schools to participate in activities that support school-led initiatives.

A vote was called and the following motion was accepted:

Snook/Way: That the NLTA implement the Education Week School Participation Program, providing direct support to schools during Education Week on a rotating basis starting in 2026.

CARRIED

Way/Weir: That the report from the Communications Committee of November 18, 2025, be accepted as presented.

CARRIED

3. Curriculum Committee, November 17, 2025

There were no recommendations from the committee at this time.

4. MBS Committee, November 25, 2025

- a) That the NLTA consider providing accommodations for participants attending branch leadership seminars, new teacher conferences, and substitute teacher conferences who live outside of the community where the event is taking place and when the event will not be finished before sunset; or that taxi chits be provided for those participants who are living within the community where the event is being held.
- b) That the following Advisory Motion from the March 2025 Joint Council meeting be Carried 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.

5. Professional Issues Committee, November 13, 2025

- a) That Provincial Executive approve the formation of a new Reading Specialist Special Interest Council.

6. Professional Issues Committee, December 1, 2025

There were no recommendations from the committee at this time.

7. Substitute Teachers Committee, December 1, 2025

There were no recommendations from the committee at this time.

8. Collective Bargaining Committee, October 25, 2025

There were no recommendations from the committee at this time.

The Vice-President took the Chair.

VII. TABLE OFFICERS

Lambe/Dawe: That the Sharing Our Cultures – Motivating Equity Diversity Inclusion Anti-racism donation request be approved in the amount of \$2,000.

CARRIED

Lambe/ Dawe: That the CTF/Education International – Hurricane Melissa in Jamaica donation request be approved in the amount of \$500.

CARRIED

Lambe/Dawe: That the CTF/Education International – Solidarity with Teachers and Students in Palestine donation request be approved in the amount of \$1,000.

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.)*

The President took the Chair.

IX. POTENTIAL BUILDING ASSESSMENT (BUDGET ADJUSTMENT)

Mr. Ian Crewe, Executive Director, presented the budget adjustment for the upcoming Joint Council meeting, in response to a request for more information made by Executive members at the previous meeting. After the presentation, Executive members engaged in a discussion, offering feedback on how the proposal could be refined before it is presented to Joint Council. A discussion took place on whether the vote should be held at Joint Council or first at the Executive table. It was agreed that bringing forward a recommendation from Executive for the information of Joint Council would allow for a more informed discussion.

A vote was called and the following motions were accepted:

Dawe/Hurley: That the *Weir/Dawe* motion from the November 24, 2025, special meeting of Provincial Executive be reconsidered.

CARRIED

Weir/Dawe: That Provincial Executive approve a \$35,000 budget adjustment to the 2025-26 budget to contract with LAT49 to complete a building condition assessment of 3 Kenmount Road.

CARRIED

X. NEW BUSINESS

a) Notice of Motions

1. Parent Teacher Interviews (Patrick Murphy)

This Motion was not introduced as Mr. Murphy was not present at the meeting.

b) Agenda Items

1. Resignations from Term/Permanent Positions/Exit Interview (Angela Dawe)

Ms. Dawe asked whether data is available on how many members have resigned during the school year or at the end of a contract within the current NLTA CA term. She suggested creating a mechanism for exit interviews and noted that tracking the cessation of union dues could help identify members who leave, supporting recruitment and retention efforts. The Executive Director noted that both the NLTA and the employer have relevant information and that the Association can request the employer's agreement to share this data. The NLTA is currently reviewing dues payment records to identify members who have left the profession and are considering reaching out to these individuals to complete a survey regarding their reasons for resigning. The Recruitment and Retention Committee is also examining this issue and may bring forward a recommendation at the next meeting.

2. Equipping NLTA Leaders with Solidarity Talking Points (Angela Dawe)

Ms. Dawe noted that members do not always respond to solidarity efforts such as surveys or calls to action. She asked how the Association can better equip School Reps and Branch Presidents with concise talking points to promote these efforts, especially since not all attend the Branch Leadership Seminars and may miss important information about decision-making, strategy, and media engagement. The Executive Director agreed that increased engagement is needed and emphasized the importance of consistent messaging across the organization, noting that this information would be valuable for Executive members as well. The Communications Committee can explore the development of clear talking points for School Reps and Branch Presidents to ensure key information from leadership seminars is shared more broadly.

3. Emergency Supply Replacing TLAs (Hollis Cull)

Mr. Cull questioned why emergency supply teachers can be called in through SmartFind to replace regular teachers but cannot be called in to replace TLAs. He noted that it seems illogical that they can assume the duties of a teacher but not those of a TLA and inquired whether this issue could be addressed. The Assistant Executive Director responded that the Association was also unaware of this discrepancy, has since raised the matter, and received a response indicating that a change is anticipated. Further discussion ensued.

4. Programs and Services Case Files Report

The Executive Director provided an overview of the Programs and Services Case File Report that was provided for the information of Executive Members. 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 2024-25 school year, as well as EAP statistics. Questions and comments were entertained on the report.

XI. GOOD NEWS ITEMS

Mr. Cull congratulated a colleague on winning the \$5 million lottery and noted that they plan to retire in June.

Ms. Loch highlighted a remarkable accomplishment by a teacher who recently won a picture contest and received a new car as the prize.

XII. ADJOURNMENT

The meeting adjourned at 2:15 p.m.

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday and Saturday, January 30-31, 2026.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE