

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Fourth Regular Executive Meeting
January 30, 2026**

**Boardroom
NLTA Building**

PRELIMINARIES

The Fourth regular meeting of the 2025-27 Provincial Executive Council was held in the NLTA Boardroom on Friday, January 30, 2026. The meeting convened at 9:00 a.m. and adjourned at 3:25 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, Tracey Payne, and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Wade Rogers, Darlene Johnson, Jennifer Tulk, Bob Johnston, Jody Saunders, Jamie Kieley, David Locke, Deana Hatcher, John Veitch, and Samantha Lee.

REGRETS: Miriam Sheppard and Gabriel Ryan

The President acknowledged Avoca Collegiate, which is relocating due to a declared state of emergency, and Bayview Academy, which is currently dealing with a tragedy. The Association extends its thoughts and support to both school communities. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

I. ADOPTION OF AGENDA

Loch/Weir: That the Agenda be adopted as presented.

CARRIED

II. MINUTES OF DECEMBER 4 & 5, 2025

Murphy/Stockley: That the minutes of December 4 & 5, 2025, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending December 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

1. Building Assessment Update

The Executive Director provided Executive members with an update on the building assessment process and reviewed the key findings outlined in the preliminary report. Executive members were given the opportunity to ask questions, seek clarification, and offer comments, which were addressed during the discussion.

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:

#1. Workload Concerns

- Discussion on the President's meeting with Relationships First and an update on the School Safety Coalition
- Concerns raised about TLAs not being included on the emergency supply list
- Update on the intermediate curriculum renewal
- Overview on the plan for the Education Accord
- Update on the President's meeting with the Premier and the Minister of Education
- Concerns raised regarding the Minister of Education's recent media interview
- Update on the NLTA's new Recruitment and Retention campaign

#2. Services for Members

- Update on the Respectful Workplace Program for administrators
- Discussion on the progress of the GoodLife Fitness discount program for teachers
- Inquiry about the number of calls received regarding school closures and loss of access to school lunches
- Concerns raised by the Math/Science SIC regarding misalignment between departmental budgetary timelines and school timelines
- Issues regarding the sharing of information on websites and social media
- Concerns about the employer's direction over school closure communications
- Update on the timeline for the wellness component of the NLTA's Employee Assistance Program
- Inquiry regarding the travel allowance under the Labrador Benefits Agreement

#3. Retention, Recruitment, and Resourcing

- Update on the Recruitment and Retention Committee and report timeline
- Concerns raised about inadequate course materials and the need for improved resourcing
- Inquiry made regarding the formula used to allocate consumables for courses
- Statistics on the number of vacant positions and retirees in term positions
- Inquiry made regarding the criteria used to designate hard-to-fill positions and the need for additional incentives to support staffing these roles

Mr. Weir suggested that it would be beneficial for the table to receive regular reports to Executive outlining the number of vacant positions and retirees currently serving in term positions. He noted that consistent access to this information would better inform discussions and decision-making related to recruitment and retention efforts.

Discussion ensued and the following motion was accepted:

Weir/Dawe: That the NLTA regularly provide Executive with updates on the number of retired teachers in term positions and vacant positions as part of discussions under the Retention, Recruitment, and Resourcing priority.

CARRIED

Mr. Langdon was excused from the meeting; his absence was recorded at 10:30 a.m.

#4. Solidarity

- Discussion on strategies for using social media to share information with members

#5. Advocacy on and Response to Government Initiatives

- Update on the timeline for the release of the RTL report

VII. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

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

CARRIED

1. Finance and Property Committee, January 29, 2026

There were no recommendations from the committee at this time.

2. Communications Committee, January 20, 2026

There were no recommendations from the committee at this time.

3. Curriculum Committee, January 22, 2026

There were no recommendations from the committee at this time.

4. Equity Committee, January 14, 2026

There were no recommendations from the committee at this time.

5. Group Insurance Committee, December 13, 2025

There were no recommendations from the committee at this time.

6. Group Insurance Managers, December 13, 2025

There were no recommendations from the committee at this time.

7. Membership Benefits and Services Committee, January 20, 2026

- a) That Advisory Motion #7 from the December 2025 Joint Council meeting be Amended and Carried as follows:
 - That the NLTA lobby the Employer to install ~~air conditioning~~ **or upgrade heating and cooling ventilation systems** in **all** schools and classrooms ~~that are too hot and/or humid.~~
- b) That five Pre-Retirement Seminars be held, in accordance with Association Policy, during the Fall of 2026 in the following locations: Deer Lake, Gander and three in St. John's. The dates and sites will be determined by Programs and Services, subject to hotel and presenter availability.

8. Professional Issues Committee, January 23, 2026

- a) That Advisory Motion #1 from the December 2025 Joint Council meeting be Carried as follows:
 - That the NLTA consider offering school administration, particularly new administration, an information seminar, either in-person or virtually, detailing their roles and the collective agreement.
- b) That Advisory Motion #3 from the December 2025 Joint Council meeting be Amended and Carried as follows:
 - That the NLTA lobby NLSchools and the DOE to ensure funding equity for Janitorial staff across all **schools in the province** ~~Family of Schools.~~
- c) That Advisory Motion #4 from the December 2025 Joint Council meeting be Amended and Carried as follows:
 - That the NLTA investigate reports that Teaching and Learning Assistants (TLAs) are being denied coverage during Professional Learning, and lobby NL Schools **and the CSFP** to authorize substitute coverage for these absences whenever replacement staff are available.
- d) That Advisory Motion #5 from the December 2025 Joint Council meeting be Amended and Carried as follows:
 - That the NLTA lobby NLSchools **and the CSFP** to provide Professional Learning to all Administrators and support services departments heads (both newly appointed and incumbent) regarding the roles and responsibilities of Teaching and Learning Assistants (TLAs/TLASS) and update the TLA handbook.

The Vice-President took the Chair.

VII. TABLE OFFICERS

The Table Officers' minutes were presented for review. Executive members were given the opportunity to ask questions or provide comments.

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. Request for Annual Professional Learning Day for all Student Support Services (SSS) Department Heads and Lead Instructional Resource Teachers (Kelly Loch)**

Ms. Loch proposed an annual PL day for all Student Support Services Department Heads and Lead IRTs, ideally at the start of the school year, to review policies, procedures, and updates from the Department of Education and provide consistent information to schools. She noted that the session would aim to strengthen alignment with the Department, ensure consistent practices province-wide, enhance leadership capacity, and ultimately support equitable service delivery for students with diverse learning needs.

Discussion ensued and the following motion was accepted:

Loch/Snook: That the NLTA respectfully request that the employer designate one day per school year for a dedicated meeting or professional learning session for all Student Support Services (SSS) Department Heads and Lead IRTs (Provincial). We further request that this day include participation from a representative of the Department of Education to ensure accurate, up-to-date information is shared directly with school-based leaders

CARRIED

2. NLTA Web Page (Ian Adey)

Mr. Adey noted that the current website is cumbersome for many teachers and suggested making it more user-friendly. He recommended developing short video clips explaining various aspects of the collective agreement to reduce repetitive inquiries and misinformation. These videos could also serve as professional development, helping teachers better understand their rights as NLTA members.

Discussion ensued and the following motion was accepted:

Adey/Way: That the NLTA update the website to make it more user-friendly for members to find information.

CARRIED

3. Inclusion Revision (Patrick Murphy)

Mr. Murphy emphasized that while inclusion remains a priority, the regular classroom may not always be the most appropriate setting for students with significant behavioural or learning needs. This can impact both individual student support and overall classroom dynamics. He highlighted the need to review the current inclusion model for the betterment of teacher/student well-being.

Discussion ensued and the following motion was brought forward:

Murphy/Loch: That the NLTA lobby government to rework the inclusion model and or UDL for the betterment of student learning and teacher/student well-being.

Dawe/Weir: That the NLTA lobby government to ~~rework~~ **properly resource** the inclusion model ~~and or UDL~~ for the betterment of student learning and teacher/student well-being.

CARRIED

MOTION AS AMENDED – CARRIED

b) Agenda Items**1. Paul Dinn - CBC Jan 13 (Angela Dawe)**

This Agenda Item was withdrawn by Ms. Dawe as the matter had been addressed during a prior discussion.

2. Semesterized Schools & Dept Timelines & Policies (Tracey Payne)

Ms. Payne noted that semesterized schools are often overlooked in the Department's timelines for information, professional learning, and policies, and highlighted that tables of specifications and PL sometimes arrive too late. She also

reported that the Math/Science SIC has created a subcommittee and surveyed teachers in semesterized schools, and asked who the findings should be submitted to. The Assistant Executive Director responded that the Association will work closely with the Math/Science SIC to review the survey results, communicate with the Department, and explore solutions to ensure semesterized schools receive timely information, professional learning, and resources going forward.

3. TLA and TLASS (Della Way)

Ms. Way noted that TLASS positions have additional qualifications compared with TLAs and requested clarification on the differences in job descriptions and training opportunities. The Assistant Executive Director explained that the Association is actively gathering information from the employer, reviewing job postings for TLAs and TLASS positions, and analyzing discrepancies with the collective agreement. The Association plans to provide guidance to ensure TLAs have equitable access to training and employment opportunities as TLASS. Further discussion ensued.

4. Criteria for Hard to Fill Positions (Della Way)

This Agenda Item was withdrawn by Ms. Way as the matter had been addressed during a prior discussion.

5. Teacher Discount List (Angela Dawe)

This Agenda Item was withdrawn by Ms. Dawe as the matter had been addressed during a prior discussion.

6. Retirement Seminar for Substitute Teachers (Ian Adey)

Mr. Adey asked whether any seminars are offered for substitute teachers planning to retire, and if not, who they should contact. The Executive Director advised that the Association offers pre-retirement seminars for members in the Teachers' Pension Plan (TPP), but none exist specifically for substitutes, who are under a different pension plan. Substitute teachers can contact the Association for guidance, while those in the TPP are eligible to attend the standard pre-retirement seminars.

7. Permanent Subs (Hollis Cull)

Mr. Cull sought clarification on the expectations for a permanent substitute in a school when there is no teacher absent on a particular day and whether they can be redeployed by the administration. The Executive Director advised that school administrators have the authority to reassign substitutes based on the needs of the school. He noted that these situations are often fact-specific and recommended that administrators contact the Association for guidance to ensure appropriate use of substitutes while maintaining compliance with policies and agreements.

8. Investment Awareness (Patrick Murphy)

Mr. Murphy asked about the strategies of the investment portfolio managers and the diversification of the pension fund in light of global economic risks and potential impacts on member premiums. The Executive Director referred to the TPP's annual report summary included in the meeting materials, which provided background information on the plan's history and operations. He noted that the TPP's board appointees are highly qualified actuaries and market experts who actively consider both the long-term sustainability of the plan and global economic developments. He also confirmed that the fund is performing well and that these measures help ensure the protection of members' contributions.

9. Advisory Motions from Joint Council

Dawe/Weir: That the staff recommendations on the Advisory Motions from the December 2025 Joint Council meeting be approved as presented.

CARRIED

The Vice-President took the Chair.

The Chair welcomed Ms. Hurley to the meeting; her presence was recorded at 1:30 p.m.

10. Negotiating Team

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

CARRIED

Executive members held an in-camera session to discuss matters pertaining to Agenda Item #10: Negotiating Team.

Weir/Stockley: That the meeting come out of the in-camera session.

CARRIED

The President took the Chair.

XI. GOOD NEWS ITEMS

Ms. Snook was proud to share that her son will be published in *Ellery Queen* in May and has had three publications so far this year. He is also currently interviewing an author for a project he is undertaking.

The Executive Director highlighted additional staff achievements: Dave Locke's daughter won the AUS championships representing MUN, while his son recently qualified for the Tankard to represent NL at the Brier. Another staff member, Rita Tee, had a daughter who won the 2025 Premier's Athletic Award for artistic swimming.

XII. IN-CAMERA SESSION

Executive held an in-camera session to discuss a matter pertaining to staffing. The following motion was brought forward from the in-camera session:

Way/Snook: That the NLTA proceed with replacing the 2-year term Administrative Officer position with a permanent Administrative Officer position, contingent on a budget adjustment approval at the March 6, 2026, Joint Council meeting.

CARRIED

XIII. ADJOURNMENT

The meeting adjourned at 3:25 p.m.

IX. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Thursday, March 5, 2026.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

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