

PROVINCIAL EXECUTIVE COUNCIL MINUTES

Fifth Regular Executive Meeting
March 5, 2026

Boardroom
NLTA Building

PRELIMINARIES

The Fifth regular meeting of the 2025-27 Provincial Executive Council was held in the NLTA Boardroom on Thursday, March 5, 2026. The meeting convened at 9:00 a.m. and adjourned at 2:00 p.m. Participating in the meeting from Provincial Executive were: Dale Lambe (Chair), Sean Weir, Angela Dawe, Russell Stockley, Hollis Cull, Della Way, Lynette Snook, Kelly Loch, Tracey Payne, Ian Adey, Patrick Murphy, and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Wade Rogers, Darlene Johnson, Jennifer Tulk, Jamie Kieley, Dave Locke, John Veitch, Jody Saunders, and Samantha Lee.

REGRETS: Trent Langdon, Bob Johnston, Miriam Sheppard, Deana Hatcher, and Gabe Ryan

The president acknowledged the new Canadian teachers from war-torn regions, expressing that they were in our thoughts. He then welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement.

I. ADOPTION OF AGENDA

The following items were added under IX. New Business Agenda Items:

- Right to Refuse Work
- Teacher Appreciation

Payne/Dawe: That the Agenda be adopted as amended.

CARRIED

II. MINUTES OF JANUARY 30, 2026

Hurley/Murphy: That the minutes of January 30, 2026, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending January 31, 2026, 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 an update on the key findings outlined in the building assessment report. The report outlined necessary upgrades to address health, safety, and accessibility needs, along with the associated costs. It also included options related to purchasing or constructing a new building.

Provincial Executive engaged in a thorough discussion on this matter, carefully considering all available options. Given the age of the current NLTA building and the safety and repair issues highlighted in the recent building assessment report, it was determined that investing millions of dollars to address these issues in a nearly 60-year-old building would not be the most responsible course of action. Instead, the decision was made to invest in a newer building that would better support staff in delivering enhanced services to members.

Mr. Weir emphasized that now is the right time to make this investment, ensuring the continued and uninterrupted delivery of services to members. He stressed that, as leaders of the Association, it is our responsibility to make decisions that secure its long-term sustainability. This investment is vital to meeting the future needs of the membership.

Discussion ensued and the following motion was accepted:

Weir/Dawe: That the NLTA proceed with the purchase of a new building suitable to the needs of the Association with a spending cap of \$6 million pending a budget adjustment by Joint Council for the 2025-26 budget year.

CARRIED

The Vice-President took the Chair.

2. Negotiating Team

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

CARRIED

Executive members held an in-camera session to discuss matters pertaining to IV. Business Arising Item #2: Negotiating Team.

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

CARRIED

The President took the Chair.

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 request to establish an annual PL Day for all Student Support Services Department Heads and Lead IRTs
- Overview of the timeline for the presentation of opening proposals
- Update regarding the request for a medical note covering the full year
- Discussion on the recent School Safety Coalition meeting and the NLTA survey sent to administrators on school safety
- Concerns raised about school lockdown procedures, including the need for more proactive safety protocols and increased local law enforcement presence in schools

Ms. Loch indicated that current school safety protocols are not effectively addressing the needs of schools, noting that each school has unique needs. She emphasized the importance of having school-specific maps to support emergency planning and response. She also highlighted community safety concerns and identified the need for additional protocols with a focus on strengthening proactive measures to better ensure the safety of students and staff.

Discussion ensued and the following motion was accepted:

Loch/Snook: That the NLTA advocate for the completion of safety inspections of school security measures and protocols by the Tactics and Rescue Units of the RNC and RCMP in all schools by the end of the 2025–26 school year.

CARRIED

#3. Retention, Recruitment, and Resourcing

- Request for clarification on the NLTA policy concerning construction, renovation, and the physical conditions of school buildings
- Inquiry regarding the Recruitment and Retention report
- Statistics on the number of vacant positions and retirees in term positions

#5. Advocacy on and Response to Government Initiatives

- Update on the Responsive Teaching and Learning Report
- Inquiry regarding the status of the Education Accord

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Cull/Loch: That the following committee reports and their subsequent Recommendations be approved in block.

CARRIED

1. Finance and Property Committee, March 4, 2026

There were no recommendations from the committee at this time.

2. Group Insurance Committee, February 14, 2026

There were no recommendations from the committee at this time.

3. Group Insurance Managers, February 14, 2026

There were no recommendations from Managers at this time.

4. Membership, Benefits, and Services Committee, February 17, 2026

There were no recommendations from the committee at this time.

5. Pooled Investment Committee, January 29, 2026

There were no recommendations from the committee at this time.

The Vice-President took the Chair.

VII. TABLE OFFICERS

Lambe/Dawe: That the MUN Bachelor of Education (Primary/Elementary) as Second Degree Class of 2026 donation request be approved in the amount of \$2,500.

CARRIED

Lambe/Dawe: That the CTF/Education International - Northeast Syria Urgent Action Appeal 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. NEW BUSINESS

a) Notice of Motions

There were no Motions submitted from Provincial Executive.

b) Agenda Items

1. Security/School Lock Down Plans and Local Law Enforcement (Della Way/Ian Adey)

This item was withdrawn as it had been addressed during a prior discussion.

2. Training Courses for Teachers (Russell Stockley)

This item was withdrawn by Mr. Stockley as it had been addressed during a prior discussion with staff.

3. A/T Trials (Russell Stockley)

Mr. Stockley raised concerns about challenges related to A/T trials in some schools, including the time required to complete applications and inconsistent approval outcomes, with some being denied due to requests for additional information. He asked whether further guidance or training could be provided to support more successful submissions. The Assistant Executive Director indicated that they were not currently aware of specific issues but have reached out to the President of the COSS SIC to gather further information. She noted that similar issues have been addressed successfully in the past and that they will follow up once more information is available. It was further noted that a recently received comprehensive assessment policy will be reviewed, and feedback will be provided prior to it being shared.

4. School Lunch Programs (Russell Stockley)

Mr. Stockley asked for updates on the School Lunch programs, including whether schools are being assessed for infrastructure needs, and whether the program must be run by professional caterers or could involve local volunteers. He expressed concern about the program's feasibility in rural and remote communities. The Executive Director responded that he had contacted the Department of Education regarding concerns about reliance on teacher volunteers and was advised that the program is provincial and will not depend on volunteers. Surveys will be conducted in schools in the coming months, and implementation will vary by school. The Executive Director noted that they will monitor the program to ensure it does not extend the workday or conflict with Schedule D of the collective agreement. Mr. Kieley, Administrative Officer, added that the advisory committee is finalizing its report. A meeting is scheduled for next week, after which an update will be provided.

5. 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, 2026.

6. Right to Refuse Work

Ms. Loch asked whether there has been an increase in calls regarding the right to refuse, noting it is an issue in her area and members often contact the NLTA for assistance. She inquired whether the *Bulletin* provides any information on protocols for this issue. The Executive Director responded that while the volume of calls may vary, there has been success over the years in supporting members in these situations. The *Bulletin* has included articles over the years aimed at educating members about their rights and responsibilities under OHS legislation, and an information sheet is also available to provide further clarification and guidance.

7. Teacher Appreciation Night

Ms. Payne expressed concern regarding the Teacher Appreciation Night with the NL Regiment. She noted that only teachers in the metro region were able to attend and suggested that the event should be province-wide to ensure all members can participate. Ms. Tulk, Communications Officer, explained that the event is a belairdirect initiative and that the NLTA's role was limited to promotion and communication. She acknowledged the concerns, noting that similar feedback has been received previously, and confirmed they can be shared with belairdirect. She also noted that opportunities and events of this nature can be challenging to decline, as they serve to highlight and celebrate the teaching profession.

X. GOOD NEWS ITEMS

Mr. Weir noted it was encouraging to see an in-person professional learning conference taking place in Labrador today for assistant principals.

XI. ADJOURNMENT

The meeting adjourned at 2:00 p.m.

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday and Saturday, April 24-25, 2026. This meeting will be held in Corner Brook.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

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