

PROVINCIAL EXECUTIVE COUNCIL MINUTES

**Seventh Regular Executive Meeting
June 5, 2026**

**Boardroom
NLTA Building**

PRELIMINARIES

The Seventh regular meeting of the 2025-27 Provincial Executive Council was held in the NLTA Boardroom on Friday, June 5, 2026. The meeting convened at 9:00 a.m. and adjourned at 5:00 p.m. Participating in the meeting from Provincial Executive were: Dale Lambe (Chair), Sean Weir, Angela Dawe, Trent Langdon (Past President), Russell Stockley, Della Way, Lynette Snook, Kelly Loch, Tracey Payne, Ian Adey, Patrick Murphy, Hollis Cull, and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Wade Rogers, Jennifer Tulk, Miriam Sheppard, Bob Johnston, Deana Hatcher, Gabriel Ryan, David Locke, and Samantha Lee.

REGRETS: Darlene Johnson, John Veitch, Jamie Kieley, and Jody Saunders.

President Lambe welcomed all attendees and read the NLTA Mission Statement and Land Acknowledgement. He acknowledged a recent loss experienced by the school community at Forest Park Primary and a moment of silence was observed. The President also recognized the #Red4EDNL movement and emphasized the importance of sustaining this initiative.

I. ADOPTION OF AGENDA

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

- Hiring in Rural NL
- Shifting Times

Loch/Cull: That the Agenda be adopted as amended.

CARRIED

II. MINUTES OF APRIL 24 & MAY 19, 2026

Payne/Way: That the minutes of April 24 & May 19, 2026, be accepted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending April 30, 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 Update

Weir/Dawe: 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 #1: Building Update.

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

CARRIED

2. CTF Advisory Committees

The Executive Director provided an update on nominations for the Canadian Teachers' Federation advisory committees and the current status of the nominees.

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

- Discussion on the successful #Red4EDNL movement and strategies to sustain engagement moving forward
- Concerns were raised regarding the new Acadian assessment for primary teachers and the associated increase in workload

#2. Services for Members

- Update on the status of collective bargaining
- Discussion on the new regulations regarding upgrading of SLP teaching certificates
- Clarification on accommodation considerations in relation to seniority in redundancy situations
- An inquiry was made as to whether supports have been put in place for the upcoming school year for those affected by the wildfires in the CBN area
- Update on the School Safety Coalition
- Concerns were raised regarding the protection around assessments for school counsellors in addition to the shortage of counsellors
- Update on the Next Steps for School Meals Advisory Committee

#3. Retention, Recruitment, and Resourcing

- Update on the Responsive Teaching and Learning report
- Statistics on the number of vacant positions and retirees in term positions
- Update on the status of the ATIPP request regarding teachers and TLAs who resigned before reaching a retirement trigger
- An inquiry was raised regarding resourcing for permanent substitute teacher positions
- Update on the MUN Rural Education Cohort
- Concerns were raised regarding the requirement for TLAs to take unpaid leave in order to participate in the Rural Education Cohort
- An inquiry regarding the allocation of TLAs in schools

Ms. Dawe emphasized that strong teacher retention is key to successful recruitment. Teachers are more likely to be attracted to and remain in a profession where they feel valued and supported. She noted that placing retention first recognizes its foundational role in building and sustaining the teaching profession.

A vote was called and the following motion was accepted:

Dawe/Hurley: That the NLTA use the language of “retention and recruitment” rather than “recruitment and retention” on a go-forward basis.

CARRIED

#4. Solidarity

- An inquiry was made on the communication strategies used to advertise NLTA campaigns

#5. Advocacy on and Response to Government Initiatives

- Update on the intermediate curriculum renewal
- Concerns were raised regarding the timing of policy announcements, assessment practices, and professional development days
- An inquiry was made regarding which document governs current evaluation practices
- Discussion on the removal of midterm assessments and the use of survey feedback in decision-making

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

Hurley/Payne: That the following committee reports and their subsequent Recommendations, excluding the Substitute Teachers Committee Report of May 27, 2026, be approved in block.

CARRIED

1. Finance & Property Committee, June 4, 2026

There were no recommendations from the committee at this time.

2. Communications Committee, May 26, 2026

- a) That the NLTA approve and adopt the NLTA Staff Use of Artificial Intelligence Guidelines for use by Association staff.
- b) That the NLTA update the Communications Policy as indicated.
- c) That the NLTA establish an online merchandise store for members to purchase NLTA-branded items, not as a revenue-generating initiative for the Association.

3. Curriculum Committee, June 1, 2026

There were no recommendations from the committee at this time.

4. Equity Committee, May 5, 2026

- a) That the NLTA lobby the employers to have an NLTA rep on any AI Policy committee to ensure a focus on the equity lens.
- b) That the NLTA seek updates from the employers with respect to the equity policy as it relates to the AI guidelines.

5. Group Insurance Managers, May 13, 2026

There were no recommendations from Managers at this time.

6. Group Insurance Committee, May 23, 2026

There were no recommendations from the committee at this time.

7. Group Insurance Managers, May 23, 2026

There were no recommendations from Managers at this time.

8. Professional Issues Committee, May 20, 2026

There were no recommendations from the committee at this time.

9. Substitute Teachers Committee, April 22, 2026

There were no recommendations from the committee at this time.

Ms. Dawe requested that the Substitute Teachers Committee report of May 27, 2026, be removed from the block:

10. Substitute Teachers Committee, May 27, 2026

Adey/Way: That Advisory Motion #1 from the March 2026 Joint Council meeting be Carried as follows:

“That the NLTA lobby NLSchools to adjust the SmartFind algorithm to ensure substitute teachers will get full days/multiple days ahead of partial time periods.”

Discussion ensued regarding potential impacts of adjusting the SmartFind system to prioritize full-day substitute assignments over partial-day assignments. Mr. Langdon raised concerns, and Mr. Johnston, Administrative Officer, noted that substitutes accepting full-day assignments may cancel partial-day bookings, potentially leaving partial vacancies unfilled and increasing reliance on internal coverage.

Mr. Langdon suggested that the wording should allow greater flexibility for staff to maximize opportunities rather than prescribing a specific approach. The following amendment was then presented:

Langdon/Stockley: That Advisory Motion #1 from the March 2026 Joint Council meeting be Amended and Carried as follows:

“That the NLTA lobby NLSchools to adjust the SmartFind algorithm to ~~ensure~~ **maximize opportunities for** substitute teachers ~~will to~~ get full days/multiple days ahead of partial time periods.”

CARRIED

Adey/Weir: That the NLTA lobby NLSchools to allow substitutes access to 3 sick days from the beginning of their first contract rather than wait to accumulate one sick day for every 16.25 days worked.

Weir/Dawe: That the Motion be amended to read, “That the NLTA **consider for inclusion in the next round of negotiations a proposal** ~~lobby NLSchools~~ to allow substitutes access to 3 sick days from the beginning of their first contract rather than wait to accumulate one sick day for every 16.25 days worked.”

CARRIED

Adey/Murphy: That the NLTA lobby NLSchools to include substitutes in PL offerings when they are booked for a teacher through the day or multiple days dedicated for Professional Learning, and should any statutory holidays occur during that timeframe, substitutes will be paid for those as well.

Dawe/Langdon: That the Motion be amended to read, “That the NLTA **consider in the next round of negotiations a proposal** ~~lobby~~ ~~NLSchools~~ to include substitutes in PL offerings when they are booked for a teacher through the day or multiple days dedicated for Professional Learning, and should any statutory holidays occur during that timeframe, substitutes will be paid for those as well.”

CARRIED

Adey/Weir: That the NLTA lobby NLSchools for a seniority clause for substitute teachers.

Dawe/Weir: That the Motion be amended to read, “That the NLTA **consider in the next round of negotiations a proposal** ~~lobby~~ ~~NLSchools~~ for a seniority clause for substitute teachers.

CARRIED

Mr. Langdon suggested that the CSFP should be included where applicable in all NLTA documents and materials. He noted the importance of ensuring staff have the ability to make necessary updates so it is consistently and appropriately reflected.

A vote was called and the following motion was accepted:

Langdon/Stockley: That NLTA staff have the discretion to make necessary revisions to documents and other materials to ensure the CSFP is appropriately included and reflected where applicable.

CARRIED

Adey/Payne: That the report from the Substitute Teachers Committee of May 27, 2026, be accepted as presented.

CARRIED

The Vice-President took the Chair.

VII. TABLE OFFICERS

Lambe/Dawe: That the NLTA appoint Reno Bugiardini to the Teachers’ Pension Plan Corporation Board of Directors for the period of September 1, 2026, to August 31, 2029.

CARRIED

Lambe/Langdon: That the MUN Education Society (Intermediate/Secondary) donation request be approved in the amount of \$2,500.

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/SIC 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. FAL Positions (Marie-Chantal Hurley)

Ms. Hurley noted that students attending francophone schools should have equitable access to the educational supports available elsewhere in the province. As the number of newcomer and multilingual learners increases within the CSFP, dedicated French as an Additional Language (FAL) teachers are needed to support language development, academic success, and meaningful participation in a minority-language educational environment. Access to FAL positions is essential to ensuring equitable treatment and educational outcomes for all students.

A vote was called and the following motion was accepted:

Hurley/Adey: That the NLTA lobby government to ensure equitable treatment for the CSFP by providing access to French as an Additional Language (FAL) positions for the 2026–2027 school year.

CARRIED

2. Professional Development Days and Statutory Holidays (Ian Adey)

Mr. Adey expressed concern that the scheduling of Professional Development Days immediately before or after statutory holidays adversely impacts substitute teachers, as this practice can result in the loss of statutory holiday pay. He noted that this creates inequities in compensation and may contribute to challenges in the recruitment and retention of substitute teachers. He emphasized that, if the employer values the essential role substitute teachers play in the education system, this scheduling practice should be reconsidered to ensure fair and consistent treatment.

A vote was called and the following motion was accepted:

Adey/Murphy: That the NLTA lobby the employer to not schedule Professional Development Days on the day before or after a statutory holiday because it severely impacts substitute teachers.

CARRIED

3. Recruitment of School Support Staff (Russell Stockley)

Mr. Stockley reported that many regions of the province, particularly rural areas, are experiencing challenges recruiting and retaining school support staff, including student assistants, secretaries, and bus drivers. He expressed concern that vacancies in these positions increase workload pressures on teachers and can negatively impact school operations and student learning conditions. He emphasized the importance of active recruitment to ensure safe, well-functioning schools and appropriate supports for students and staff.

A vote was called and the following motion was accepted:

Stockley/Weir: That the NLTA lobby the employers to actively recruit support staff for schools (student assistants, secretaries, and bus drivers).

CARRIED

4. Emergency Supply for TLA Substitute Positions (Russell Stockley)

Mr. Stockley expressed concern that Emergency Supply Teachers are eligible for teaching assignments but are not consistently included on TLA substitute lists, creating unnecessary barriers when filling vacancies. He further noted that qualified individuals may be excluded from TLA substitution due to additional credential requirements, even when they have relevant training. He emphasized that, given the essential nature of TLA roles in supporting student programming, expanding eligibility to include Emergency Supply Teachers would improve staffing flexibility and help ensure continuity of service for students.

A vote was called and the following motion was accepted:

Stockley/Snook: That the NLTA lobby the employers to ensure that Approved Emergency Supply Teachers are also eligible to work as a substitute for TLA positions.

CARRIED

5. Health Curriculum Update (Patrick Murphy)

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

b) Agenda Items**1. Use of Schools for NL Games (Tracey Payne/Ian Adey)**

Ms. Payne sought clarification regarding expectations for teachers in schools being used for NL Games accommodations over the summer, including whether time would be provided to pack up classrooms and secure materials. She raised concerns about the security of school resources, storage of materials, and lack of formal notification to teachers, and asked whether the Association had been in contact with the Department of Education regarding this matter. Ms. Sheppard, Administrative Officer, advised that she had spoken with HR at the Department of Education and reiterated the Association's position that teachers may identify items to be moved during the workday, but cannot be required to pack, clean, move, or unpack materials outside of working hours, as this would constitute a Schedule D violation. She clarified that teachers are responsible only for their personal belongings and indicated the Association would follow up with the employer to clarify expectations. Further discussion ensued.

2. SLP Student Caseloads in Database (Russell Stockley)

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

3. Athletics and Absenteeism (Russell Stockley)

Mr. Stockley raised concern regarding the scheduling of sports tournaments during the school week, noting that students are missing significant instructional time as a result. He stated that this contributes to students needing to catch up on missed work and increases workload for teachers, including rescheduling or deferring assessments due to absenteeism. He inquired whether NLSchools has an Athletics Policy and requested clarification on its provisions. The Executive Director responded that legislation requires school attendance and emphasized that regular attendance is expected for all students. He noted that attendance challenges are an ongoing issue across the education system and that reinforcing the importance of attendance remains a priority. He indicated that this matter would continue to be raised with the Minister of Education for consideration. Further discussion ensued.

4. Janitorial Services in the Central Region on the First Day (Russell Stockley)

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

5. Permanent Subs Allotment (Patrick Murphy)

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

6. Hiring in Rural NL (Hollis Cull)

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

7. Shifting Times

Ms. Dawe sought clarification regarding the government's announcement that it is considering changes to class start and dismissal times at several schools across the province. She also expressed concern that this could create challenges for teachers. She requested information on the timeline and decision-making process and asked whether the Association would be consulted. The Executive Director advised that the Association would raise these questions with the Department and advocate for consultation with the schools affected. He noted that changes to start and dismissal times are generally operational in nature and not considered a violation of the collective agreement. He indicated that, while such decisions fall under operational authority, the Association will seek clarification on the process and encourage meaningful consultation where changes may impact staff and school operations.

The Vice-President took the Chair.

8. Group Insurance Managers

The President advised that a vacancy on the Group Insurance Managers needed to be filled and noted that appointments to the Group Insurance Managers are made annually to ensure the committee is fully constituted for the upcoming school year.

A vote was called and the following motion was accepted:

Lambe/Dawe: That the following individuals will be appointed as Group Insurance Managers as of August 1, 2026, for the 2026-27 school year:

- A teacher representative for the Labrador Region, Danielle Stanley
- A teacher representative for the Western Region, James O'Brien
- A teacher representative for the Central Region, Jocelyn Bath
- A teacher representative for the Eastern Region, Daisy Hardy
- A Retired Teachers' Association of NL representative, Craig Hicks
- Provincial Executive representatives are Tracey Payne, appointed as Chair, and Della Way.

CARRIED

The President took the Chair.

9. Election of a Table Officer

The President called for nominations for the positions of Table Officer in Lieu of Past President. The following nominations were received and accepted:

Marie-Chantal Hurley (nominated by Lynette Snook)
Tracey Payne (nominated by Russell Stockley)
Russell Stockley (nominated by Della Way)

The President declared nominations closed. The ballots were distributed, and the vote was taken with the following results:

Tracey Payne	5
Marie-Chantal Hurley	3
Russell Stockley	2

As a majority had not been achieved, Russell Stockley's name was dropped from the list. A second vote was taken with the following results:

Tracey Payne	5
Marie-Chantal Hurley	4

The Executive Director announced the successful candidate for Table Officer in Lieu of Past President was Tracey Payne.

The Executive Director excused himself from the meeting.

XI. IN-CAMERA SESSION

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

Weir/Dawe: That Ian Crewe be granted tenure in the position of Executive Director with the NLTA.

CARRIED

The Executive Director returned to the meeting.

XII. GOOD NEWS ITEMS

Mr. Cull shared that his daughter successfully passed the MCAS exam and is now a registered nurse.

Mr. Stockley shared that the SAC conference he attended was inspiring and positively received.

Mr. Weir reported that he attended the Humber Branch retirement function and noted that it was a very successful event.

Mr. Murphy shared a positive personal update, noting that he is five years cancer free. He also shared that his son is graduating this year from CONA in the Heavy Duty Equipment Technician/Truck and Transport Mechanic program.

The President thanked the Table Officers for representing the NLTA on his behalf at retirement events. He congratulated Ms. Loch on her appointment as Deputy Mayor of Victoria. He also congratulated Ms. Snook on her retirement and recognition of her 30-year service pin. He further thanked Mr. Ryan and Mr. Langdon for their contributions and service to members. A standing ovation followed.

XI. ADJOURNMENT

The meeting adjourned at 5:00 p.m.

XII. DATE OF NEXT MEETING

The next regular meeting of Provincial Executive is scheduled for Friday, September 18, and Saturday, September 19, 2026.

CONFIRMED:

PRESIDENT

EXECUTIVE DIRECTOR

DATE

DATE

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