PROVINCIAL EXECUTIVE COUNCIL MINUTES

Eighth Regular Executive Meeting **Boardroom**
September 18, 2026 **NLTA Building**

PRELIMINARIES

The Eighth regular meeting of the 2025-27 Provincial Executive Council was held in the NLTA Boardroom on Friday, September 18, 2026. The meeting convened at 9:30 a.m. and adjourned at 3:45 p.m. Participating in the meeting from Provincial Executive were: Dale Lambe (Chair), Sean Weir, Angela Dawe, Tracey Payne, Russell Stockley, Della Way, Nicole Lewis, Kelly Loch, Ian Adey, Patrick Murphy, Hollis Cull, and Marie-Chantal Hurley. Participating from Staff were: Ian Crewe, Darlene Johnson, Wade Rogers, Jennifer Tulk, Miriam Sheppard, Bob Johnston, Deana Hatcher, John Veitch, Jamie Kieley, Jody Saunders, Nancy Healey, and Samantha Lee.

REGRETS: David Locke

President Lambe welcomed all attendees and read the NLTA Mission Statement. Mr. Ian Adey delivered the land acknowledgement and spoke about the ongoing efforts to achieve recognition and highlighted the importance of Truth and Reconciliation.

The President welcomed Ms. Tracey Payne in her new role as Table Officer. Ms. Payne spoke about the recent passing of NLTA member Bill Chaisson and noted his significant contribution to the Association. The President welcomed Ms. Nancy Healey to her first meeting as Administrative Officer and Ms. Nicole Lewis, first alternate from the 2025–27 Provincial Executive election, who will serve on Provincial Executive following Ms. Lynette Snook's retirement.

I. ADOPTION OF AGENDA

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

CARRIED

II. MINUTES OF JUNE 5, 2026

Payne/Loch: That the minutes of June 5, 2026, be adopted as presented.

CARRIED

III. FINANCIAL STATEMENTS

The Association's financial statement for the period ending August 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 Update

Loch/Murphy: 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.

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

CARRIED

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

Executive members discussed issues experienced at the start of the school year, including scheduling challenges, delays in entering students in PowerSchool, and impacts on teacher preparation time. Concerns were also raised regarding damage to classrooms and school property following the use of schools during the NL Games, resulting in additional work for teachers upon their return. Members noted the additional workload and impact on teachers' working conditions. The Executive Director advised Executive members to submit photographs of any damage or other concerns to support the NLTA's advocacy efforts.

Ms. Loch spoke about teachers returning to classrooms that were not ready, creating additional stress and limiting the time available for preparation. She emphasized the need for teachers to have adequate time to clean, organize, and prepare their classrooms before the start of the school year.

Discussion ensued and the following motion was brought forward:

Loch/Way: That the Collective Bargaining Committee consider, for the next round of negotiations, a provision to add one additional administrative day at the beginning of the school year.

It was agreed by way of friendly amendment to amend the motion as follows:

"That the Collective Bargaining Committee consider, for the next round of negotiations, a provision to add one additional administrative day at the beginning of the school year **to allow teachers additional time for classroom preparation and setup."**

MOTION AS EDITED - CARRIED

#2. Services for Members

- Update on the status of collective bargaining
- Statistics on the number of retirees in term positions
- Update on the meeting between NLTA staff, the Math/Science SIC, and the Department of Education regarding semesterization
- Significant discussion took place regarding partial teaching positions and hiring
- An inquiry regarding the status of the school lunch program
- Update on the meeting between NLTA staff and the Department of Education regarding the 2026–27 Assessment and Evaluation Policy

#3. Retention, Recruitment, and Resourcing

- Update on the Responsive Teaching and Learning report
- Update on the status of the ATIPP request regarding teachers and TLAs who resigned before reaching a retirement trigger
- Recognition on the NLTA's work on the upcoming short videos highlighting services available to members
- Update on discussions with senior staff at NLSchools regarding concerns with teacher housing in Labrador West
- Clarification was sought regarding the implications of teachers taking commuted value and its effect on the pension plan
- An update was provided on the policy grievance regarding the employer's failure to make every effort to ensure substitute teachers are available when teachers are absent for valid reasons
- An inquiry was made regarding the substitute teacher call-in process, with emphasis on the need for an adequate list in place for the start of the school year
- Clarification on how scholarly research is used by the negotiating team to support the bargaining process

#4. Solidarity

- Update on the NLTA's new media campaign focused on school safety

#5. Advocacy on and Response to Government Initiatives

- Update on the intermediate curriculum renewal
- An inquiry was made regarding potential changes to school start and end times
- Recognition was given to the President for his recent media interviews and the work done in representing the NLTA

VI. EXECUTIVE COMMITTEE REPORTS – IN BLOCK

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

CARRIED

1. **Finance & Property Committee, September 18, 2026**

   That the Audited Financial Statements for the year ending August 31, 2025, be adopted.

2. **Group Insurance Committee, September 2, 2026**

   There were no recommendations from the committee at this time.

3. **Group Insurance Managers, September 2, 2026**

   There were no recommendations from the committee at this time.

4. **Pooled Investment Committee, June 4, 2026**

   That the recommended changes to the Statement Investment Policy & Procedures (SIPP) be approved by Provincial Executive.

The Vice-President took the Chair.

VII. TABLE OFFICERS

Lambe/Dawe: That the proposed meeting dates for Table Officers, Provincial Executive, and Joint Council be accepted as presented.

CARRIED

Lambe/Payne: That the Kids Eat Smart Foundation NL – Kids Eat Smart Breakfast Clubs donation request be approved in the amount of $7,500.

CARRIED

Lambe/Dawe: That the MediaSmarts – Media Literacy Week 2026 donation request be approved in the amount of $500.

CARRIED

Lambe/Payne: That the Roots of Empathy – Supporting Social Emotional Learning/Well-being donation request be approved in the amount of $1,500.

CARRIED

Lambe/Dawe: That the Rural Cohort Primary/Elementary Education Class of 2027 donation request be approved in the amount of $1,000.

CARRIED

Lambe/Payne: That the Sharing Our Cultures – 2026-27 Programming donation request be approved in the amount of $1,500.

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. Meal Reimbursement (Hollis Cull)

Mr. Cull noted that, with the increasing cost of meals while travelling, the current reimbursement rates are no longer reflective of actual expenses. He suggested that the NLTA consider adjusting the meal reimbursement rates to better reflect current food costs and ensure that members are reasonably compensated for meal expenses incurred while travelling on NLTA business.

Cull/Adey: That the NLTA consider adjusting the meal reimbursement rates for claims to better reflect actual meal costs, with the reimbursement rates set at $25 for breakfast, $25 for lunch, and $50 for dinner.

Mr. Weir suggested that the motion be referred to the Finance and Property Committee, in keeping with the established process for reviewing financial matters. He noted that this would allow the Committee to review the proposed changes to the meal reimbursement rates, consider the associated financial implications, and bring forward a recommendation for Executive's consideration.

A vote was called and the following motion was carried:

Weir/Payne: That the ***Cull/Adey*** motion be referred to the Finance and Property Committee to consider and bring a recommendation back to Provincial Executive at a future meeting.

CARRIED

2. Custodial Survey (Patrick Murphy)

Mr. Murphy noted that there have been anecdotal reports from teachers and administrators of inconsistent cleanliness levels in some schools across Newfoundland and Labrador. Concerns have also been raised regarding staffing levels, replacement staff when caretakers are absent, and the monitoring of cleaning

standards. He suggested that a survey of school administrators would provide data to better assess these concerns and help the NLTA determine appropriate next steps.

A vote was called and the following motion was carried:

Murphy/Stockley: That the NLTA create a survey for school administrators to ascertain more information as to the speculation of inconsistent cleanliness amongst schools in Newfoundland and Labrador.

CARRIED

b) Agenda Items

1. **Substitute Teacher Application Process** (Sean Weir)

Mr. Weir raised a question regarding reported changes to the Substitute Teacher Application process and whether individuals with non-teaching degrees could receive temporary teaching certificates and apply for term positions. The Assistant Executive Director advised that she would follow up with HR at the Department of Education to clarify the matter, as there had been no known change to the Substitute Teacher Application process. She indicated that the confusion may relate to the new provisional teaching certificates for newcomers to Canada whose qualifications do not directly align with Canadian teaching degree requirements.

2. **Graduation Statistics** (Ian Adey)

Mr. Adey requested information on the number of students who entered Grade 10 and met graduation requirements in Grade 12 over the three-year period, noting the importance of having accurate data when advocating for resources and negotiating with the employer. The Assistant Executive Director advised that she had contacted Evaluation and Research regarding the requested information. She was redirected to another area within the Department of Education and is awaiting a response. She will follow up once further information is received.

3. **Vacant Positions** (Patrick Murphy)

Mr. Murphy raised concerns regarding ongoing staffing vacancies and the lack of timely coverage for absences. He noted that while positions may eventually be filled, the appointments are not always permanent, and there is a need for a clear process to address vacancies and ensure timely coverage. He noted that these staffing shortages have an impact on students, teacher workload, and morale in schools. The Assistant Executive Director advised that schools should contact the NLTA when experiencing difficulties filling positions so that the Association can assess current recruitment efforts and determine whether further action or advocacy is required. She noted that the Retention and Recruitment Committee is currently examining hard-to-fill areas and that information from schools would help inform the Committee's work.

4. **TLA Positions** (Russell Stockley)

Mr. Stockley raised concerns that the current TLA allocation formula does not account for complex academic needs or the challenges faced by both rural and urban schools. He noted that schools may continue to have significant needs even when TLA allocations are reduced due to declining enrolment and asked whether resources could be advocated for through a process other than the current enrolment-based formula. The Assistant Executive Director explained that TLA allocations are based on enrolment, with additional units provided to some larger schools. She advised that units are not normally removed in the first year enrolment falls below 100; schools should contact the NLTA if this occurs. If removed in the second year, the school can appeal through its DOS. She also advised that junior high allocations remain under review pending consideration of completed research. Further discussion ensued.

5. **Conference Budget**

The Executive Director reminded Executive members about the Conference Budget request application/process and emphasized the importance of submitting the applications before a scheduled Table Officers meeting. Executive members are encouraged to seek assistance from appropriate staff if needed.

6. **BGM 2027 (Resolutions & Deadlines)**

The BGM 2027 deadlines were reviewed with Executive members. The Executive Director noted that preparing for BGM 2027 will be a busy time for NLTA staff and Executive members who will collaborate with their respective committees on resolutions submitted from Branches and SICs, with recommendations then presented to Provincial Executive for consideration. The BGM planning group will convene in the coming months to continue preparations.

7. **Branch Leadership Seminars**

The Executive Director reminded Executive members that registration information for the Branch Leadership Seminars had been circulated. He noted that this is the first year of the three-year seminar cycle and encouraged members to review the information to confirm which branch they have been assigned to.

XI. IN-CAMERA SESSION

Executive members held an in-camera session with the Executive Director present.

The following motions were brought forward from the in-camera session:

Dawe/Payne: That David Locke be granted tenure in the position of Administrative Officer.

CARRIED

Dawe/Weir: That Jamie Kieley be granted tenure in the position of Administrative Officer.

CARRIED

Payne/Dawe: That Leslie Brown be granted tenure in the position of EAP Coordinator.

CARRIED

Dawe/Payne: That the tentative agreement for a new NLTA Administrative Staff Agreement be approved by Provincial Executive.

CARRIED

Weir/Way: That during the next session of Provincial Executive Summer Planning (2027), a session will be developed/delivered to Executive on "Being the Employer." This session would include, but not be limited to, a brief review/discussion of NLTA staff contracts.

CARRIED

XII. GOOD NEWS ITEMS

Ms. Dawe was pleased to share that family members had come home to celebrate her father's 80th birthday that evening.

Mr. Adey was glad to note that his son had recently started post-secondary studies in Nova Scotia and was enjoying the experience.

Mr. Weir was happy to report that the wildfires in Labrador had been extinguished and thanked the NLTA and Executive members for checking in and offering their support.

XI. ADJOURNMENT

The meeting adjourned at 3:45 p.m.

XII. DATE OF NEXT MEETING

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

CONFIRMED:

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

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