



COUNCIL MEETING

DATE November 20 & 21, 2025

CLPNA Office 13163 146 Street, Edmonton

Open Session Council Public Meeting Minutes

Items are related to Regulatory Governance and Council Administration

Council Members Present: A Cesar, L Osinchuk, K Mansbridge (Virtual), M Noel, K Reynolds, I Pfeiffer, D Welke, T Kent, W Gaudette, C Frey

Staff Present: J Weis, C Waggott, T Richter, L Schneider, D Lernermeier, K Haymond, M Malenfant

Staff Presenters: A Kranz, S MacGregor

External Presenters: M Taylor, M Carvalho & M Friesen (Virtual), G Sim

1.	Call to Order Thursday, November 20 @0905hrs Friday, November 21 @0900hrs
<p><i>As an act of reconciliation and gratitude, the CLPNA would like to acknowledge the traditional territories where we work and learn. The CLPNA regulates the practice of practical nursing on Treaty 6,7, and 8 territories. We respect the histories, languages, and cultures of First Nations, Metis, Inuit, and all First Peoples of Canada, whose presence continues to enrich our community and whose ancestors have taken care of the land for centuries.</i></p>	
2.	Acceptance of the November Agenda <ul style="list-style-type: none"> The Board decided by Consensus with no objections
3.	Administration Process <ul style="list-style-type: none"> Conflict of Interest declaration <ul style="list-style-type: none"> Discussion with the Council regarding the understanding of conflicts of interest. GP 12 – Special Rules of Order
4.	Approval of Minutes <ul style="list-style-type: none"> October 2 & 3, 2025 minutes (<i>consensus of approval via email</i>)
5.	Governance Process items
5.1.	Committee Appointments <ul style="list-style-type: none"> Hearing Tribunal Competence Complaint Review <p><i>The Board decided by Consensus with no objections, the following Resolution:</i></p> <p><i>The Council of the College of Licensed Practical Nurses of Alberta:</i></p> <ol style="list-style-type: none"> APPOINTS the following registrants for a 2nd term to the Membership List, prescribed by section 15 of the Act, for a term from January 1, 2026 to December 31, 2027: <ol style="list-style-type: none"> Tia Hudson, Jessica Andrich. NOTES that the following registrants' appointments to the Membership List, prescribed by Section 15 of the Act, will terminate on December 31, 2025: <ol style="list-style-type: none"> Nancy Al Haddad. APPOINTS the following registrant for a 3rd term to the Competence Committee, and as Chair, for a term from January 1, 2025 to December 31, 2026: <ol style="list-style-type: none"> Maegan Smith. APPOINTS the following registrant for a 3rd term to the Competence Committee for a term from January 1, 2026 to December 31, 2027: <ol style="list-style-type: none"> Ritu Sidhu, Krishna Regmi.

	<p>5. <i>APPOINTS the following registrants for a 1st term to the Competence Committee for a term from January 1, 2026 to December 31, 2027:</i></p> <ul style="list-style-type: none"> (a) <i>Katrina Garcia,</i> (b) <i>Kati Konoff,</i> (c) <i>Stevie Laberge,</i> (d) <i>Genelie Rosalia-Rigg,</i> (e) <i>Lovepreet Sandhu.</i> <p>6. <i>NOTES that the following registrants' appointments to the Competence Committee will terminate on December 31, 2025:</i></p> <ul style="list-style-type: none"> (a) <i>Ravipal Singh (resigned on March 2025),</i> (b) <i>Lamia Khorfan,</i> (c) <i>Jennifer Campbell (previously Jennifer Rempert),</i> (d) <i>Disha Trivedi</i>
5.2.	<p>Governance Committee – Policy Review</p> <ul style="list-style-type: none"> • CMD – Council Management Delegation • CMD 1 – Unity of Control • CMD 2 – Accountability of the CEO • CMD 3 – Delegation to the CEO • CMD 4 – Monitoring CEO Performance <p><i>The Governance Committee noted that no changes are necessary for the policies mentioned above.</i></p>
5.3.	<p>Council Annual Competency Evaluation results</p> <p><i>J Weis presented the Competency Evaluation results that were completed at the October meeting.</i></p>
6.	Monitoring CEO Performance
6.1.	EL 2 – Planning
6.2.	<p>EL 3 – Financial Condition</p> <ul style="list-style-type: none"> • 2026 budget
6.3.	EL 6 – Compensation and Benefits
6.4.	EL 8 – Development of Standards and Policies Governing Practice of LPNs
6.5.	<p>EL 12 – Investments</p> <ul style="list-style-type: none"> • National Bank – <i>M Taylor</i>
	<p><i>By Consensus with no objections, Council acknowledges that they have received the CEO Monitoring Reports, and that Council is satisfied that there is sufficient evidence of compliance with a reasonable interpretation of the policy of all the Council governance policies addressed in the report; namely the following policies: EL 2 – Planning, EL 3 - Financial Condition, EL 6 – Compensation and Benefits, EL 8 – Development of Standards and Policies Governing Practice of LPNs, and EL 12 – Investments.</i></p>
7.	<p>Ownership Linkage*</p> <ul style="list-style-type: none"> • Ownership Linkage Recap was presented by <i>D Lermeyer</i> <ul style="list-style-type: none"> ○ HCA Regulation FAQs ○ Nextcloud Folder • Global – <i>M Carvalho and M Friesen</i> presented <p>What the Council has heard from owners</p> <ul style="list-style-type: none"> ○ <i>Understanding HCA regulation.</i> ○ <i>Tools to connect with the public.</i> ○ <i>Unregulated practitioners.</i> ○ <i>Positive feedback received on HCA regulation.</i> <p>Analysis Guide to Ends Template</p> <p><i>The Analysis Guide to Ends Template was completed by the Council.</i></p>
8.	Regulatory Items
8.1.	LPN Regulation update – Information only
8.2.	English Language Proficiency Policy – Information only

8.3.	Registration presentation - <i>S MacGregor presented</i>
8.4.	ESAC Education Program Review Process Presentation – <i>A Kranz presented</i>
8.5.	<p>Columbia College</p> <p><i>The Board decided by Consensus with no objections, the following Resolution:</i></p> <p><i>The Council of the College of Licensed Practical Nurses of Alberta:</i></p> <ol style="list-style-type: none"> 1. <i>AFFIRMS that Council has reviewed the ESAC recommendation in respect of the following program of study:</i> <ol style="list-style-type: none"> a. <i>Entity: Columbia College</i> b. <i>Type of Program: Practical Nurse Diploma program</i> 2. <i>DECIDES that the program of study be granted conditional approval until November 30, 2027</i>
8.6.	<p>Keyano College</p> <p><i>The Board decided by Consensus with no objections, the following Resolution:</i></p> <p><i>The Council of the College of Licensed Practical Nurses of Alberta:</i></p> <p><i>AMENDS the expiry date of Keyano College's Practical Nurse diploma program, extending the program's conditional approval status to October 31, 2027.</i></p>
9.	<p>Adjournment</p> <p><i>Friday November 21 @1408hrs</i></p>
