

ANNUAL

COUNCIL

**WORK
BOOK**

2024

Delegate Name:

Representing:



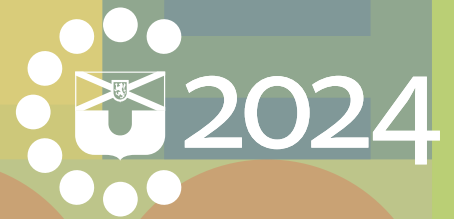
The Westin Nova Scotian May 3 to 5, 2024



MISSION

As the unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education.

For the benefit of all delegates, Council Chambers is scent and smoke free. Cellular phones must be set to silent mode in Council Chambers.



Nova Scotia Teachers Union

OFFICE OF THE PRESIDENT

DR. TOM PARKER BUILDING



May 3, 2024

Dear colleagues,

Pjila'si, bienvenue and welcome to the 103rd Annual Council of the Nova Scotia Teachers Union.

Council is an extremely important event. It is a chance for our members – members from every Local in every part of Nova Scotia, even some from across Atlantic Canada through the APSEA local – to participate in decisions that will impact our entire NSTU membership. It is a chance for us to come together, and hear the different points of view from our dedicated and invested delegates.

Council is an expression of the commitment and responsibility that we have to all our members. Together we form the supreme governing and policy setting body for the entire Union. The work we do in debating resolutions submitted by NSTU locals, Regional Representative Councils, Professional Associations and the Provincial Executive sets the course for our organization for the coming year.

When we adopt or defeat resolutions, we give direction to our Union as a whole. Through these decisions and debates, we all help steer the course that our 9500 NSTU members will follow.

This year, 258 delegates will consider and debate in excess of 80 resolutions.

In addition to resolutions, we will elect key leaders in our organization, make decisions about our budget and the services our Union provides to its members and help inform our ongoing efforts to advocate for both teachers and quality publicly funded, public education.

I want to personally thank you for your unwavering commitment to excellence in your classroom and in our Union. Your voice, engagement and active participation are vital components of our strength and solidarity. It is our collective efforts that empower the NSTU to remain a powerful force for teachers and public education.

I look forward to hearing the diverse perspectives and debate that will help move our NSTU forward. Thank you for the part you are playing in this important process.

In solidarity,

A handwritten signature in black ink that reads "Ryan Lutes". The signature is written in a cursive, flowing style.

Ryan Lutes, President
Nova Scotia Teachers Union

ANNUAL COUNCIL 2024

TABLE OF CONTENTS

Greetings from Ryan Lutes, NSTU President

OVERVIEW

Draft Agenda.....	2
Biographies of Speakers at the Annual Council 2024.....	4
Draft List of 2024 Council Participants.....	6
Summary of 2024 Council Elections.....	10
Frequently Asked Questions.....	12
Instructions and Guidelines for Annual Council 2024 Expenses	15
Rules of Parliamentary Procedure	16
Council Chambers Floor Plan Diagram and Information	18
Westin Nova Scotian Floor Plan.....	20

MINUTES

Draft Minutes of Annual Council 2023	23
--	----

RESOLUTIONS

2024 Resolutions

Costed.....	43
Economic Welfare and Working Conditions	54
NSTU Governance	69
Curriculum	78
Government.....	84
Professional Development	92
General	94

REPORTS

Disposition of Annual Council Resolutions 2023.....	99
NSTU Annual Report of Activities.....	119
NSTU Group Insurance Trustees Report.....	147
Report to Annual Council 2024 on Resolution 2023-19	169
Report to Annual Council 2024 on Resolution 2023-21	179
Report to Annual Council 2024 on Resolution 2023-68	189
Final Report Ad Hoc Committee on NSTU Governance.....	197
NSTU IT Infrastructure Review.....	251

2024 FINANCIAL INFORMATION

EVALUATION	last page
------------------	-----------

WELCOME

To the 103rd Annual Council of the Nova Scotia Teachers Union



2023-2024 Provincial Executive

Seated: Ryan Lutes (president), Jo-Leigh MacPhee (first vice-president)

Standing front row: Duncan Cameron (Halifax County), Melissa Deveau (Annapolis-Hants West-Kings), Sharon Midwinter (Cumberland), Georgette Samson (CSANE), Natalie MacIsaac (second vice-president, Annapolis-Hants West-Kings), Sarah Tutty (Lunenburg County-Queens), Vera Ryan (Digby-Shelburne-Yarmouth), and Line Murphy (CSANE) and Taunya Pynn Crowe (Colchester-East Hants). **Back row:** Kim Dunning (Northside-Victoria), Crystal Sampson (Cape Breton District), Phil Samson (Inverness-Richmond), Myla Borden (Pictou), Peter Day (secretary-treasurer, Cape Breton District), Andrew McCara (APSEA), Ben Sichel (Halifax City), Janet O'Brien (Antigonish-Guysborough), John MacKinnon (Digby-Shelburne-Yarmouth), and Grant Frost (Halifax City).

Missing: Nancie de la Chevotière (Halifax City), Mark Savoury (Dartmouth).



NOVA SCOTIA TEACHERS UNION
 103rd Annual Council – May 3-5, 2024
 Westin Nova Scotian

FRIDAY, MAY 3

4:00 p.m. – 7:00 p.m. Council Registration *Westin Nova Scotian – Mezzanine Level*

7:30 p.m.

OPENING SESSION

General Session

- Acknowledgement of Traditional Territory
- Call to Order
- National Anthems
- Welcome to Distinguished Guests
- Introduction of the Head Table & Provincial Executive
- Remembrance
- Announcements
- Introduction of the 2024 Council Independent Chair

Commonwealth AB

Business Session

- Adoption of the Agenda
- Adoption of the 2023 Annual Council Minutes – April 28 – 30, 2023
- Report of the NSTU President Ryan Lutes
- NSTU President 30-minute Questions & Answer Period
- Reports to Council 2024 & Question Period on Reports

9:00 – 11:00 p.m. **President’s Reception** *Atlantic Ballroom*

SATURDAY, MAY 4

SESSION I – MORNING SESSION

Commonwealth AB

8:30 a.m. Housekeeping Announcements

TIMED ITEM

8:35 a.m. Presentation of the Audited Financial Statement/ Statement of Financial Condition, Budget year ending July 31, 2023 *Closed Session*

8:50 a.m. Presentation of Proposed Budget for 2024-2025 & Questions *Closed Session*

Costed Resolutions

TIMED ITEM

10:20 a.m. CTF Presentation

10:30 a.m. – 10:45 a.m. **Coffee Break**

10:45 a.m. 2024 Resolutions continued

12:00 p.m. – 2:00 p.m. **Lunch**

SESSION II – AFTERNOON SESSION

TIMED ITEM – All Committee Elections

- 2:00 p.m.** CTF Delegate
Discipline Committee
Professional Committee
Resolutions Committee

- 2:15 p. m. Report of the Ad Hoc Committee on NSTU Governance:
NSTU Provincial Executive Models

2024 Resolutions *continue*

- 3:15 p.m. – 3:30 p.m. **Coffee Break**

Timed Item

- 3:30 p.m.** **Presidential Candidates Forum *Closed Session***
7 minute presentation by each candidate followed by a 45 minute question & answer period

2024 Resolutions *continue*

- 5:30 p.m. Recess

SUNDAY, MAY 5

SESSION III

TIMED ITEM

- 9:00 a.m.** Discussion and Adoption of the Budget *Closed Session*
August 1, 2024 – July 31, 2025

Ranked Vote: NSTU Provincial Executive Models

- 10:30 a.m. Remarks to Council 2024 by *NSTU Executive Director, Steve Brooks*
30-minute Question & Answer Period – *NSTU Executive Director, Steve Brooks*

Conclude 2024 Resolutions

- 11:30 a.m. New Business
Closing Remarks & Presentations
Adjournment

OTHER EVENTS

Health Kiosk

Westin Nova Scotian – Lunenburg Room
Friday 4:00 p.m. – 7:00 p.m.
Saturday 7:30 a.m. – 1:30 p.m.

NSTU Photo Booth

Westin Nova Scotian
Mezzanine Level
Friday 6:00-7:15 p.m., 8:45-9:15 p.m.
Saturday 10:30-10:45 a.m./12-2:00p.m./3:15-3:30p.m./5:30-6:30p.m.

Biographies of Speakers & Guests at the Annual Council 2024

Ryan Lutes, President NSTU

Ryan Lutes began his term as NSTU president on August 1, 2022. Prior to that, he was a mathematics teacher at Halifax West High School. A teacher for 15 years, he served as the Halifax City NSTU Local President from 2015 to 2020 and was also elected as a Halifax City representative for NSTU's provincial executive before being elected NSTU president.

Over his teaching career, Ryan was an NSTU rep and served on many Local and provincial committees including Public Relations, Member Services, and Pension. He also served on two regional NSTU negotiating teams and on the provincial negotiating team for the contract that was ratified in the fall of 2021.

He holds a BA in Political Science, minor in Physics from Acadia University and a BEd and Master of Education in Technology Integration from Mount Saint Vincent University. He also has a Certificate in Mathematics from Saint Mary's University and a Diploma in Counselling from Cape Breton University.

Through his role as NSTU president he sits on the CTF/FCE executive committee and is a Vice-president-at-Large for the Nova Scotia Federation of Labour.

Ryan is married to a teacher and is a father of two school-aged children. He has been a member of Nova Scotia Basketball Officials for more than 20 years and in this role has refereed all levels including university and professional.

Steve Brooks, NSTU Executive Director

NSTU's executive director, Steve Brooks, began his term on January 14, 2021. From Newfoundland and Labrador, Steve most recently served as the executive director of the Newfoundland and Labrador Teachers' Association (NLTA). He began his career at the NLTA as Administrative Officer in Programs and Services before being appointed Assistant Executive Director, and then Executive Director in 2016.

A former district leader, school administrator and teacher, Brooks holds a Masters of Education in Curriculum and Instruction from Memorial University as well as a Bachelor

of Education (High School Social Studies and Religious Studies), and a Bachelor of Arts (Political Science). He also has a Certificate in Industrial Relations from Queens University and has completed numerous training programs including Labour Relations Foundations, Negotiation Skills, and Dispute Resolution.

Bill Redden, Independent Chair 2024

A past president of the Digby Local of the NSTU, Bill Redden served the Digby/Annapolis area for five years as a member of the NSTU Provincial Executive, and was twice elected as First Vice-President of the NSTU. During 15 years of active involvement with the Union, Bill served on and chaired numerous Local and provincial committees, and has held several different offices. In addition, he is a former President and Vice-President of the Association of Teachers of English (ATENS) and a former member of the executive of the Canadian Council of Teachers of English (CCTE). During a term as Chairperson of the NSTU Curriculum Committee, he also served on the Minister of Education's Advisory Committee on the Public-School Program (1987-88).

Before joining the NSTU executive staff in August 1991, Bill worked for the former Digby District School Board in various administrative positions including vice-principal, principal and secondary curriculum supervisor. Prior to that, Bill was an English department head and high school English teacher for nine years for this same board.

As an executive staff officer, Bill has served as NSTU Coordinator of Pension and Insurance Services. In December 2006, he was appointed Assistant Executive Director and, in January 2007, Acting Executive Director and in August 2007, he was appointed Executive Director, a role he fulfilled until retiring on August 1, 2013.

Bill Redden holds a B.A. in English, a B.Ed. and M.Ed. in School Administration all from Acadia University. He has completed studies to earn a Retirement Plans Associate (RPA) designation from Dalhousie University and the International Foundation of Employee Benefits, and he has completed six of the required courses to earn their Canadian Employees Benefits Specialist designation.

From 1994 to 2005, Bill served on the Minister of Finance's Investment Advisory Committee that oversaw the investment of the funds of the Nova Scotia Teachers' Pension Plan and the funds of the Nova Scotia Superannuation Pension Plan. In 2006, Bill became one of the original Directors of the then newly created Nova Scotia Teachers' Pension Plan Trustee Inc., a position that he continued to hold on behalf of the Union until 2018. Bill was reappointed to this Board on January 1, 2024 to serve as the retired member of this Board. This Trustee Board is responsible for the investment of over 5 billion dollars of the assets in the Nova Scotia Teachers' Pension Plan. The Board also oversees the administration of the benefits under the Plan.

Bill has been serving as a member of the Board of Directors of the Teachers Plus Credit Union since April of 2014 and for the past eight years, he has been the Chair of that board.

Mike Jamieson, Parliamentarian

Mike Jamieson is a long serving member of the Dartmouth Local having served at the Local, Regional, and Provincial levels. He has held positions as NSTU representative, Local executive member, Regional Representative Council member, and Provincial Executive member. He has served on many local and provincial committees, and in 2022 quixotically ran for provincial president. He is currently a member of the provincial bargaining team. Mike has been notable at past Councils for serving multiple years as Chair of the Resolutions Committee and his use of procedural motions in chambers. He is a science teacher at Woodlawn High School in Dartmouth where he has been teaching mostly physics since 2008. Science education and exploring the deeper mysteries of the universe with students inspires his passion for the classroom. Mike's involvement in unionism began with an introduction to Annual Council very early in his career and has focused on governance, working conditions, and workplace safety issues. With great interest he participated in the recently offered Parliamentarian training sessions and is proud to serve this year.

Heidi Yetman, President Canadian Teachers' Federation

Heidi Yetman is the President of the Canadian Teachers' Federation (CTF/FCE), representing over 360,000 teachers across Canada.

Heidi was first elected as Vice-President of CTF/FCE in 2018-2019 and again in 2020. Heidi was the President of

the Quebec Provincial Association of Teachers (QPAT) from 2019 to 2023.

This invaluable experience in union leadership has allowed her to attend the World Congress where she facilitated a women's caucus session and served as an official teller. Her work at CTF/FCE also included moderating the 2019 AGM Women's Caucus and moderating a women's panel at the 2019 CTF/FCE Women's Symposium.

In 2020, Heidi was a keynote speaker at the Manitoba Teachers' Society Women's Symposium.

Prior to serving as QPAT President, Heidi was the president of her local union and she taught Science and Art for 23 years at the high-school level.

Heidi has a Bachelor's Degree in Science from the University of Manitoba, a Bachelor's Degree in Visual Arts from the University of Laval and in 2018 she completed a Master's in Art Education at Concordia University. Her thesis focused on the intersection between educator, artist and activist.

Heidi would like to continue her work in fighting for quality public education and social justice on a national level.

DRAFT List of 2024 Council Participants

As of March-7-24

Annapolis Local

Voting

Heather Hiscock
Jeannie Montgomery
Karlee Perry

Alternate

Mark Bezanson

Observer

Amber Corkum

Antigonish Local

Voting

Nathan Cormier
Mike Stewart
Julie McVicar
Robin Hayne

Alternate

Jiselle LeBlanc

Observer

Laurenn McCoy

APSEA Local

Voting

Lisa Brett
Beth Button
Amanda Weaver

Alternates

Lesley Anthony

Cape Breton District Local

Voting

Yolanda Aubrecht
Keli Brewer
Rachelle MacIsaac

Mike Sidney

Delynn Reid

Jill Vallis

Kenna MacLean

Peter Murphy

Wayne Royal

Carol Anne MacMaster

Jan Mills

Adam Martin

Heather MacLean

Alternates

Denise Forgeron

Observer

Lindsay Bird

Colchester-East Hants Local

Voting

Nadine Arnold
Sarah Berry
Michelle DeCoff
Kerry Doucette
Mike Fougere
Wendy Gould
R nelle John
Lori MacIntosh
Katrina Murphy
Shannon Roy
Colleen Scott
Julia Shaw
Gina White
Allan MacDonald
Lauchie MacKinnon
Kasi Humber

Alternates

Stephanie McIsaac
Sarah Chamberlain-Boyle

CSANE Local

Voting

Isabelle Cotnoir
Sue Larivi re-Jenkins
Tara McCormick
R mi Maillet
Mallory Shemshadi
Danielle Thibault
Coll ne Cyr
Virginie Latour
Jorge Saldana
Caroline Linehan
Kent Fraser

Alternates

M lanie Delorey
Fabie Simpson

Observer

Beverly Amirault

Cumberland Local

Voting

Stacia Findlay
Lee-Anne McKoy
Lindsay Crossman-Wheaton
Stephen Bradford
Kate Cole
Jenn Dwyer

Alternate

Kaitlyn Conrad

Observer

Misty Ripley

Dartmouth Local

Voting

Viviane Abdallah
Nicole Gandossi
Alana Martell
Rob Wigle
Jennifer Barro Ralph
Kim Dull
Dawn MacDonald
Robyn Brown
Tara Arseneau
Livia Peyton
Margaret Casey
Patricia Irving
Rima Haidar
Kara Ayers
Leon Swinkels

Alternates

Lisa Allen
Jason Ralph

Observer

Daniel Campbell

Digby Local

Voting

Danielle Quinlan
Erin Mullen
Sarah Price

Alternate

Denise Boudreau

Observer

Tisha Amero

Guysborough County Local

Voting

Lacey Phinney
Brenda MacDonald
Alicia Mills

Alternate

Tamara Borden

Observer

Matthew Showell

Halifax City Local

Voting

Liette Doucet
 Scott McKinnon
 Paulette O'Connor
 Erin Chisolm
 Marilyn Skinner
 Janique Bernard
 Chris Broughton
 Quinn Kloopenburg
 Hadeel Dalloul
 Malik Adams
 Sunita Pinet
 Megan Fitzpatrick
 Rochelle Joseph-Shupe
 Juli Gillard
 Danielle Theriault
 Shelbi Genge
 Katy Groscki
 Cole Wild
 Debbie MacLean
 Chrystal McNeil
 Yan Desormeau
 Angela Hosking
 Amanda Stockley

Alternate

Charmaine Wilkie

Halifax County Local

Voting

Shawn Hanifen
 Turk MacDonald
 Suzanne Rohland
 Shelley Luddington
 Jason Jennings
 Gayle Doyle
 Desiree Daniele
 Crystal Patterson
 Angela Ewing
 Jonathon Sproul
 Wendy Hargreaves
 Shannon MacEachern
 Carolyn Armitage
 Sheri Scott
 Erica Ans
 Katherine Tucker
 Cindy Gillis
 Yvonne Lapierre
 Leah Gillis
 Mona MacNeil
 Jodie MacClreith
 Joseph MacIsaac
 Cindy Ng-Ivanoff

Tracy Power-MacKenzie
 Shelley Rigby
 Tina Broderick
 Lawrence Rigby
 Jennifer Moriarty
 Suzanne Brna
 Carla Elliot
 Paula Oliver
 Jennifer Woolaver
 Mark Blades
 Tanya Smith
 Maureen Finch Purcell
 Phil Goora
 Andrew Ardley
 Sarah McCann-MacLeod
 Sarah Gurney
 Melanie Kennedy-Conrad
 Elizabeth Thomas
 Vanessa Turner
 Rob Williams
 Peter Myatt

Alternates

Carrie LeBlanc
 Dionne Reid
 Peter Balcom
 Angela Wisen
 Trevor Smith

Observer

Alexa Fulton

Hants West Local

Voting

Shane Goucher
 James Streeter
 Tami Cox-Jardine

Alternate

Michelle Clarke

Observer

Mike Picard

Inverness Local

Voting

Vince Jessome
 Sheila Hawley
 Colleen Morgan

Alternates

Ruthann Organ

Observer

Darlene MacLellan

Kings Local

Voting

Joanne Richardson-Landry
 Laura McCulley

Jacinda Hatton
 Jemita Buchanan
 Allison Corbett
 Crystal Peach
 Nadia Lamrani
 Lauren Slaunwhite
 Krista Lunn
 Andrea MacLean
 Nisha Langford
 Thèrèse Forsythe
 Kathleen MacPhee

Alternates

Tracey Rogers
 Eileen Hiltz

Observer

Jeanette Garrison

Lunenburg County Local

Voting

Denise Burgess
 Sarah Hillier
 Barb Chapman
 Sheri McGill
 Sarah Haughn-Fancy
 Nathan Singer
 Christine Redmond
 Christina Wissler
 Charlotte Butt

Alternate

Shelley Walsh

Observer

Vivianne Griffiths

Northside-Victoria Local

Voting

Dave Currie
 Stacey Barrie
 Shannon Parsons
 Marilyn MacDougall
 Milton Bonnar

Alternate

Linda Osmond

Observer

Dawn MacDonald-Gillis

Pictou Local

Voting

Heather Coulter
 Brigitte Ehler
 Sarah Grant
 Nikki MacInnis
 Molly MacKenzie
 Josh MacKinnon
 Lisa MacKinnon

Emmy Tremblay-Cornish

Alternate

Ron MacDonald

Queens Local

Voting

Sarah Baldwin-Penny

Kayla Rafuse

Frankie Martin

Alternate

Brad Murray

Observer

Victoria Cook

Richmond Local

Voting

Danielle O'Brien

Sarah Nettleton

Tommy Samson

Alternate

Gary Samson

Observer

John James Burt

Shelburne County Local

Voting

Amber Hiltz

Amanda Rankin

Leah Weare

Alternate

Michelle Goreham

Observer

Mariah Farquhar

Yarmouth Local

Voting

Benton Gallagher

Glenys Stephenson

Denise Stone

Maxwell Taylor

Chad Warren

Alternate

Ben Drew

Observer

Shonda Nickerson

RRC Chairs (Voting Delegates)

Adam Boyd	Annapolis Valley
Dawn Spracklin	Cape Breton-Victoria
Doug Read	Chignecto
Chris Doiron	Halifax
Mai-Ling Storm	South Shore
Paula Landry	Strait
Sarah Acker	Tri-County

REWC Chairs (Voting Delegates)

Jonathan Murphy	Annapolis Valley
Jamie Clarke	Cape Breton-Victoria
Eliza Abbass	Chignecto
Andrea Heans	Halifax
Laura Fryday	South Shore
Tracy MacIsaac	Strait
Lori MacKinnon	Tri-County

Provincial Executive (Voting Delegates)

Ryan Lutes	President
Jo-Leigh MacPhee	1st Vice-President
Natalie MacIsaac	2nd Vice-President (Annapolis-Hants West-Kings)
Peter Day	Secretary-Treasurer (Cape Breton District)
Myla Borden	Pictou
Duncan Cameron	Halifax County
Kim Dunning	Northside-Victoria
Nancie de la Chevotière	Halifax City
Melissa Deveau	Annapolis-Hants West-Kings
Grant Frost	Halifax County
Natalie MacIsaac	Annapolis-Hants West-Kings
John MacKinnon	Digby-Shelburne-Yarmouth
Jo-Leigh MacPhee	Annapolis-Hants West-Kings
Andrew McCara	APSEA
Sharon Midwinter	Cumberland
Line Murphy	CSANE

Janet O' Brien	Antigonish-Guysborough
Taunya Pynn-Crowe	Colchester-East Hants
Vera Ryan	Digby-Shelburne-Yarmouth
Georgette Samson	CSANE
Phil Samson	Inverness-Richmond
Crystal Sampson	Cape Breton District
Ben Sichel	Halifax City
Sarah Tutty	Lunenburg-Queens
Mark Savory	Dartmouth

Professional Associations (Voting Delegates)

Stephanie MacLean	AEA
Jessie Tasker	ATA
Theresa Jennings	ATEC
Liam Timmons	ATENS
Mary Barrington-George	ATYA
Danielle LeBlanc	BETA
David Zinck	EDANS
Krista Simm	FSTA
David MacFarlane	MTA
Jasmin Stoffer	NSATEE
Lynette Babin	NSLTA
Angela Wyllie	NSTALL
Andrew Seymour	NSTEA
Natasha Yorke-Philip	PISA
Dean Marchand	SSTA
Nancy Walzak	TAPHE

Italics indicates also a Local/PE/PA delegate

Resolutions Committee

Myla Borden, Chair	Executive member
Lynette Babin	Antigonish
Drew Moore	Colchester-East Hants
Sarah Hillier	Lunenburg County
Jason Jennings	Halifax County

NSTU Standing Committee Chairs (or designates) Non-Voting Delegates

Stephanie Deagle, Chair	PACC
Darlene Bereta, Chair	Curriculum Committee
Denise Palmer, Chair	Health & Safety
Mindy Boudreau, Chair	Comité de programmation acadienne
Karen Nottage, Chair	Insurance Trustees
Pat Hillier, Designate	Pension
Lloyd Francis, Chair	Substitute Teacher
Michelle Pinaud, Chair	Status of Women

Special Guests

Honorary Members

Bill Berryman	Former NSTU Executive Staff Officer
Ron Morrison	Former NSTU Executive Director
Jim McKay	Former NSTU Executive Director
Bill Redden	Former NSTU Executive Director & Independent Chair

Past Presidents

Dominique Henry	1974-1976
Harold Doucette	1980-1984
Karen Willis Duerden	1986-1990
Russell MacDonald	1990-1992
John MacDonald	1992-1996
Brian Forbes	2000-2004
Mary-Lou Donnelly	2004-2008
Shelley Morse	2012-2016
Liette Doucet	2016-2018
Paul Wozney	2018-2022

Education Partners

Scott Armstrong	Chair, PSAANS
Tim Simony	Executive Director, PSAANS
Lynne Parisien	CTF Booth
Alyson Hillier	President, Retired Teachers Organization

NSTU Staff

Steve Brooks	Executive Director	Wendie Wilson	Executive Staff
Simon Wilkin	Acting Assistant Executive Director	Angela Murray	Public Relations Coordinator
		Mark Laventure	Communications & PA Officer
Paul Boudreau	Executive Staff	Leah Kutcher	In House Legal Counsel
Meg Ferguson	Executive Staff	Melanie Waye	Financial Officer
Wally Fiander	Executive Staff	Nancy Morton	Human Resources Officer
Jack MacLeod	Executive Staff	Nicole Wells	Annual Council Coordinator
Tim MacLeod	Executive Staff	Nancy Day	Administrative Assistant
Kyle Marryatt	Executive Staff	Shelly Landry	Administrative Assistant
Amanda O'Regan-Marchand	Executive Staff	Haudaja Walters	Administrative Assistant
Louis Robitaille	Executive Staff	Steve Sheppard	Administrative Assistant
Jeff Morse	Executive Staff		

Summary of 2024 Council Elections

CTF Delegate	(1 member)	3 year term
Discipline Committee	(2 members)	3 year terms
Professional Committee	(2 members)	3 year terms
Resolutions Committee	(2 members)	2 year terms

CTF Delegate

(1 member – 3-year term)

- Council elects one member each year for a term of three years.

STANDING ORDER 16 – DELEGATES TO CANADIAN TEACHERS’ FEDERATION

Delegates to the Canadian Teachers’ Federation Annual General Meeting shall be: the President, or another CTF Director as chosen by the Provincial Executive from the Members of the provincial Executive; the Executive Director as a member of the CTF Board; and a number of other delegates defined by the Canadian Teachers’ Federation who shall be elected by a plurality of votes cast by Voting Delegates at Annual Council. Delegates elected by Council shall serve a three (3) year term and shall not serve consecutive terms. The First Vice-President or, in the absence of the First Vice-President the Second Vice-President, shall attend as an alternate.

During a presidential election year, the NSTU President-elect will be included in the delegation to CTF as an observer at the AGM. The costs incurred will be covered by the NSTU as per CTF guidelines.

<u>Name & Local</u>	<u>Term Expires</u>
Darlene Bereta, Northside-Victoria	Council 2024
Sue Larivière-Jenkins, CSANE	Council 2025
Melanie Kennedy, Halifax County	Council 2026

Discipline Committee

(2 members - 3-year terms)

Standing Order 6.

- Pursuant to the *Teaching Profession Act*, Section 10 (1) (d), there shall be a Discipline Committee of the NSTU.
- The mandate of the Committee is to consider complaints regarding Member action(s) inimical to the interests of the NSTU, which would not come before the Professional Committee.
- The Discipline Committee shall consist of five (5) Members elected by Council.
- Members of the Discipline Committee shall serve a three (3) year term.
- No Member of the Discipline Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.
- The Discipline Committee shall meet at least once a year for professional development purposes and as required to consider complaints.

<u>Name & Local</u>	<u>Term Expires</u>
Jiselle LeBlanc, Antigonish	Council 2024
Michelle Goreham, Shelburne County	Council 2024
Vivianne Abdallah, Dartmouth	Council 2025
Tara Arseneau, Dartmouth	Council 2026
Ben Drew, Yarmouth	Council 2026

Professional Committee

(2 members – 3-year terms)

By-Laws, Article VII

- (a) Pursuant to the *Teaching Profession Act*, Section 11 (1), there shall be a Professional Committee of the NSTU.
- (b) The mandate of the Committee is as described in the *Teaching Profession Act*.
- (c) The Professional Committee shall consist of six (6) Members elected by the Council.
- (d) Members of the Professional Committee shall serve a three (3) year term, with two (2) Members of the Committee retiring each year.
- (e) No Member of the Professional Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.
- (f) The Professional Committee shall meet at least once a year for professional development purposes and as required to consider complaints.

<u>Name & Local</u>	<u>Term Expires</u>
Elizabeth Thomas, Digby	Council 2024
Allie Coulter, Cumberland	Council 2024
Heather Coulter, Pictou	Council 2025
Paula Landry, Richmond	Council 2025
Kent Fraser, CSANE	Council 2026
Colleen Scott, Colchester-East Hants	Council 2026

Resolutions Committee:

(2 members – 2-year terms)

Standing Order 4 (c)

- a. The Resolutions Committee shall consist of five (5) Members.
- b. Annual Council shall elect four (4) Members from amongst the Voting Delegates. Elections shall be staggered from year-to-year to allow for continuity. All such Members elected shall serve a two (2) year term.
- c. The Provincial Executive shall elect one (1) of its Members to serve as Chair of the Resolutions Committee. The Chair shall serve for a renewable one (1) year term.

Duties for the Resolutions Committee can be found in Standing Order 4 (c) and Operational Procedures 16.

<u>Name & Local</u>	<u>Term Expires</u>
Lynnette Babin, Antigonish	Council 2024
Drew Moore, Colchester-East Hants	Council 2024
Sarah Hillier, Lunenburg County	Council 2025
Jason Jennings, Halifax County	Council 2025

Frequently Asked Questions

The following information is provided for delegates to peruse prior to their arrival at Council on administrative matters regarding accommodations, expenses, alternate delegates, voting & key pads, and other Council-related items.

NEW Registration will be held at the Westin Nova Scotian 4:00 p.m. until 7:00 p.m.

1. What is my procedure at the hotel & parking?

- a. Upon check-in at the Westin Nova Scotian or the Courtyard by Marriott Halifax Downtown, you **will** be asked to leave a credit card imprint or cash deposit. You are required to pay ALL incidental room charges such as movies, room service or mini-bar charges before checking out. If you are unable to leave a credit card imprint please inform Nicole Wells, Annual Council Coordinator at council@nstu.ca.
- b. Any outstanding charges will be the responsibility of the Local to collect from individuals.
- c. Delegates staying at the *Westin Nova Scotian* can park in the Hotel's rear parking lot. If that lot is full, delegates are permitted to park in the Indigo parking lot behind the Via Rail Station (directly next door to the Westin parking lot.)
- d. Delegates staying at the Courtyard by Marriott Halifax Downtown can park in the on-site parking garage. Your room key will open the garage door. There are a limited number of parking spaces which are first-come, first-serve. Delegates do not pay for parking.
- e. Valet parking and continental breakfast **ARE NOT INCLUDED** in the Annual Council rate at any of the hotels.
- f. Westin Nova Scotian Overflow Parking:
 - Via Rail Station (Indigo Parking) parking lot. If you are parking in the Via Rail parking lot you must inform the front desk at the Westin. The Westin staff will provide you with a parking pass to display in your car. You will also be required to provide the hotel with your license plate number so that we can inform Indigo Parking.

2. How do I get to the Westin Nova Scotian from the Courtyard by Marriott Halifax Downtown?

See map on page 21.

Please contact Nicole Wells, Annual Council Coordinator at council@nstu.ca if you will require transportation to and from the Courtyard by Marriott Halifax Downtown.

3. How are expenses covered during Council weekend?

EXPENSE FORMS are included with your Name Pouch at Registration Friday evening.

- a. The NSTU pays the expenses of ALL participants, with the exception of Local Alternates, Regional/Local Observers, and CTF Affiliates. **Local Expense Forms** are to be turned into the Local Treasurer or Local President.
- b. Following Council, Locals will be billed the accommodation costs for Alternates and Observers.
- c. All other Expense Forms are to be completed and turned into the Finance & Property Committee located in the same room as Registration on **Friday** evening. In order to facilitate approval and processing, expense forms should be submitted promptly to the Finance and Property Committee. Claims received after the end of Opening Session on Friday evening, will not be processed until the following week.
- d. See Instructions and Guidelines for Annual Council Expenses on page 15.

4. What are the social events at Annual Council?

As a registered participant to Annual Council, you are invited to attend the following activity:

- a. On Friday evening, the **President's Reception** is held at the conclusion of the Opening Session in the Atlantic Ballroom, located on the Mezzanine Level of the Westin Nova Scotian.

5. What role do Alternate Delegates play?

- a. Alternate delegates may address Council with the permission of the Chair but they may not move or second or vote on resolutions. Permission to speak shall not be unreasonably withheld.
- b. Alternate delegates can replace Voting Delegates from their Local to act as a delegate in his/her place.

- c. Replacing Voting Delegates:
Should a Voting Delegate be unable to attend a particular session, he/she may arrange for an **Alternate Delegate** to replace him/her.
The Voting delegate must provide the **Alternate Delegate** with his/her electronic *Key Pad*. After the session, the electronic *Key Pad* must be returned to the Voting Delegate.
- d. Alternate delegates and Regional/Local Observers are seated with their Local.

6. How does the Audience Response System – *Key Pads* work?

Voting delegates are assigned a *Key Pad* with a unique serial number which are allocated by groups.

- a. When the Chair prompts delegates to vote, delegates will press 1 if in favour of a motion or 2 if opposed to a motion. The last selection entered prior to the vote closing will be the selection that is recorded. A vote is recorded once a button is pressed and the green LED indicator light turns off.
- b. Delegates can also verify the vote selection in the LCD window on the *Key Pad*.
- c. In election situations, delegates will make selections by choosing the number(s) associated with the nominee(s).
- d. Voting delegates assigned a *Key Pad* are responsible for returning the *Key Pad* at the end of Annual Council. If the assigned *Key Pad* is not returned, a fee of \$49.00 will be charged to the Local/Group to which the *Key Pad* was allocated.

7. How are Resolutions processed at Council?

Pre-Council Vote

Please be advised that the Provincial Executive has adopted Pre-Council Voting Procedures. These procedures are outlined in NSTU Operational Procedure 16 Resolutions Process G. Pre-Council Voting Procedures (below).

Pre-Council Voting Procedures

- i. Resolutions submitted to Council in any given year may be considered in a Pre-Council Voting process as outlined below.
- ii. Resolutions categorized as Constitutional or Costed are to be debated and voted on at Council, with no Pre-Council voting.
- iii. All Resolutions that do not fall into G. ii. above will be considered by registered Voting Delegates in a Pre-Council voting process.
- iv. A majority of registered Voting Delegates participating in the Pre-Council voting process will satisfy quorum.
- v. Pre-Council voting to be conducted electronically, poll to be open for two (2) weeks with the poll closing at noon of the last Tuesday prior to Annual Council weekend.
- vi. Poll to include three options per Resolution (adopt, defeat, and debate at Council).
- vii. A threshold of seventy-five percent (75%) must be reached to adopt or defeat a resolution during the pre-Council voting process.
- viii. The results from the pre-Council vote will be tabulated and supplied to Delegates at Annual Council.
- ix. Sponsors of Resolutions will have the opportunity at Annual Council to withdraw or amend their Resolution prior to the start of debate on the Resolution.

This year voting on resolutions which qualify for inclusion in this process will **open at 8:00 a.m. on Tuesday, April 16, 2024 and close at noon on Tuesday, April 30, 2024.**

Please be advised that a link to the site for voting will be sent to the email address provided by Voting Delegates on their Council Registration form.

Resolutions debated at Annual Council

Resolutions will be projected by the audiovisual system. Lengthy amendments (**more than five words in length**) should be received in time to be prepared for projection **prior to** addressing that particular resolution. Forms can be found in the **Reference Binders located in Council Chambers** for Amendments and for New Business Resolutions.

Amendments

- a. A form is to be completed for any amendment of more than five (5) words in length. (The Resolutions Committee is available to assist with the wording.)
- b. Once completed, the form is returned to the NSTU support staff member in the Council Office.

- c. Copies of the proposed amendment are then circulated to:
 - Resolution sponsor;
 - Council Chairperson;
 - Chairperson, Resolutions Committee;
 - Data Projection Operator; and
 - Parliamentarian.
- d. During debate on a resolution, any amendment shall be postponed until all administrative procedures have been completed.

New Business Resolutions

Procedure:

- a. Completed New Business Resolution forms are to be filed with the Resolutions Committee at the Resolutions table. **Forms must be submitted to the Committee prior to the Recess in Session II on Saturday afternoon. Please note that a resolution must be accompanied by a Brief.**
- b. If determined eligible by the Resolutions Committee, the resolution is considered by the assembly under New Business in the final session of Annual Council.
- c. If determined ineligible by the Resolutions Committee, the Resolution sponsor may request a ruling of that decision by Annual Council.

Eligibility Criteria:

- a. **Time** – an issue arises after the official closing date for resolution submissions to Annual Council. (3rd Friday in December)
- b. **New information** – an issue has incurred new developments after the official closing date for resolution submissions to Annual Council.

Reference Binders can be found by the doors of Council Chambers and contain materials such as the Final Seating Plan (which is also posted), Revised List of Participants, Revised Agenda (if necessary) and the Resolution Forms (Amendments and New Business).

8. What is Speaker Protocol?

- a. Numbered microphones are strategically placed between delegate tables.
- b. Speakers obtain the floor when the Chair identifies the number of the microphone at which a speaker is standing.
- c. Speakers to a motion/resolution will be asked to comply with the Speaker Protocol found on delegates' tables. Before speaking, delegates must identify themselves and the Local, Region or Professional Association they represent. Speakers should preface their remarks by stating whether they are in favour or opposed to the resolution/amendment.

9. Where do I find information on Council Elections?

A Summary of Elections for Council 2024 can be found on pages 10. See the Agenda, pages 2.

10. How can delegates run for the various Council Committees?

- a. Any member of Council who is entitled to vote may nominate from the floor any eligible person to any office.
- b. There will be a Presidential Candidates Forum on Saturday afternoon. Each candidate will make a 7 minute presentation followed by a 30 minute question and answer period.
- c. All Council elections will take place on Saturday afternoon at 2:00 p.m. See *Executive Staff Officer, Paul Boudreau* for the required Nomination Forms to be prepared and submitted **no later than 11:00 a.m. Saturday morning**.
- d. Nominations for Council Committees close with the report of the Council Elections Committee on Saturday afternoon. There will be a call for further nominations from the floor by the Chair of Council at the time of each election. A successful candidate(s) must receive a plurality of the ballots cast.

11. Are there scheduled Coffee Breaks?

There will be designated coffee breaks at the following times: Saturday morning 10:30 a.m. and Saturday afternoon 3:15 p.m. Refreshments will be provided compliments of *Johnson Incorporated*.

12. What parliamentary procedures are followed at Council?

The current edition of Robert's Rules of Order, Newly Revised governs the NSTU in all parliamentary situations not provided for in legislation, By-Laws and Standing Orders.

INSTRUCTIONS AND GUIDELINES FOR ANNUAL COUNCIL 2024 EXPENSES

1. Accommodations

- a) Delegates staying at the Westin or the **Courtyard Marriott Hotel** are required to record their room number on the Expense Form.
- b) All Council delegates must check out prior to leaving the hotel. Do **not pay for your room** when checking out, but you must verify that all charges are correct prior to departure. Personal items such as movies, room service, etc., are not covered; except as allowed below as an INCIDENTAL charge.
- c) Delegates are permitted up to two (2) nights hotel accommodations. Please confirm the length of your stay with the hotel upon your arrival.
- d) If you stay at a hotel/motel other than the Westin or the **Courtyard Marriott Hotel**, a receipt must accompany the expense form. The NSTU will accept accommodation receipts up to a maximum amount equal to the NSTU hotel contract rate, **\$109.00 X 3% x 15% = \$129.11**. If no receipt accompanies the claim, you will be reimbursed a maximum of \$20.00 per night for accommodation other than your principle residence. When staying in a hotel/motel other than those stated above, travelling expenses to and from said hotel/motel become the responsibility of the individual.

2. Meal Enroute

Delegates are entitled to claim two meals (maximum \$45.00). The delegate must reside outside a 250-km. radius (one way) of the hotel in order to claim a meal.

3. Meal Allotment

The meal allotment is \$114.00 for the weekend.

4. Family Care Expenses

- (a) The Union will cover the necessary family care expenses for members if they are participants at Annual Council; and other authorized Union business.
- (b) All claims must be accompanied by a properly completed expense form and will be paid on the basis of amounts approved from time to time by the Provincial Executive.
- (c) The rate for child care shall be:
 - (i) The rate for family care shall be set at the minimum hourly wage rate set by the Province of Nova Scotia up to a maximum of eight (8) hours/day for children under the age of 14 years, or ten (10) hours/day maximum if overnight is required if the child is 18 years of age or younger.
 - (ii) These rates will apply to special needs dependents and elder care with the approval of the Finance & Property Committee.
- (d) Before claims are paid, receipts must be provided from the person/agency providing such childcare. Receipts should be provided at Council. In the event that said receipts are not provided, payment of the total claim will be withheld for a two week period. If receipts have not been provided by that time, a cheque will be issued, minus the amount for childcare. This will be considered a final payment.
- (e) The Union will reimburse receipted pet care expenses to a maximum of \$20.00 per day.

- *A delegate who is accompanied to Council by a non-delegate spouse, may not claim Family Care expenses.
- *A single parent delegate, or a delegate who is married to another delegate, may claim Family Care expenses.
- *A married delegate, who is unaccompanied by his/her spouse, but whose spouse is unable to provide family care because of work, etc. may claim Family Care expenses.
- *If you have incurred any additional expenses to attend this meeting, please check with a member of the Finance & Property Committee to determine if it is a claimable expense.

Additional Allowable Expenses

Any reimbursement for family care (other than child care described below) and pet care will always be considered a taxable benefit. Reimbursements for child care services are generally also considered a taxable benefit. However, if an employee/member incurs additional child care expenses because of a requirement to travel out of town on NSTU business, the CRA has a current administrative policy of not including the reimbursement of the additional child care expenses as a taxable benefit. The CRA has not defined a distance to support 'out of town' travel. However, the NSTU has been advised to define a distance of 40 km. from the member's place of residence for this purpose. Therefore, based on the current administrative policy of the CRA, child care reimbursements received by members required to travel out of town for meetings, which relate to expenses that are in addition to their normal child care expenses, will not be considered a taxable benefit. If the total taxable benefits, whether paid by the provincial body or the local, received by an individual (including family/pet care) from the NSTU exceed \$500., the NSTU is required to issue a T4A to the individual.

5. Parking

- (a) Delegates will not be charged for parking at the **Westin or the Courtyard Marriott Hotel**. Valet parking is **not** available at the hotels during Council weekend.
- (b) If you are not staying at any hotel, parking fees up to a maximum of \$25.00/diem, with official parkade receipts, will be accepted.

6. Tolls

Tolls may be claimed.

7. Incidentals

When staying overnight on approved NSTU business an amount of \$8.00 per overnight is claimable. (Please complete on the front of the Form.)

8. Travel

Metrage is paid from one's principle residence. See chart below.

- (a) Delegates who travel by car are entitled to claim 58 cents/km
- (b) Delegates who travel by other means must submit a receipt when submitting the expense form. Reimbursement shall not exceed rate paid if travelling by car.

9. Expense Cheques

- (a) In order to facilitate approval and processing, expense forms should be submitted promptly to the Finance & Property Committee. **Claims received after the close of Opening Session, Friday night, will not be processed until the following week.**
- (b) Expense cheques may be distributed near the end of Council or Mailed out.
- (c) **Alternate Delegates/Observers are to submit completed expense Forms to Local Presidents or Treasurers. Locals will be billed for the Alternate & Observers for accommodation.**

Metrage between Halifax and...

Amherst 201	Canso 327	Kentville 106	New Glasgow 163	Port Hastings 270	Stellarton 163	Westville 158
Annapolis 199	Chester 60	Liverpool 142	New Waterford .. 426	Port Hawkesbury .. 275	Sydney 405	Windsor 66
Antigonish ... 218	Dartmouth .. 10	Louisbourg 437	North Sydney 400	Sheet Harbour 119	Sydney Mines 411	Wolfville 91
Baddeck 355	Digby 231	Lunenburg 95	Oxford 169	Shelburne 203	Tatamagouche ... 154	Yarmouth ... 297
Bridgetown.. 175	Dominion 423	Margaree Forks ... 364	Parrsboro 186	Sherbrooke 249	Trenton 166	
Bridgewater. 96	Glace Bay 425	Middleton 153	Pictou 170	Springhill 184	Truro 99	

Parliamentary Procedure at a Glance

To do this	Class of Motion	May you interrupt the speaker?	Do you need a second?	Is it debatable?	Can it be amended?	What vote is required?	Can it be reconsidered?
Adjourn (21), end the meeting	P	No	Yes	No	No	Majority	No
Adjourn (8, 10, 21), fix a time for adjourning	M	No	Yes	Yes	Yes	Majority	No
Agenda (10, 41, 59), adopt an agenda	M	No	Yes	Yes	Yes	Majority or (2/3) ¹	Negative vote only
Agenda (35, 41, 59), amend an adopted agenda	M/B	No	Yes/No ²	Yes	Yes	(2/3) or Unanimous Consent ²	Negative vote only
Rescind or Amend (35), as in a previously adopted motion	M/B	No	Yes	Yes	Yes	Majority or (2/3) ³	Negative vote only
Recess (10, 20), take a recess while No Business Pending/ Business Pending	M/P	No	Yes	Yes/No	Yes	Majority	No
Reconsider (37), as in to reconsider a previously adopted motion ⁴	B	No	Yes	Yes, if original debatable ⁴	No	Majority	No
Question of Privilege (10, 19), to address a concern (noise, guests present in closed session, etc.)	P	Yes ⁵	No, unless raised as a motion	No	No	Chair decides	No
Amend (12), suggest an amendment to a pending motion	S	No	Yes	Yes, if original debatable	Yes	Majority	Yes
Amend an Amendment (12), suggest an amendment to an amendment ⁶	S	No	Yes	Yes, if original debatable	No	Majority	Yes
Division of Question (27), divide question into two or more parts for clarity	I	No	Yes	No	Yes	Majority	No
Previous Question (16), end debate by calling for a vote	S	No	Yes	No	No	(2/3)	Yes
Limit or Extend Limits (10, 15), as in limits on debate	S	No	Yes	No	Yes	(2/3)	Yes
Table (17), lay on the table	S	No	Yes	No	No	Majority	Negative vote only
Take from Table (34), restart debate on a previously tabled motion	B	No	Yes	No	No	Majority	No
Postpone Question (14), to a certain time	S	No	Yes	Yes ⁷	Yes	Majority	Negative vote only ⁸
Postpone Indefinitely (11), drop the question without a vote	S	No	Yes	Yes	No	Majority	Affirm. vote only

To do this	Class of Motion	May you interrupt the speaker?	Do you need a second?	Is it debatable?	Can it be amended?	What vote is required?	Can it be reconsidered?
Commit (13), refer to a committee	S	No	Yes	Yes ⁷	Yes	Majority	Yes ⁹
Discharge a Committee (36), take back from committee before report	M/B	No	Yes	Yes	Yes	Majority or (2/3) ¹⁰	Negative vote only
Appeal (24), as in ruling of Chair ¹¹	I	Yes ¹¹	Yes	Yes ¹¹	No	Majority	Yes
Division of Assembly (29), call for a verification of vote result	I	Yes	No	No	No	Single member	No
Nominations and Polls (31), as in close nominations	I	No	Yes	No	Yes	(2/3)	No
Nominations and Polls (31), as in reopen nominations	I	No	Yes	No	Yes	Majority	Negative vote only
Point of Order (23), call for Chair to address violation of rules	I	Yes	No	No ¹²	No	Chair decides ¹²	No
Suspend Rules (25, 59), work outside of rules of order ¹³	I	No	Yes	No	No	Majority or (2/3) ¹³	No
Voting (10, 30, 45, 46), motions related to voting except nominations	I	No	Yes	Yes/No ¹⁴	No	Majority ¹⁴	Yes
Withdraw a Motion (33), as in end debate, discard motion	I	Yes	Yes	No	No	Majority	Negative vote only

Note: Bolded numbers in parenthesis indicate section of RONR (11th edition) for greater detail

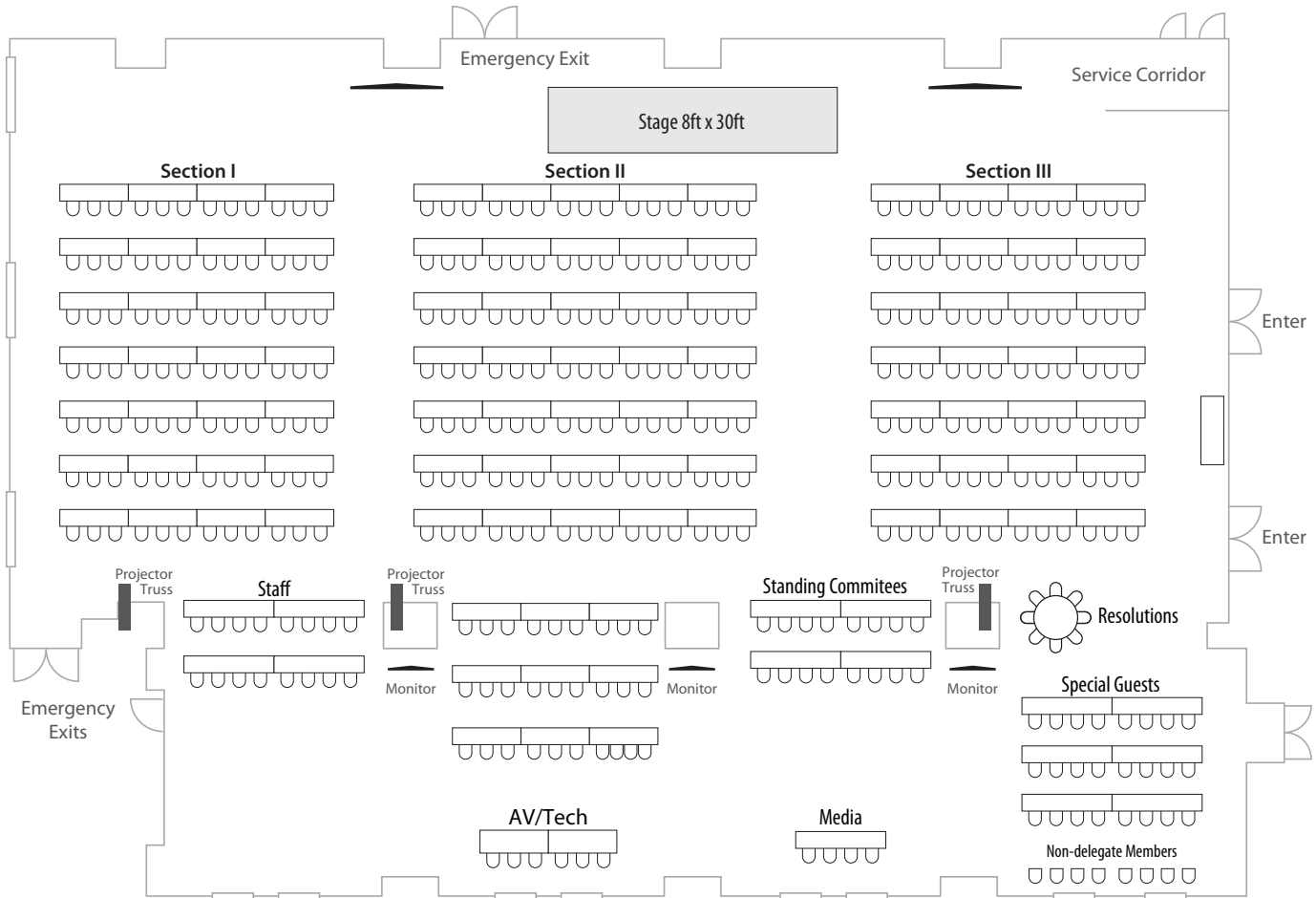
Classes: M – Main, P – Privileged, S – Subsidiary, I – Incidental, and B – Bring back

- Typically majority, two-thirds (2/3) if in session and in conflict with set program.
- If the Chair suggests the amendment no seconder is required, Chair asks for consent, if any member objects a vote is required. If suggested by an attendee of the meeting a seconder is required and a two-thirds (2/3) vote is required to adopt.
- The NSTU has specific rules as does Robert’s Rules.
- Mover and Secunder must be from the prevailing side of the original vote. There is a limit in terms of time. If debate is allowed it should be limited to the merits of the question.
- Generally, should be of an urgent matter to interrupt a speaker or debate.
- Though Robert’s Rules of Order allow for this, it is generally not advisable as it tends to add confusion to the debate.
- Debate must be limited to merits of the question, should not go into main motion.
- Negative vote may be reconsidered up to the time the question comes before the assembly again.
- Can only be reconsidered up until the time the committee begins consideration of the matter.
- Two-thirds (2/3) vote required unless notice is given at a previous meeting in which case a majority vote suffices.
- Only applies to a ruling of the Chair. May interrupt a speaker, must be made at the time of the ruling, and if any debate or business has intervened it is too late. Debatable unless it relates to: transgression in rules, priority of business, or undebatable question or undebatable question is pending.
- Explanation is allowed but debate is not. Chair makes a ruling or may allow the assembly to vote, in which case a majority vote.
- Cannot be used to suspend By-Laws or the Constitution. No rule protecting a minority can be suspended in the face of a negative vote as large as the minority. Rules related to parliamentary procedure require a two-thirds (2/3) vote, other rules require a majority vote.
- Debatable if no question is pending. NSTU rules allow for setting a roll-call vote with one-fifth (1/5) minority vote.

Nova Scotia Teachers Union

103rd Annual Council – May 3 – 5, 2024

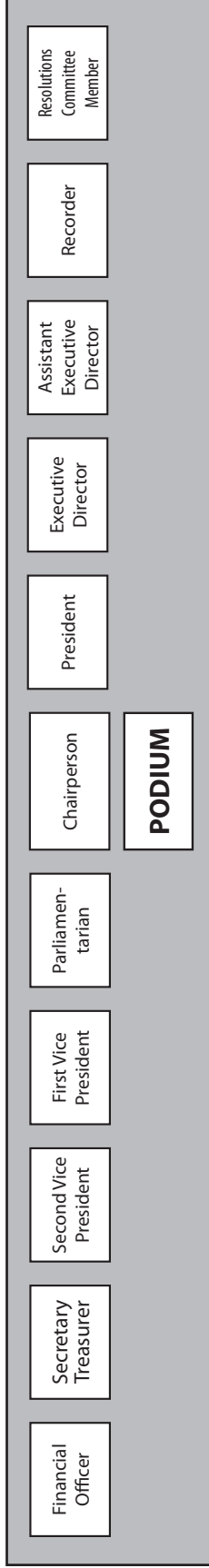
Draft Seating Plan – Subject to change



Section I		Section II		Section III	
Professional Associations	18	Annapolis	30	Chignecto	38
Dartmouth	20	Tri-County	21	Cape Breton-Victoria	26
CSANE	16	APSEA	5	South Shore	19
Halifax City	30	Strait	25		
		Halifax County	52		

2024 Council Chambers Seating Information

– *Halifax Convention Centre*



Facing the Head Table

MICROPHONES

Microphones are placed throughout Council Chambers for easy accessibility.

REGIONAL/LOCAL OBSERVERS

Observers are seated with their locals.

DRAFT FLOOR PLAN

The DRAFT Floor Plan provides a general overview of location only.

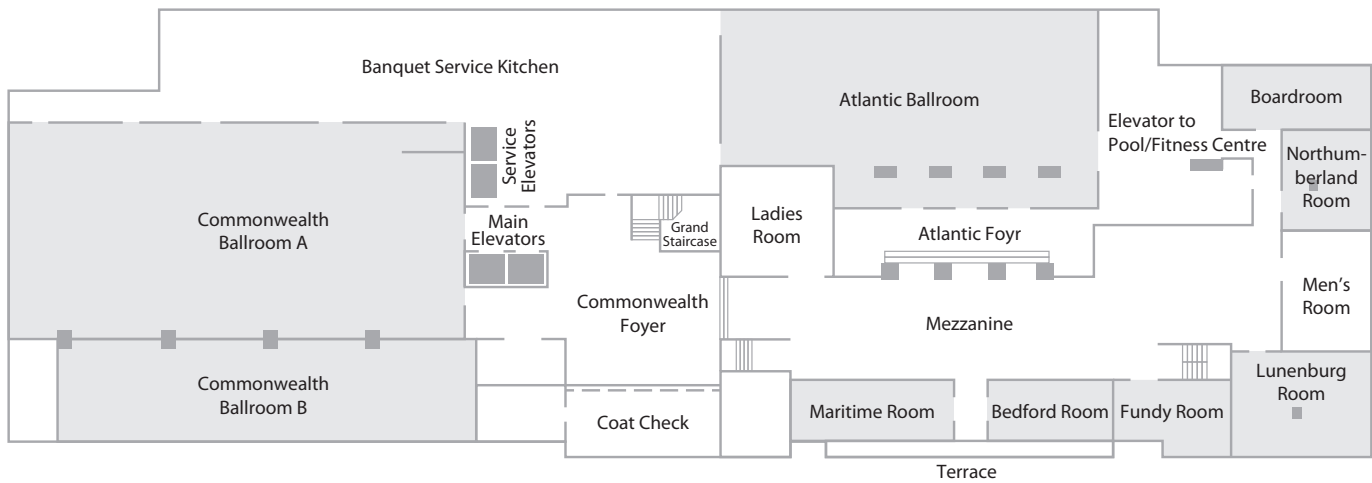
When the FINAL SEATING PLAN is available and posted at Council, please DO NOT MOVE CHAIRS. The Final Seating Plan will be based on the maximum numbers of Council participants at the time of printing. Provincial Executive members leave the Head Table and return to sit with their regions Friday night. Table Officers remain seated at the Head Table throughout the weekend.

NSTU MEMBERS

Chairs will be placed at the back of the room for NSTU members who wish to observe open sessions during the weekend.

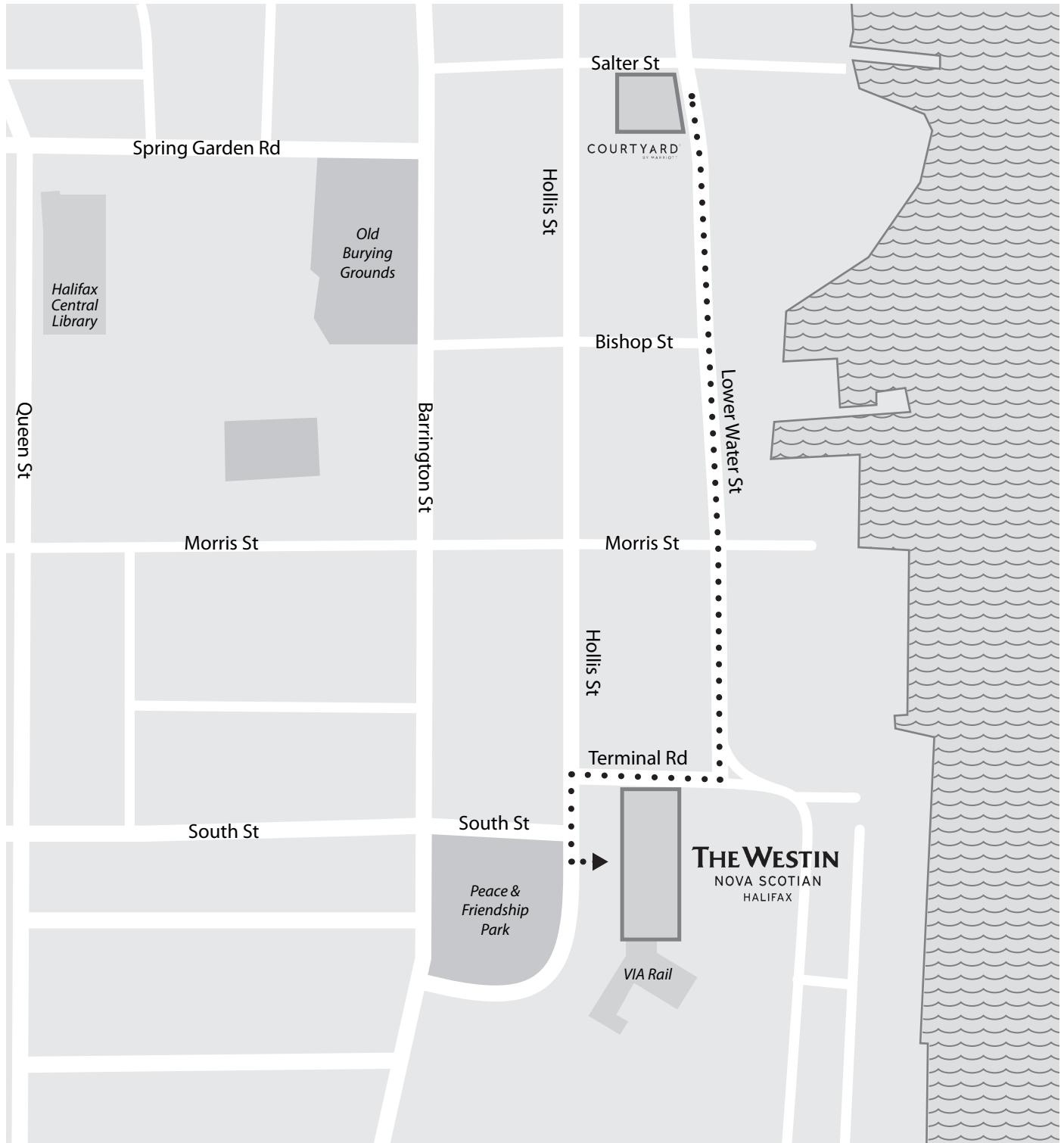
Westin Nova Scotian

Conference Level



Courtyard by Marriott to Westin Nova Scotian

10 minute walk



OPENING SESSION

The one-hundred and second Annual Council of the Nova Scotia Teachers Union was held at the Halifax Convention Centre, April 28 – 30, 2023.

Registration was held on Friday, April 28, 2023 from 4:00 p.m. – 6:45 p.m. at the Halifax Convention Centre.

INTRODUCTIONS

“We would like to acknowledge that we are meeting on the unceded ancestral territory of the Mi’kmaq people. We are privileged to be together in Mi’kma’ki. We are all treaty people and confirm our desire to walk in friendship. Many thanks to all for being here. I would also like to acknowledge the existence of people of African descent in Nova Scotia for over 400 years.”

NSTU President, Ryan Lutes, officially called the 102nd Annual Council to order on Friday, April 28, 2023 at 7:37 p.m.

The President introduced Brian Knockwood who performed the Mi’kmaq Honour Song.

The President provided an introduction for the video of the quadrilingual version of our national anthem performed by a choir at Mountain View Elementary School in Howie Centre, Nova Scotia.

The president welcomed Sophie Doucet from l’École secondaire Mosaïque who performed the Acadian National Anthem l’Ave Maris Stella.

The president welcomed Cynthia Hellesoe who performed the Black National Anthem.

The President extended a welcome to all honorary members and distinguished guests in attendance at Council.

The President extended a welcome to: Honourable Becky Druhan, Minister of Education and Early Childhood Development; Elwin Leroux, Deputy Minister of Education and Early Childhood Development; Paul Wozney, Vice-President, Canadian Teachers’ Federation; Mark Garcia, Advocacy and Government Relations Coordinator, Canadian Teachers’ Federation; Siobhán Vipond, Executive Vice-President, Canadian Labour Congress; Danny Cavanagh, President, NS Federation of Labour; Sandra Mullen, President, Nova Scotia Government Employees’ Union; Janet Hazelton, President, Nova Scotia Nurses’ Union; Nan McFadgen, President, Canadian Union of Public Employees; Karen Hudson, Interim President, Black Educators Association; Alyson Hillier, President, Retired Teachers Organization; Scott Armstrong, Chair, Public School Administrators Association of Nova Scotia; and Tim Simony, Executive Director, Public School Administrators Association of Nova Scotia.

He also welcomed Past Presidents: Dominique Henry, Harold Doucette, John MacDonald, Brian Forbes, Shelley Morse, Liette Doucet, Paul Wozney and NSTU Honourary Members: Bill Berryman, Ron Morrison and Bill Redden.

President Lutes introduced the members of the 2022-2023 Provincial Executive and those seated at the head table including NSTU Executive Director, Steve Brooks and Assistant Executive Director, Janine Kerr.

The President requested that the Assembly rise for a moment of silence, and as we collectively remember colleagues who have passed away since Council 2022.

The President introduced the Honourable Becky Druhan, Minister of Education and Early Childhood Development, who brought greetings from the Department of Education and Early Childhood Development.

The President introduced Shelley Luddington as the Parliamentarian for Council 2023.

COUNCIL COMMITTEES

The President acknowledged the following committees:

Steering Committee

Tara McCormick, Chair – CSANE
Sarah Baldwin-Penny – Queens
Sheri Scott – Halifax County
Paul Boudreau – NSTU Staff Liaison

Elections Committee

Lindsay Crossman-Wheaton, Chair – Cumberland
Mary MacPherson – Cape Breton District
Laura Fryday – Queens
Andrea Heans – Halifax City
Kyle Marryatt – NSTU Staff Liaison

Resolutions Committee

Jeff Morse, Chair – Provincial Executive
Keli Brewer – Cape Breton District
Matthew Moriarty – Dartmouth
Lynnette Babin – Antigonish
Drew Moore – Colchester-East Hants
Louis Robitaille – NSTU Staff Liaison

ELECTIONS

All elections will take place from Council floor in Session II Saturday afternoon.

First Vice-President

Canadian Teachers' Federation Delegate (*1 member*)

Discipline Committee (*3 members*)

Professional Committee (*2 members*)

Resolutions Committee (*2 members*)

Delegates were reminded of food and scent sensitivities of other delegates. Attendees were also advised to set their cell phones to silent mode and to exit council chambers before responding to incoming calls.

The President reviewed the guidelines for Technology use at NSTU meetings and conferences.

Guidelines for election campaigning while in Council chambers were discussed and information on the reference binders was also provided.

INTRODUCTION OF INDEPENDENT CHAIR OF COUNCIL

The President then introduced the Independent Chair of Council.

Ryan Lutes introduced Bill Redden who was selected to serve as Independent Chair as per current policy which provides that on an annual basis, the Provincial Executive shall appoint an independent chair for Council.

The Chair addressed Council delegates. The Chair reminded delegates that Council operates adhering to the official rules of parliamentary authority according to Robert's Rules of Order, 12th Edition.

The Chair also advised delegates on the Speaker Protocol, privileges of the mover of an amendment and non-voting delegates. A demonstration of the Audience Response System was also provided.

NUMBER OF VOTING DELEGATES

Council was advised that the total number of voting delegates registered as of the opening of Council 2023 is 246 out of a possible 258. This number includes Local delegates, Provincial Executive, RRC Chairs, REWC Chairs and Professional Associations. A simple majority or a 2/3 majority are calculated on the number of votes cast not the total number of voting delegates.

AGENDA

T. Forsythe/R. Comeau/CARRIED

That the agenda be adopted.

MINUTES – 2022 ANNUAL COUNCIL

P. Day/R. Lutes/CARRIED

That the minutes of the April 29 – May 1, 2022 Annual Council be adopted.

REPORT OF THE NSTU PRESIDENT

The Chair called on NSTU President Ryan Lutes to deliver the President's report.

NSTU PRESIDENT 30 MINUTE QUESTION & ANSWER PERIOD

A 30-minute Question & Answer period with the President took place.

RECEPTION OF REPORTS

A. Gillis/D. Jewers/CARRIED

That the following reports be filed:

Disposition of 2022 Resolutions

Report of Activities

Annual Report of NSTU Group Insurance Trustees

FIRST VICE-PRESIDENTIAL CANDIDATES

The Council Chair called upon Lindsay Crossman-Wheaton, Chair of the Council Elections Committee to present the Report of the Council Elections Committee for the office of First Vice-President.

There are two nominations for the office of First Vice-President, Russell Comeau, Digby and Jo-Leigh MacPhee, Kings.

The Council Chair then called for further nominations from the floor. Hearing none, the Chair officially nominated Russell Comeau, Digby and Jo-Leigh MacPhee, Kings.

The Council Chair called on Lindsay Crossman-Wheaton, Chair of the Elections Committee, to the head table to moderate the First Vice-Presidential Candidates' Presentations and Question & Answer period.

The First Vice-President Candidates' Presentations ended at 9:42 p.m.

The election of First Vice-President will take place in Session II on Saturday afternoon at 2:00 p.m.

REPLACING VOTING DELEGATES WITH ALTERNATES

Delegates were reminded that Local Alternate Delegates may replace Local Voting Delegates **only prior to the beginning of any session** and that Provincial Executive, RRC Chairs, REWC Chairs and Professional Associations may not be replaced by Alternate Delegates. When replacing a voting delegate, the alternate delegate will be provided with the keypad. At the end of the session the keypad is returned to the voting delegate. There are no forms required to replace delegates.

ANNOUNCEMENTS

Delegates were reminded that the President's Reception will be held in the Baronet Ballroom at the Hotel Halifax at the close of Opening Session.

Delegates were reminded that Session I of Annual Council begins at 8:30 a.m. on Saturday, April 29, 2023.

The Opening Session recessed at 9:44 p.m.

SESSION I

The Chair called Session I to order at 8:33 a.m. on Saturday, April 29, 2023.

The Chair introduced staff seated at the staff tables: Paul Boudreau, Executive Staff Officer; Wally Fiander, Executive Staff Officer; Pam Langille, Executive Staff Officer; Jack MacLeod, Executive Staff Officer; Tim MacLeod, Executive Staff Officer; Kyle Marrayatt, Executive Staff Officer; Amand*:40a O'Regan-Marchand, Executive Staff Officer; Louis Robitaille, Executive Staff Officer; Stacy Samson, Executive Staff Officer; Simon Wilkin, Executive Staff Officer; Wendie Wilson, Executive Staff Officer; Leah Kutcher, In-house Legal Counsel; Angela Murray, Public Relations Coordinator; Mark Laventure, Communications and Public Affairs Officer; Melanie Waye, Financial Officer; Lisa Farmer, Annual Council Coordinator; Shelly Landry, Administrative Assistant; Marie MacInnis, Administrative Assistant; Tom Mukuha, Administrative Assistant; Nicole Wells, Council Recorder; and in the NSTU Office, Nancy Day. Also sitting at the Resolutions table, assisting the Resolutions Committee, is former staff member Bev Tufts.

CLOSED SESSION

TIMED ITEM – PRESENTATION OF THE AUDITED FINANCIAL STATEMENT/ STATEMENT OF FINANCIAL CONDITION, BUDGET YEAR-ENDING JULY 31, 2022

The Chair called Council to order at 8:40 a.m. and reminded delegates that they will be moving to a Closed Session open only to NSTU members, members of CTF and NSFL Affiliates and staff of the Nova Scotia Teachers Union. Members were reminded that the information is confidential to those in the room. No electronic transmission should be sent to anyone. The Chair called for a motion to move into Closed Session to hear the presentation of the Audited Financial Statements, the Proposed Budget for 2023-2024, Costed and Economic Welfare & Working Condition Resolutions.

T. Forsythe/P. Day/CARRIED

That Council move into a Closed Session with members of the NSTU, members of CTF affiliates and staff in attendance to hear the presentation of Audited Financial Statements ending July 31, 2022, the Presentation of the Proposed Budget for 2023-24 and Q&A, Costed and Economic Welfare & Working Conditions Resolutions.

The Chair called upon Melanie Waye, NSTU Financial Officer, who presented the Audited Financial Statements.

The Chair opened the floor for questions.

PRESENTATION OF THE PROPOSED BUDGET FOR 2023-2024

Council will now move to the presentation of the Proposed Budget for 2023-2024.

Peter Day, Secretary-Treasurer, presented the budget for 2023-2024.

B. Redden resumed the Chair and opened the floor for questions.

Questions were asked regarding the following items:

Line 5.25 Telecommunications

Line 5.5 Professional Development (Schedule #4)

ANNUAL COUNCIL THEN MOVED TO CONSIDERATION OF RESOLUTIONS.

Delegates were reminded that once a resolution is read the sponsor has a final opportunity to withdraw it. Once the Chair has placed it before the house by asking for speakers to the motion, the resolution can only be withdrawn by motion. So before beginning with consideration of resolutions, the Chair entertained requests from Locals to withdraw resolutions.

COSTED

The following resolutions were moved by J. Morse and seconded by M. Moriarty:

Res. 2023-01 **BE IT RESOLVED THAT** the NSTU hire an Executive Staff Officer in Member Services, effective August 1, 2023, pursuant to Strategic Plan recommendation VI-5.

(Provincial Executive)

Resolution 2023-01-ADOPTED

Res. 2023-02 **BE IT RESOLVED THAT** the NSTU move to a percentage dues framework that would be capped at the top tier of the VTCII/TC5/ITC pay scale and the percentage dues rate be set at 1.25% of salary.

(Colchester-East Hants)

Resolution 2023-02-DEFEATED

Res. 2023-03 **BE IT RESOLVED THAT** NSTU By-Laws Article IX (Finance), sub-Article 3 (c) (iv) be amended by striking \$350,000. and inserting in its place \$500,000.
(requires 2/3's)

The sub-Article, as amended, would then read:

(iv) the amount of the Reserve Fund to be used to balance the operating budget shall not exceed \$350,000 **\$500,000.** per year.

(Dartmouth)

Prior to debate, the sponsoring Local requested that the resolution be withdrawn.

Resolution 2023-03-WITHDRAWN

Res. 2023-04 **BE IT RESOLVED THAT** NSTU By-Laws be amended by inserting a new Article entitled “Union Caucus Governance”.
(requires 2/3's)

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

- a) Active Members and reserve members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Union Caucus.
- b) The mandate of Union Caucus shall be to encourage and assist Members of specific identifying groups to advocate for their unique needs.
- c) The objectives of Union Caucuses are to:
 - i. improve member engagement;
 - ii. represent groups that lack representation in the traditional union governance structure;
 - iii. advocate interests of Union Caucuses, consistent with NSTU Policy and practice; and,
 - iv. advise the Provincial Executive and NSTU Committees on matters special to the Union Caucus.

- d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.
- e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.

2. OFFICERS

- a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.
- b) The elected Executive of the Caucus shall be the governing body thereof.

3. GOVERNANCE

- a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the Teaching Profession Act, these By-Laws, and NSTU Standing Orders.
- b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.
- c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.
- d) A majority of Officers will constitute a quorum of the Union Caucus Executive.
- e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.

4. FINANCES

- a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.
- b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.
- c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

(Dartmouth)

Resolution 2023-04-DEFEATED

The Chair called for a motion to rise and report.

T. Forsythe/P. Day/CARRIED

That we rise and report.

While in Closed Session the Audited Financial Statements for August 1, 2021 to July 31, 2022 were presented, the Proposed Budget for 2023-2024 was presented and Q & A was held, the following Costed and Economic Welfare & Working Conditions Resolutions were debated:

Costed

Adopted: 2023-01

Defeated: 2023-02, 2023-04

Withdrawn: 2023-03, 2023-06

T. Forsythe/P. Day/CARRIED

That the report from the closed session be approved.

It is now 10:41 a.m. and the Chair announced that the timed item scheduled for 10:20 a.m. had been delayed to finish the previous resolution and for Council to take a scheduled break.

The Chair called Council back to order at 11:05 a.m.

Audited Financial Statements**P. Day/S. Midwinter/CARRIED**

That the Audited Financial Statements for the year ended July 31, 2022 be adopted.

TIMED ITEM: CTF PRESENTATION

The Chair introduced Paul Wozney, CTF Vice-President, who brought greetings from the Canadian Teachers' Federation.

The Chair will accept a motion to move into Closed Session.

T. Forsythe/P. Day/CARRIED

That Council move into a Closed Session with members of the NSTU, members of CTF and NSFL affiliates and staff in attendance to debate Economic Welfare & Working Conditions Resolutions.

ECONOMIC WELFARE & WORKING CONDITIONS

The following resolutions were moved by M. Moriarty and seconded by K. Brewer:

Res. 2023-09

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve coverage for expanded Virtual Health services.

(Kings)

Resolution 2023-09-ADOPTED

Res. 2023-15

BE IT RESOLVED THAT the NSTU seek to achieve a dedicated marking day at the end of each reporting period, prior to report card submission.

(Cumberland)

Resolution 2023-15-ADOPTED

Res. 2023-17

BE IT RESOLVED THAT the NSTU seek to achieve through negotiations that teachers be granted two full days within the 195 instructional year to prepare their course materials, TIENET, yearly plans, to create diverse learning classrooms and space to better serve the students they will receive at the start of the school year.

(Northside-Victoria)

Resolution 2023-17-ADOPTED

Res. 2023-19

BE IT RESOLVED THAT the NSTU study ways to improve article 18 as a way to compare Nova Scotia to other jurisdictions for future considerations of asking package, specifically, the manner in which teachers are paid across Canada based on years of experience.

(CSANE)

D. Read/L. MacKinnon/CARRIED

That the resolution be amended by inserting the words “and report back to Council 2024” after the word “experience”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU study ways to improve article 18 as a way to compare Nova Scotia to other jurisdictions for future considerations of asking package, specifically, the manner in which teachers are paid across Canada based on years of experience and report back to Council 2024.

Resolution 2023-19-ADOPTED AS AMENDED

The following resolutions were moved by K. Brewer and seconded by L. Babin:

Res. 2023-20

BE IT RESOLVED THAT the NSTU investigate teacher expectations regarding the implementation of/ reporting on adaptations across the province including the number of adaptations as a ratio of class sizes.

(Cumberland)

D. Read/L. Crossman-Wheaton/CARRIED

That the resolution be amended by inserting the words “and report back to Council 2024” after the word “sizes”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU investigate teacher expectations regarding the implementation of/ reporting on adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

Q. Kloppenburg/M. Neaves/CARRIED

That the resolution be amended by inserting the words “and liability” after the word “expectations” and by inserting “/and” after the words “implementation of.”

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU investigate teacher expectations and liability regarding the implementation of/and reporting on adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

P. Wozney/L. Crossman-Wheaton/CARRIED

That the resolution be amended by striking out the word “expectations” and replacing it with the word “experiences”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU investigate teacher experiences and liability regarding the implementation of/and reporting on adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

S. Chamberlain-Boyle/K. Humber/CARRIED

That the resolution be amended by:

- striking out the words “and liability”
- striking out the words “/and reporting on”
- inserting “as it compares to expectations and liability placed on teachers for reporting on those adaptations” after the words “implementation of adaptations”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU investigate teacher experiences regarding the implementation of adaptations as it compares to expectations and liability placed on teachers for reporting on those adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

D. Read/G. Frost/CARRIED

That the resolution be postponed until Council 2024.

Resolution 2023-20-POSTPONED

The time is now 12:05 p.m. and the Chair declared Session I in recess. Council will reconvene at 2:00 p.m. and continue in closed session.

SESSION II

The Chair called Session II to order at 2:05 p.m. Saturday, April 29, 2023.

T. Forsythe/P. Day/CARRIED

That we Rise and Report.

The Chair called on First Vice-President, Thérèse Forsythe, to give the report of the Closed Session.

Thérèse Forsythe reported that during Closed Session the following Economic Welfare & Working Conditions resolutions were debated:

Economic Welfare & Working Conditions

Adopted: 2023-09, 2023-15, 2023-17

Adopted as amended: 2023-19

Postponed: 2023-20

T. Forsythe/P. Day/CARRIED

That the report of the closed session be approved.

TIMED ITEM – COUNCIL ELECTIONS

The Chair announced that it is now his intention to conduct elections for the following committees: Canadian Teachers Federation, Discipline Committee, Professional Committee, Resolutions Committee and First Vice-President.

Canadian Teachers Federation – 1 delegate – 3-year term

Lindsay Crossman-Wheaton provided the report of the Council Election Committee for one member to serve a three-year term.

Nominated:

Melanie Kennedy, Halifax County Local

Jeff Morse, Dartmouth Local

Stephanie Deagle, Pictou Local

Laura Fryday, Queens Local

Lori MacIntosh, Colchester-East Hants Local

Viviane Abdallah, Dartmouth Local

Chris Broughton, Halifax City Local

The Chair called for further nominations and reminded delegates of the voting procedures.

Elected:

Melanie Kennedy, Halifax County Local (3-year term)

Discipline Committee – 3 members – 2 for 3-year terms, 1 for 1-year term replacement

Lindsay Crossman-Wheaton provided the report of the Council Election Committee for two members to serve a three-year term and one member to serve a 1-year term replacement. They have received no nominations. The Chair called for nominations from the floor:

Nominated:

Stephanie McIsaac, Colchester-East Hants Local

Tara Arseneau, Dartmouth Local

Daniel Doroshenko, Colchester-East Hants Local

Yvonne Lapierre, Halifax County Local

Kara Ayers, Dartmouth Local

Marc Arsenault, CSANE Local

Patti Vance, Colchester-East Hants Local

Johnny MacKenzie, Digby Local

Jiselle LeBlanc, Antigonish Local

Ben Drew, Yarmouth Local

Elected:

Tara Arseneau, Dartmouth Local (3-year term)
Ben Drew, Yarmouth Local (3-year term)
Jiselle LeBlanc, Antigonish Local (1 year term replacement)

Professional Committee – 2 members – 3-year terms

Lindsay Crossman-Wheaton provided the report of the Council Election Committee for two members to serve three-year terms. They have received no nominations. The Chair called for nominations from the floor:

Nominated:

Sarah Chamberlain-Boyle, Colchester-East Hants Local
Tracy Power, Halifax County Local
Wanda Rodgeron Fuller, Yarmouth Local
Matthew Moriarty, Dartmouth Local
Christine Emberley, Dartmouth Local
Bernice Cameron, Pictou Local
Viviane Abdallah, Dartmouth Local
Vanessa Turner, Halifax County Local
Kent Fraser, CSANE Local
Colleen Scott, Colchester-East Hants Local

Elected:

Kent Fraser, CSANE Local (3-year term)
Colleen Scott, Colchester-East Hants Local (3-year term)

Resolutions Committee – 2 members – 2-year terms

Lindsay Crossman-Wheaton provided the report of the Council Election Committee for two members to serve two-year terms. Melanie Kennedy was nominated, but withdrew her name from consideration. The Chair called for further nominations from the floor:

Nominated:

Jason Jennings, Halifax County Local
Marilyn Skinner, Halifax City Local
Sarah Chamberlain-Boyle, Colchester-East Hants Local
Stephen Bradford, Cumberland Local
Joanne Richardson-Landry, Kings Local
Tim Cress, Guysborough County Local
Benton Gallagher, Yarmouth Local
Adam Martin, Cape Breton District Local
Sarah Hillier, Lunenburg County Local
Virginie Latour, CSANE Local

Elected:

Jason Jennings, Halifax County Local (2-year term)
Sarah Hillier, Lunenburg County Local (2-year term)

First Vice-President – 1 delegate – 2-year term

Lindsay Crossman-Wheaton provided the report of the Council Election Committee for one member to serve a two-year term.

Nominated

Russell Comeau, Digby Local
Jo-Leigh MacPhee, Kings Local

ELECTION OF First Vice-President

Jo-Leigh MacPhee, Kings, was declared elected as the First Vice-President.

The candidate addressed the delegates.

TIMED ITEM – CANADIAN LABOUR CONGRESS

The Chair introduced Siobhán Vipond, CLC Executive Vice-President, who brought greetings from the Canadian Labour Congress.

The Chair will accept a motion to move into Closed Session.

T. Forsythe/P. Day/CARRIED

That Council move into a Closed Session with members of the NSTU, members of CTF and NSFL affiliates and staff in attendance to debate Economic Welfare & Working Conditions Resolutions.

The following resolution were by K. Brewer and seconded by L. Babin:

Res. 2023-21

BE IT RESOLVED THAT the NSTU conduct an environmental scan of the other Canadian jurisdictions in how teachers upgrade their licences for contractual pay increases. To report back at Annual Council 2024.

(Halifax County)

D. Bereta/M. Bonnar/DEFEATED

That the resolution be amended by inserting the words “in the interest of consistency in Canada” after the words “pay increases”.

Back to the original motion.

Resolution 2023-21-ADOPTED

TIMED ITEM – SCHEDULED BREAK

The Chair called for a motion to rise and report.

T. Forsythe/P. Day/CARRIED

That we Rise and Report.

The Chair called on First Vice-President, Thérèse Forsythe, to give the report of the Closed Session.

Thérèse Forsythe reported that during Closed Session the following Economic Welfare & Working Conditions resolution was debated:

Economic Welfare & Working Conditions

Adopted: 2023-21

T. Forsythe/P. Day/CARRIED

That the report of the closed session be approved.

NSTU GOVERNANCE

The following resolutions were moved by K. Brewer and seconded by L. Babin:

Res. 2023-25

(requires 2/3's)

BE IT RESOLVED THAT NSTU By-Laws Article I – Membership, sub-Article 4 – Retired Member be amended by striking (e) (v).

The sub-Article, as amended, would then read:

4. RETIRED MEMBER

(e) The rights of Retired Membership shall include, but not necessarily be limited to the right to:

- (i) membership in the Retired Teachers Organization (RTO);
- (ii) attend Council as outlined in Article II of these By-Laws;
- (iii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
- (iv) access NSTU publications and materials, as assigned, on the NSTU website; and,
- (v) ~~an NSTU web mail account.~~

(Dartmouth)

Resolution 2023-25-DEFEATED

The following resolutions were moved by L. Babin and seconded by D. Moore:

Res. 2023-26
(requires 2/3's)

BE IT RESOLVED THAT NSTU By-Law Article V (Regional Governance), sub-Article 1 (b) be amended by adding a new (c) to read “A Regional Representative Council may choose to engage in regional initiatives related to professional development, public affairs, and/or public relations if there is a need identified.” And the remainder of the sub-article re-lettered appropriately.

The sub-Article, as amended, would then read:

1. REGIONAL REPRESENTATIVE COUNCIL (RRC)

- (c) **A Regional Representative Council may choose to engage in regional initiatives related to professional development, public affairs, and/or public relations if there is a need identified.**

(Dartmouth)

The resolution was altered by the sponsor prior to debate.

Resolution 2023-26-ADOPTED AS AMENDED

GOVERNMENT

The following resolutions were moved by L. Babin and seconded by D. Moore:

Res. 2023-53

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development track with support from NSTU members how often NSTU members who do not have a supporting role or a specialist (Resource, EAL, junior high intervention teachers, etc.), are pulled from their assigned duties to cover classroom teachers.

(Halifax City)

N. de la Chevotière/L. Doucet/CARRIED

That the resolution be amended by striking out “do not” and by inserting the word “role” after the word “specialist”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development track with support from NSTU members how often NSTU members who have a supporting role or a specialist role (Resource, EAL, junior high intervention teachers, etc.), and their substitute, are pulled from their assigned duties to cover classroom teachers.

L. Phinney/J. O'Brien/CARRIED

That the resolution be amended by inserting the words “and their substitute” after the word “etc.”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development track with support from NSTU members how often NSTU members who have a supporting role or a specialist role (Resource, EAL, junior high intervention teachers, etc.) and their substitute, are pulled from their assigned duties to cover classroom teachers.

S. Chamberlain-Boyle/P. Vance/DEFEATED

That the resolution be amended by striking out the words “have a supporting role or a specialist role (Resource, EAL, junior high intervention teachers, etc.)” and replacing it with “are not required to directly supervise students”.

Back to the amended motion.

A. Martell/K. Grosicki/DEFEATED

That the resolution be amended by striking out the words “NSTU members who have a supporting role or a specialist role (Resource, EAL, junior high intervention teachers, etc.)” and replacing it with “all non-classroom teachers”.

Back to the amended motion.

Resolution 2023-53-ADOPTED AS AMENDED

Res. 2023-54

BE IT RESOLVED THAT the NSTU submit a request to the government of Nova Scotia to establish a three-year integrated education diploma at the Nova Scotia Community College.

(Colchester-East Hants)

K. Hayden/G. Frost/DEFEATED

That the resolution be amended by striking out “three-year integrated education diploma” and replacing it with “an integrated education diploma for permit teachers”.

P. Wozney/M. Ferguson/CARRIED

Motion to call the question.

Resolution 2023-54-DEFEATED

Res. 2023-55

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to create subject specific mentors/coaches (adviser, trainer, specialist) positions at every Regional Educational entity to assist, collaborate and help content teachers.

(Social Studies Teachers Association)

The resolution was altered by the sponsor prior to debate.

S. Chamberlain-Boyle/N. Arnold/CARRIED

Motion to call the question.

Resolution 2023-55-DEFEATED

The Council recessed at 5:35 p.m. The Chair advised that Council will reconvene at 9:00 a.m. Sunday, April 30, 2023.

SESSION III

The Chair called Session III to order at 9:04 a.m. Sunday, April 30, 2023.

TIMED ITEM – DISCUSSION AND ADOPTION OF THE BUDGET

The Chair then called for a motion to move into Closed Session to deal with the timed item on the agenda – Adoption of the Budget.

The Chair will accept a motion to move into Closed Session.

T. Forsythe/P. Day/CARRIED

That Council move into Closed Session with members of the NSTU, members of CTF affiliates and staff in attendance to debate the budget.

P. Day, Secretary-Treasurer, provided an update to the proposed budget which included costed resolutions adopted.

The Chair opened the floor for questions.

The following item was discussed:

Motion to approve the amended budget.

P. Day/S. Midwinter/CARRIED

That the proposed budget for August 1, 2023 to July 31, 2024 be approved as amended.

T. Forsythe/P. Day/CARRIED

That we rise and report.

T. Forsythe reported that while in Closed Session the proposed budget for August 1, 2023 to July 31, 2024 was adopted as amended.

T. Forsythe/P. Day/CARRIED

That the report of the Closed Session be accepted.

Council will continue with Government resolutions.

The following resolutions were moved by L. Babin and seconded by D. Moore:

Res. 2023-61

BE IT RESOLVED THAT the NSTU request to work in partnership with the Department of Education and Early Childhood Development to examine and review the age appropriateness of grade level outcomes at all grade levels in the Public School Program.

(Colchester-East Hants)

P. Wozney/P. Day/CARRIED

That the resolution be amended by striking out the word “age” and replacing it with the word “developmental”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request to work in partnership with the Department of Education and Early Childhood Development to examine and review the developmental appropriateness of grade level outcomes at all grade levels in the Public School Program.

A. Gosney/N. Yorke-Phillip/DEFEATED

That the resolution be amended by striking out the word “developmental” and replacing it with the word “neurodevelopmental”.

Back to the amended motion.

A. Gillis/M. Berghuis/DEFEATED

That the resolution be amended by inserting the words “the impact of the earlier school entrance age” after the word “examine” and by striking out “and review the developmental appropriateness of” and replacing it with the word “on”.

Back to the amended motion.

Resolution 2023-61-ADOPTED AS AMENDED

The following resolutions were moved by D. Moore and seconded by J. Morse:

Res. 2023-62

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development collaborate with the NSTU to create policies as described in section two of Letter of Understanding (1) Equity and Diversity Initiative.

(Cumberland)

The resolution was altered by the sponsor prior to debate.

Resolution 2023-62-ADOPTED AS AMENDED**Res. 2023-64**

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development explore centralizing programming like French Immersion and International baccalaureate to maximize resources and create more balance in the education system.

(Halifax City)

T. Smith/T. Smith/CARRIED

That the resolution be amended by striking out “centralizing programming like” and replacing it with “increasing teacher allotment for schools providing”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development explore increasing teacher allotment for schools providing French Immersion and International baccalaureate to maximize resources and create more balance in the education system.

Resolution 2023-64 ADOPTED AS AMENDED**Res. 2023-67**

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development insist that education entities provide the proper professional development/training necessary for teachers to teach by September 30, or within 30 days of a new teaching assignment to provide essential support to meet students’ needs or upon arrival of a new student with needs.

(CSANE)

S. Hanifen/M. Ferguson/CARRIED

That the resolution be amended by inserting the words “within the instructional day” after the word “necessary”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development insist that education entities provide the proper professional development/training necessary within the instructional day for teachers to teach by September 30, or within 30 days of a new teaching assignment to provide essential support to meet students’ needs or upon arrival of a new student with needs.

L. Peyton/L. MacKinnon/CARRIED

That the resolution be amended by striking the word “or” and at the end of the words “teaching assignment” by inserting the words “or the start of a new semester”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development insist that education entities provide the proper professional development/training necessary within the instructional day for teachers to teach by September 30, within 30 days of a new teaching assignment, or the start of a new semester to provide essential support to meet students’ needs or upon arrival of a new student with needs.

P. Wozney/J.L. MacPhee/CARRIED

That the resolution be amended by striking out “teachers to teach” and by replacing it with the words “members to provide instruction”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development insist that education entities provide the proper professional development/training necessary within the instructional day for members to provide instruction by September 30, within 30 days of a new teaching assignment, or the start of a new semester to provide essential support to meet students’ needs or upon arrival of a new student with needs.

Resolution 2023-67-ADOPTED AS AMENDED

PROFESSIONAL DEVELOPMENT

The following resolutions were moved by D. Moore and seconded by J. Morse:

Res. 2023-68

BE IT RESOLVED THAT the NSTU survey the membership about the existing structure of October Conference Day with the intent to maximize teacher engagement by restructuring the day and report the results back to Council 2024.

(CSANE)

Resolution 2023-68-ADOPTED

GENERAL

Res. 2023-69

BE IT RESOLVED THAT the NSTU examine the impact of the Student Transportation Policy in relation to the Inclusive Education Policy, its impact on equity, issues of social justice, and delivery of curriculum and report the findings to membership by January 2024.

(Colchester-East Hants)

S. Cooper/J.L. MacPhee/DEFEATED

That the resolution be amended by inserting the words “urge the Department of Education and Early Childhood Development to” after the word “NSTU”.

Back to original resolution.

Resolution 2023-69-DEFEATED

TIMED ITEM – NOVA SCOTIA FEDERATION OF LABOUR

The Chair introduced Danny Cavanagh, President, who brought greetings from the Nova Scotia Federation of Labour.

TIMED ITEM – EXECUTIVE DIRECTOR’S REMARKS

The Chair called upon Steve Brooks, NSTU Executive Director to make his remarks.

A Question & Answer period with the Executive Director took place.

TIMED ITEM – NEW BUSINESS RESOLUTIONS

There were no new businesses resolutions to debate.

The Chair turned the podium over to President Ryan Lutes to give his closing remarks.

The President recognized outgoing Provincial Executive members:

Completing their term:

- Thérèse Forsythe First Vice-President
- Russell Comeau Digby-Shelburne-Yarmouth
- Meg Ferguson Halifax County
- Angela Gillis Halifax City
- Deena Jewers Antigonish-Guysborough
- Jo-Leigh MacPhee Annapolis-Hants West-Kings
- Paul Wozney Past-President

The President then introduced the 2023-2024 Provincial Executive members, asking them to stand when their names were called, including newly elected members taking office as of August 1, 2023.

Newly elected:

- Janet O’Brien Antigonish/Guysborough
- Melissa Deveau Annapolis-Hants West-Kings
- Nancie de la Chevotière Halifax City
- Vera Ryan Digby-Shelburne-Yarmouth

Re-elected:

- Myla Borden Pictou
- Duncan Cameron Halifax County
- Peter Day Cape Breton District
- Kim Dunning Northside-Victoria
- Andrew McCara APSEA
- Sharon Midwinter Cumberland
- Georgette Samson CSANE

The President thanked the Chair and Parliamentarian. The President also thanked Bev Tufts, former NSTU Staff, and acknowledged her retirement after 40 years of service to the NSTU. He also thanked Lisa Farmer, NSTU Council Coordinator, and congratulated her on her upcoming retirement and acknowledged her 30 years of service to the NSTU.

The Chair called for a motion to adjourn:

N. MacIsaac/L. Doucet/CARRIED

That Annual Council 2023 be adjourned.

The Chair declared Annual Council 2023 concluded Sunday, April 30, 2023 at 11:02 a.m.

Pre-Council Vote Results as of noon, Tuesday, April 25, 2023 (the close of voting)

With 205 Eligible Voters Casting Votes (Quorum has been met)

Resolution Number	Percentage Adopt	Percentage Defeat	Percentage Debate at Council	ADOPT	DEFEAT	DEBATE AT COUNCIL
ECONOMIC WELFARE AND WORKING CONDITIONS						
(Moved by Jeff Morse and Seconded by Matthew Moriarty)						
2023-07 (Pre-C)	78.7%	4.6%	16.8%	X		
2023-08 (Pre-C)	85.3%	4.1%	10.7%	X		
2023-09 (Pre-C)	73.0%	5.5%	21.5%			X
2023-10 (Pre-C)	85.4%	6.5%	8.0%	X		
2023-11 (Pre-C)	78.0%	14.5%	7.5%	X		
2023-12 (Pre-C)	88.1%	5.5%	6.5%	X		
2023-13 (Pre-C)	88.5%	3.0%	8.5%	X		
2023-14 (Pre-C)	76.9%	7.5%	15.6%	X		
2023-15 (Pre-C)	72.0%	5.5%	22.5%			X
2023-16 (Pre-C)	83.9%	2.0%	14.1%	X		
2023-17 (Pre-C)	73.9%	6.0%	20.1%			X
2023-18 (Pre-C)	75.5%	11.0%	13.5%	X		
2023-19 (Pre-C)	60.7%	14.4%	24.9%			X
2023-20 (Pre-C)	31.7%	16.6%	51.8%			X
2023-21 (Pre-C)	74.8%	12.4%	12.9%			X
2023-22 (Pre-C)	76.8%	3.9%	19.2%	X		
GOVERNANCE						
(Moved by Matthew Moriarty and Seconded by Keli Brewer)						
2023-27 (Pre-C)	85.5%	1.5%	13.0%	X		
2023-28 (Pre-C)	87.1%	0.5%	12.4%	X		
CURRICULUM						
(Moved by Keli Brewer and Seconded by Lynnette Babin)						
2023-29 (Pre-C)	88.1%	2.0%	9.9%	X		
2023-30 (Pre-C)	89.6%	1.0%	9.4%	X		
2023-31 (Pre-C)	92.5%	1.0%	6.5%	X		
2023-32 (Pre-C)	92.0%	1.5%	6.5%	X		
2023-33 (Pre-C)	83.6%	2.0%	14.4%	X		
2023-34 (Pre-C)	88.0%	1.5%	10.5%	X		

Resolution Number	Percentage Adopt	Percentage Defeat	Percentage Debate at Council	ADOPT	DEFEAT	DEBATE AT COUNCIL
2023-35 (Pre-C)	82.3%	1.0%	16.7%	X		
2023-36 (Pre-C)	83.3%	3.0%	13.6%	X		
2023-37 (Pre-C)	89.4%	1.5%	9.0%	X		
2023-38 (Pre-C)	94.0%	1.5%	4.5%	X		
2023-39 (Pre-C)	88.4%	1.5%	10.1%	X		
2023-40 (Pre-C)	89.0%	2.0%	9.0%	X		
2023-41 (Pre-C)	89.4%	1.0%	9.6%	X		
2023-42 (Pre-C)	91.5%	2.0%	6.5%	X		
2023-43 (Pre-C)	91.9%	2.0%	6.1%	X		
2023-44 (Pre-C)	94.0%	2.0%	4.0%	X		
2023-45 (Pre-C)	94.0%	2.0%	4.0%	X		
2023-46 (Pre-C)	93.0%	2.0%	5.0%	X		
2023-47 (Pre-C)	91.5%	2.5%	6.0%	X		
2023-48 (Pre-C)	91.9%	2.0%	6.1%	X		
2023-49 (Pre-C)	92.9%	1.0%	6.1%	X		
2023-50 (Pre-C)	94.0%	0.0%	6.0%	X		
2023-51 (Pre-C)	90.0%	1.5%	8.5%	X		
GOVERNMENT						
(Moved by Lynnette Babin and Seconded by Drew Moore)						
2023-52 (Pre-C)	91.6%	0.5%	7.9%	X		
2023-53 (Pre-C)	71.4%	1.0%	27.6%			X
2023-54 (Pre-C)	16.0%	55.5%	28.5%			X
2023-55 (Pre-C)	60.6%	12.3%	27.1%			X
2023-56 (Pre-C)	87.2%	2.5%	10.3%	X		
2023-57 (Pre-C)	83.2%	2.5%	14.4%	X		
2023-58 (Pre-C)	87.6%	2.5%	10.0%	X		
2023-59 (Pre-C)	76.5%	2.5%	21.0%	X		
2023-60 (Pre-C)	77.2%	8.9%	13.9%	X		
2023-61 (Pre-C)	67.2%	8.5%	24.4%			X
2023-62 (Pre-C)	46.8%	6.0%	47.3%			X
2023-63 (Pre-C)	90.1%	1.5%	8.4%	X		
2023-64 (Pre-C)	13.4%	58.9%	27.7%			X
2023-65 (Pre-C)	86.8%	1.0%	12.3%	X		
2023-66 (Pre-C)	81.6%	2.5%	15.9%	X		
2023-67 (Pre-C)	58.9%	7.4%	33.7%			X

Resolution Number	Percentage Adopt	Percentage Defeat	Percentage Debate at Council	ADOPT	DEFEAT	DEBATE AT COUNCIL
PROFESSIONAL DEVELOPMENT						
(Moved by Drew Moore and Seconded by Jeff Morse)						
2023-68 (Pre-C)	45.8%	11.8%	42.4%			X
GENERAL						
(Moved by Jeff Morse and Seconded by Matthew Moriarty)						
2023-69 (Pre-C)	20.5%	50.0%	29.5%			X

Pre-Council Vote Summary:

44 Resolutions Adopted

0 Resolutions Defeated

15 Resolutions sent to Council for Debate

ANNUAL COUNCIL RESOLUTIONS 2024

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

COSTED

2024-01 *Action* *Costed* \$304,935 2/3s
BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.
Richmond

Brief:

Our current NSTU staff officers are based out of Halifax and travel to their assigned locals. Any member who expresses an interest in working as a staff officer must uproot and move to Halifax or the surrounding area. Considering the geography of NS, members who live in the far reaches of the province are unfairly discriminated against if uprooting their lives and family isn't an option. We have many qualified members who would be interested in these positions who don't live in the HRM or surrounding areas. We think this would offer better representation of our members and their concerns. These positions may involve some travel to Halifax when required if the tasks can't be done virtually.

Cost:

\$304,935 for two Executive Staff Officers and one Administrative Assistant – (salary and benefits). The Finance and Property Committee would like to note that there would be additional operational costs not listed here.

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Personnel Committee offers no recommendation regarding this resolution; however, they would like to note the following. While the brief suggests that the rationale is to increase employment opportunity for members, the Personnel Committee believes that two additional Executive Staff Officer positions could, if properly supported, enhance the delivery of NSTU Programs and Services. The NSTU does not, for operational reasons, support sustained work from employee homes and respects existing staff collective agreements. As such, should the resolution be adopted, discussions would need to be had with Locals regarding the possible use of, or the acquiring of regional office space. Two additional Executive staff officers would require additional administrative support. Currently, when hiring staff, the NSTU awards opportunities to the highest scoring candidates without regard for their home address.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-02 *Action* *Costed* \$203,012 2/3s

BE IT RESOLVED THAT the NSTU join the National Association of Teachers (NAT), in order to become a member of a Canadian Labour Congress (CLC) affiliated organization to maintain Nova Scotia Federation of Labour (NSFL) membership.

Provincial Executive

Brief:

The National Association of Teachers (NAT) currently has one member organization – the Manitoba Teachers’ Society (MTS). The impetus for this new association was a notice from the Canadian Labour Congress (CLC) to both MTS and NSTU stating that individual provincial teacher organizations could no longer directly affiliate with the CLC. The CLC advised that the NSTU could not join the CLC as an affiliate, even though the British Columbia Teachers’ Federation (BCTF), the Elementary Teachers’ Federation of Ontario (ETFO), and the Ontario Secondary School Teachers’ Federation (OSSTF) are currently CLC affiliates. The CLC advised that, going forward, no provincial teacher organizations would be able to join individually as affiliates. As such, in order for any future provincial teacher organizations to be CLC affiliates they would need to be part of a national body of teacher organizations (even where that “national” body has only one (1) member), and the national body would be allowed to affiliate with the CLC.

Formal affiliation with the CLC, and the cost associated with that, was waived for six (6) years, to allow the NSTU to be members of the NSFL. The CLC has informed the NSTU that membership in a national teacher organization, such as NAT, would allow the NSTU to continue its membership in the NSFL. However, NSTU’s authority to act as an affiliate of the CLC would only be through this national body. Fundamentally, the NSTU would share its CLC affiliation with any other NAT member organizations.

Both the Nova Scotia Federation of Labour (NSFL) and the CLC constitutions refer to the obligation of being an affiliate of the CLC in order to be a member of a provincial federation of labour (i.e. the NSFL). In short, the NSTU cannot remain a member of the NSFL unless they affiliate with the CLC, and they cannot affiliate with the CLC unless they join the NAT (or other national teacher organization).

Cost:

From the 2024/2025 Proposed Budget:

Nova Scotia Federation of Labour (NSFL) Fees	\$95,256
NSFL Committees and Conference	\$10,000
Canadian Labour Congress (CLC) Fees	\$95,256
CLC Committees and Conference	\$2,500
Total:	\$203,012

The Finance and Property Committee advises that defeat of this resolution decreases expenditures by the amount noted above, which would require an amendment to the proposed budget.

2024-03 *Action* *Costed* *\$150,000*
BE IT RESOLVED THAT \$150,000 be transferred from the Reserve Fund in order to balance the Budget year ending July 31, 2025.
Provincial Executive

Brief:

This transfer of funds will allow for a balanced budget without the need for a dues increase, decrease in rebates to Locals, or reduction in programs and services offered to NSTU members.

2024-04 *Constitutional* *Amend* *Costed* *\$8,400/Causus* *2/3s*
BE IT RESOLVED THAT NSTU By-Laws be amended by inserting a new Article entitled “Union Caucus Governance”.

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

- (a) Active Members and reserve members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Union Caucus.
- (b) The mandate of Union Caucus shall be to encourage and assist Members of specific identifying groups to advocate for their unique needs.
- (c) The objectives of Union Caucuses are to:
 - (i) improve member engagement;
 - (ii) represent groups that lack representation in the traditional union governance structure;

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (iii) advocate interests of Union Caucuses, consistent with NSTU Policy and practice; and,
 - (iv) advise the Provincial Executive and NSTU Committees on matters special to the Union Caucus.
 - (d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.
 - (e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.
- 2. OFFICERS**
- (a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.
 - (b) The elected Executive of the Caucus shall be the governing body thereof.
- 3. GOVERNANCE**
- (a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the Teaching Profession Act, these By-Laws, and NSTU Standing Orders.
 - (b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.
 - (c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.
 - (d) A majority of Officers will constitute a quorum of the Union Caucus Executive.
 - (e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.
- 4. FINANCES**
- (a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.
 - (b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.
 - (c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

Dartmouth

Brief:

This proposed by-law would introduce a new structure called a Union Caucus. The purpose of a caucus is to encourage and assist Members of specific identifying groups to advocate for their unique needs. Caucuses will improve member engagement, represent groups that lack representation in the traditional union governance structure, and advise on matters specific to their interests. The structure presented is modelled on that currently used by professional associations.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Cost:

\$8,400 per Caucus (based on 3 meetings for 8 executive members per year x committee rate of \$350)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this resolution be defeated or withdrawn. The Governance and Policy Committee agrees with the intent of this resolution regarding the need to help engage members from particular under represented groups. The Governance and Policy Committee recognizes the valid concerns of equity-deserving members and the pressing need to engage equity-deserving members into the union structure. Currently there are several processes being proposed in order to give authentic voice to equity-deserving and marginalized members that better serve these members and the NSTU as a whole. The concept of Union Caucus is not limited to equity-deserving members; these “caucuses” could be open to other special interest groups, and is far too open ended to effectively create change in the structure of the organization. There is also danger in segregating our membership into defined groups with specific interests. Union’s should be live to the risk of government (or others) attempting to remove distinct groups from their bargaining units. The Union is committed to implementing authentic changes in order to have equity-deserving members integrated into Union governance but should do so while keeping Union solidarity strong. This Resolution risks carving up the Union into special interest groups, and is not necessary to meet the goal of making the Union more diverse and equity-friendly.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-05 *Constitutional Amend Costed \$800/Caucus 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article II — The Council sub-Article 2 – Council Delegates and Observers be amended by substitution with the following:

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals’ allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils;

- (v) Chairs of Regional Economic Welfare Committees; and,
- (vi) Professional Association Voting Delegates from individual Professional Associations.
- (vii) **Union Caucus Voting Delegates from recognized caucuses of the Nova Scotia Teachers Union**
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) **Pursuant to 2. (a) (vii), each Caucus is entitled to one (1) Voting Delegate.**
- (f) Non-Voting Delegates of Council shall be:
 - i. Local Alternate Delegates as determined by individual Local constitutions;
 - ii. Chairs or designates of NSTU Standing Committees; and,
 - iii. an invited Retired Teachers Organization representative as selected by the RTO.
- (g) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
 - and,
 - (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (h) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (i) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (j) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (k) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (l) Pursuant to 2. (j) (i), each Local is entitled to select one (1) Local Observer.
- (m) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Dartmouth

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

This resolution works in conjunction with the previous resolution that established Union Caucuses. The changes outlined allow for caucus representation as voting delegates at Council.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-05 is Out-Of-Order and should not be considered by Council.

Cost:

\$800 per Caucus (based on attendance at Annual Council)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this resolution be defeated or withdrawn. The Governance and Policy Committee agrees with the intent of this resolution regarding the need to help engage members from particular under represented groups. The Governance and Policy Committee recognizes the valid concerns of equity-deserving members and the pressing need to engage equity-deserving members into the union structure. Currently there are several processes being proposed in order to give authentic voice to equity-deserving and marginalized members that better serve these members and the NSTU as a whole. The concept of Union Caucus is not limited to equity-deserving members; these “caucuses” could be open to other special interest groups, and is far too open ended to effectively create change in the structure of the organization. There is also danger in segregating our membership into defined groups with specific interests. Union’s should be live to the risk of government (or others) attempting to remove distinct groups from their bargaining units. The Union is committed to implementing authentic changes in order to have equity-deserving members integrated into Union governance but should do so while keeping Union solidarity strong. This Resolution risks carving up the Union into special interest groups, and is not necessary to meet the goal of making the Union more diverse and equity-friendly.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-06 *Constitutional Amend Costed \$7,200 2/3s*
BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
 - (vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.**
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
 - and,
 - (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (g) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.
- (l) Local Alternate Delegates and Local Observers attend Council at the Local’s expense or at the individual’s expense.

Halifax City

Brief:

The NSTU serves to advocate equitably for the needs of all members. Currently, members from equity-seeking groups have no dedicated way to bring their concerns to council, unless they can attend with their local delegation. The inclusion of a caucus will allow for issues facing marginalized members to be presented before council in a timely and accurate manner. This will increase unity and cohesion among the Union as it will more efficiently address barriers to engagement with union governance, making annual Council more accessible for Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities.

Cost:
\$7,200

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that, as written, this resolution be defeated. However, the Governance and Policy Committee does recommend an amendment to this resolution that, if amended, the Committee would recommend adoption of the resolution. The Governance and Policy Committee recommends that the resolution be amended by striking “(vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.” and inserting in (b) a second sentence to read “Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.” The Resolution with the proposed amendment addresses the intent of the original Resolution – to increase diversity and equity at Council. The proposed amendment guarantees equity-deserving seats at council and has further advantages over the sponsoring Local’s proposed Resolution. These additional advantages include, but are not limited to:

- Guaranteeing seats at council for equity-deserving members, while not increasing the size of Council (as such this would no longer be a costed item).

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- Beyond the cost implication there is also a concern regarding the location where Annual Council is held having capacity limits;
- Locals are in the best position for determining their own Delegation as opposed to selection by lottery;
- The equity-deserving voting delegates would be part of a Local Delegation with a real connection to their Local. They would be integrated into the local structure and not segregated into their own (assumed homogeneous) group; and
- Based on December 2023 Local numbers the proposed amended Resolution would still have at least nine (9) equity-deserving members attending Council.

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals’ allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
 - ~~(vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.~~
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof. **Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.**
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
- (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
- (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
- and,
- (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (g) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.
- (l) Local Alternate Delegates and Local Observers attend Council at the Local’s expense or at the individual’s expense.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-07 *Constitutional* *Amend* *Costed* *\$38,215*

BE IT RESOLVED THAT NSTU amend sub-Section 1 (d) of the Standing Order, by striking “eighty cents per teaching day (\$2.80/day)” and inserting in its place “sixty cents per teaching day (\$2.60/day)”.

The sub-Section of the Standing Order, as amended, would then read:

1. UNION MEMBERSHIP FEES

- (d) A per diem Union Membership Fee in the amount of two dollars and ~~eighty cents per teaching day (\$2.80/day)~~ sixty cents per teaching day (\$2.60/day) is applied to substitute teachers whether Reserve Members or not. This amount shall be deducted at source.

Halifax County

Brief:

Approximately four years ago the daily rate of union dues was increased for substitute teachers. Substitute teachers have faced significant costs since that time. This resolution will somewhat assist in reducing the economic impact for them.

Cost:

\$38,215 (loss in revenue based on 2024/2025 Proposed Budget)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would decrease revenues and require an amendment to the budget.

ECONOMIC WELFARE & WORKING CONDITIONS

2023-20 (Pre-C) *Action* *Economic Welfare and Working Conditions*
Postponed to Council 2024 as Amended

BE IT RESOLVED THAT the NSTU investigate teacher expectations experiences regarding the implementation of reporting on adaptations as it compares to liabilities placed on teachers for reporting on these adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

Cumberland

Brief:

This year teachers in our region were told to sign off on adaptations that were unreasonable for courses and/or we are unable to provide.

2024-08 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 3 – Class Size and Composition be amended by substitution and moved to Policy Section II – Curriculum.

The Policy, as amended, would then read:

3. CLASS SIZE AND COMPOSITION

Class size and composition are important determinants of student success including, but not necessarily limited to, academic achievement, graduation rates, non-cognitive abilities, and broader life outcomes. Further, policies which limit class size and provide substantive support for creating inclusive learning environments have a greater impact on low-income and marginalized children. Though such policies have immediate costs, they are cost-effective in the long-run due to future savings in social services, health, justice, and education. Such policies also support ideal working conditions for educators; thus, promoting teacher recruitment and retention. As such, the NSTU believes:

- A. class sizes should not exceed the following maxima:
 - I. grades primary to 3 15 students
 - II. grades 4 to 6 20 students
 - III. combined classes in elementary grades 15 students
 - IV. grades 7 to 12 25 students
 - V. Learning Centre/Student Support classrooms 10 students
- B. class size should be reduced below these maxima, with an increased allocation of support personnel, where a class's composition is more complex or has additional safety concerns.

Provincial Executive

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amended policy statement makes stronger arguments regarding the educational and social benefits to having limited class size and consideration of the complexity of today’s classroom. As NSTU policy, the belief is more about the benefits to the students in the class as opposed to the working conditions for our members, as such it makes more sense to have this moved to the Curriculum section of the policy manual.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-09 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 4 – Collective Bargaining be amended by substitution.

The Policy, as amended, would then read:

4. INTEGRITY OF MEMBERSHIP

The NSTU is committed to the integrity of its Membership, to this end, the NSTU will:

- A. oppose any attempt to remove any portion of its Membership from the NSTU;
- B. oppose the contracting out of any duties performed by its Members; and,
- C. oppose the replacement of an NSTU certified teaching position with a non-NSTU position.

Further, the NSTU believes that all public school courses and programs must be taught/led by NSTU Members.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amended policy statement to highlight the integrity and protection of the NSTU Membership. Portions of the current policy statement are very similar to Section VI – General, Policy 5 – Freedom of Association and the Right to Strike, where it is stated much more clearly and concisely regarding beliefs on collective bargaining. This amendment will make certain language stronger and eliminate redundancies.

2024-10 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 6 – Funeral Attendance be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject

to the six-year (6yr) cycle review. The current statement does not read as NSTU Policy but rather as a proposed submission to Regional Bargaining and indeed is already part of some Regional Agreements. As such, this policy statement should be rescinded.

2024-11 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 7 – Individual Program Plans be rescinded.
Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU Policy but rather as a proposed submission to Provincial Bargaining. As such, this policy statement should be rescinded and possibly be considered when developing the next round of the asking package. Further, this is the first of two Resolutions to transfer the concepts held under this Policy to another Policy statement. A proposed amendment to Policy Section IV Government, 9 – Integration and Inclusion is suggested in Resolution 2024-12 to include the concept of imbedded time to accomplish the required work that accompanies Individual Program Plans.

2024-12 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section IV – Government, 9 – Integration and Inclusion, be amended by inserting a new D to read “teachers working in integrated classrooms require appropriate embedded time to plan for, set up, and assess each Individual Program Plan and complete necessary documentation;” and re-lettering the remainder of the Policy.

The Policy, as amended, would then read:

9. INTEGRATION AND INCLUSION

The NSTU endorses the Council of Atlantic Provinces and Territory Teachers’ Organizations’ (CAPTTO) Policy on Inclusion. Further, the NSTU holds the following beliefs:

- A. children with exceptional physical, intellectual, or emotional needs benefit from learning in the most enabling environment;
- B. regular classroom placement may best serve most children; however, self-contained classrooms or other environments may best serve some exceptional children;
- C. teachers working in integrated classrooms require support services;
- D. teachers working in integrated classrooms require appropriate embedded time to plan for, set up, and assess each Individual Program Plan and complete necessary documentation;**

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- DE. integration should ensure the rights of all children to an appropriate education and an equitable distribution of resources among all students; and,
- EF. school sites should be barrier free.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. This is the second of two Resolutions to transfer the concept of embedded time for completing the work related to Individual Program Planning. In conjunction with Resolution 2024-11, the proposed amendment puts the onus of allowing appropriate time for teachers to complete work related to integration and inclusion.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-13 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 9 – Job Sharing be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a how-to guide for setting up job-sharing and procedures for negotiating this item in Regional Agreements. At the time this statement was introduced as policy it was not part of Regional Agreements. Currently, every Regional Agreement including CSANE and APSEA has an article on Job-Sharing or Shared-Teaching. This statement is no longer needed in NSTU Policy and can safely be rescinded.

2024-14 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 11 – Member Absence be amended by substitution.

The Policy, as amended, would then read:

11. SUBSTITUTE TEACHING ASSIGNMENT

Strengthening and broadening the substitute teacher pool is essential to a sustainable public education system in the province. Specifically, the NSTU believes that substitute teachers should:

- A. hold a Nova Scotia Teaching Certificate;
- B. be hired under term contract for each school or family of schools in sufficient numbers to ensure appropriate coverage of absentee teachers; and,
- C. be paid on scale for the work they do.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s beliefs regarding the necessary conditions to make substitute teaching work a viable option for our Members.

2024-15 (Pre-C) *Policy Amend Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 12 – Member Access to Technology be amended by substitution.

The Policy, as amended, would then read:

12. MEMBER ACCESS TO TECHNOLOGY

Members require access to technology in order to do their job. As such, the NSTU believes that it is the responsibility of the employer to:

- A. supply Members with appropriate technology for their use (both hardware and software);
- B. ensure reliable and consistent internet connection at school/ educational sites; and,
- C. ensure Members receive appropriate, comprehensive, consistent, timely, and job-imbedded professional development on the use of technology (both hardware and software).

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens and simplifies the NSTU’s beliefs regarding Members requirement to have technology readily available for their use.

2024-16 (Pre-C) *Policy Amend Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 13 – Member Images, Videos, and Audio Recordings be amended by inserting a new C to read “that the employer shall establish policies and procedures prohibiting any recording/photographing of a Member (without first receiving consent) and ensuring that individuals who record/capture and/or share audio or video recordings or photographs of Members, without permission, are dealt with appropriately.”

The Policy, as amended, would then read:

13. MEMBER IMAGES, VIDEOS, AND AUDIO RECORDINGS

With the predominance of devices capable of recording audio, video, and images of members, often without their knowledge, the NSTU holds the following beliefs:

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- A. prior to the audio or video recording or photography of a Member, permission must be received from the Member; and,
- B. any use, publication, posting, or distribution of audio or video recordings or images of Members must be authorized by the individual Members; and,
- C. **that the employer shall establish policies and procedures prohibiting any recording/photographing of a Member (without first receiving consent) and ensuring that individuals who record/capture and/or share audio or video recordings or photographs of Members, without permission, are dealt with appropriately.**

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s beliefs regarding the requirement for Members to give permission for the use of their image or recording to be shared.

2024-17 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 15 – Merit Pay be amended by substitution.

The Policy, as amended, would then read:

15. MERIT PAY

The NSTU firmly believes that Members should be compensated based solely on years taught and certification level as recognized in the Teachers’ Provincial Agreement as negotiated between the Minister of Education and Early Childhood Development and the NSTU. As such, the NSTU vehemently opposes merit pay.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding merit pay.

2024-18 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 17 A – Part-Time Members be amended by substitution.

The Policy, as amended, would then read:

17. PART-TIME TEACHING OPTION

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

The NSTU believes in permanent full-time teaching positions but recognizes part-time teaching as a choice permanent teachers should have; with benefits for both individual Members and the employer. As such, the NSTU holds the following beliefs regarding Members engaged in teaching part-time:

- I. shall be entitled to time free from teaching, on a pro-rated basis, for the purpose of marking and preparation;
- II. shall have a work schedule negotiated with the employer before the commencement of service in each school year;
- III. shall receive a pro-rated salary based on the negotiated pay scales;
- IV. may be expected to attend parent-teacher meetings and staff meetings; and,
- V. may be expected to attend inservice sessions and special events.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. Part-Time Member is a misnomer, there are NSTU Members teaching in part-time positions but this does not make them part-time Members. This current statement does not read as NSTU Policy but as conditions that should exist in Regional Agreements for our Members teaching on a part-time basis. The proposed amendments more clearly highlight the NSTU’s position regarding part-time positions.

2024-19 (Pre-C) Policy Amend Economic Welfare and Working Conditions

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 17 B – Circuit Member be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. This statement does not read as NSTU Policy but as conditions that should exist in Regional Agreements for itinerant or circuit teachers. Currently, the conditions listed in this statement are recognized in most regional agreements, where they do not exist they should be negotiated in future rounds.

2024-20 (Pre-C) Policy Amend Economic Welfare and Working Conditions

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 19 – Reporting of Member Earnings be rescinded.

Provincial Executive

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a demand on Members to disclose personal information. NSTU Members are paid on scales negotiated by the Union, this statement is not needed. As such, this statement can safely be rescinded.

2024-21 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 22 – Seniority – Teaching Assignments be amended by substitution.

The Policy, as amended, would then read:

22. TEACHING ASSIGNMENT

An individual Member’s teaching assignment within a school is a fundamental part of that Member’s experiences and capabilities. As such, the NSTU believes that an individual’s teaching assignment shall take into consideration and respect the wishes and seniority of the Member at the school/educational site.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding the meting out of teaching assignments at schools and educational sites.

2024-22 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 24 – Teaching Assistants be amended by:

- Strike the title and insert in its place “Educational Support Personnel”;
- In the first sentence strike “with Special Needs”;
- In C strike “teacher assistant” and insert in its place “support personnel”;
- In D strike “teacher assistant” and insert in its place “support personnel”;
- and,
- In D, I strike “an”, strike “with special needs”, and strike the “s” on “requires”.

The Policy, as amended, would then read:

24. TEACHER ASSISTANTS EDUCATIONAL SUPPORT PERSONNEL

The complex nature of the inclusive classroom may necessitate non-teacher support personnel for individual students ~~with special needs~~.

Because of this the NSTU holds the following beliefs:

- A. only teachers may teach in the public schools of Nova Scotia;

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- B. teachers are responsible for the planning and implementation of the Public School Program;
- C. non-teaching tasks may be performed by ~~teacher assistants~~ **support personnel** (regardless of the title given to them by the employer); and
- D. ~~teacher assistants~~ **support personnel** should be:
 - I. assigned to an individual student(s) ~~with special needs~~ who requires distinct services and supports,
 - II. qualified in childcare, personal care, health care, or childhood development,
 - III. under the direction of the teacher, and
 - IV. under the overall supervision of administration.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding support personnell’s role in the classroom.

2024-23 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 26 – Teacher-Initiated Inservice be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a potential submission for negotiation in an asking package. By its very nature, inservicing is something that the employer believes the employee needs to know in order to do their job correctly; as such, it is a misnomer to have teacher-initiated inservicing. Currently, NSTU Policy Section V – Professional Development, 5 – Professional Learning more concisely articulates the need to have teacher-initiated professional learning. As such, this policy statement can safely be rescinded. Further, NSTU Policy Section V – Professional Development, 6 – Scheduling – Member Professional Development and Inservicing be during the instructional day and be job embedded.

2024-24 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to allow two teacher families the option for coordination of benefits within our medical plan.

Antigonish

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

A teacher should not be penalized for marrying another teacher. Two teacher families should be given the option to both have individual insurance coverage to access both members' benefits.

Recommendation:

The NSTU Group Insurance Trustees recommends that this resolution be withdrawn or defeated.

2024-25 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve coverage for medical equipment for type 1 diabetes, without a lifetime limit, in the medical plan.
Cumberland, Lunenburg County

Brief:

Type 1 diabetes is a disease that requires life-sustaining therapies for which there is currently no cure. As medical technology advances, so do related costs. For example, insulin pumps are priced upwards of \$5,000-\$6,000 and are recommended to be replaced every five years. A \$20,000 lifetime maximum limit means that depending on the age of diagnosis, this lifetime amount could be reached quickly.

Recommendation:

The NSTU Group Insurance Trustees recommends that this resolution be adopted.

2024-26 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve a cost of living increase when inflation increases by 4% or more for longer than 6 months regardless of where we are in our contract.
Kings

Brief:

Having to wait up to four years to seek a wage increase causes members to fall behind financially.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-27 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of bargaining the NSTU seek to amend article 43.03 as follows:
 43.03 A teacher who is required by the Education Entity to perform the duties of a Department Head or other supervisory or administrative position

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

on an acting basis, shall, after ten (10) consecutive days, be paid acting pay calculated on the dates the teacher commenced to act as if the teacher had been appointed to that higher paid position for the period for which the teacher acts.

CSANE, Cape Breton District

Brief:

This proposed resolution seeks to ensure fair compensation for teachers who temporarily assume supervisory or administrative roles within the Education Entity. Given that many educators intermittently take on such responsibilities but rarely consecutively, the resolution aims to address the compensation gap by providing pay for each day a teacher holds an administrative position. This adjustment aims to acknowledge and fairly remunerate the additional duties and responsibilities shouldered by teachers during these acting assignments, thereby promoting equity and recognition within the educational workforce.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-28 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU seek to achieve a day of substitute coverage for teachers whose classroom assignment changes after the voluntary transfer process has concluded due to class cap/grade redistribution.

Cape Breton District

Brief:

Although some principals/Centres for Education can provide coverage for teachers who have to move schools or classrooms there should be specific coverage delineated within the collective agreement.

2024-29 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU seek to achieve a preparation day for teachers who are unexpectedly required to change teaching assignments due to class cap grade redistribution.

Cape Breton District

Brief:

Fluctuations from spring projected enrollment to fall enrollments causing a shift in grade and course configurations is occurring more frequently. After prepping for a specific job assignment over the summer and during orientation / pd days, teachers may be required to change grade assignments and or course assignments, within as little as 1-2 days. This can be considered an unreasonable amount of time to properly prepare for a new teaching assignment.

2024-30 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate designated transition time for teachers who need to move throughout the school within the existing school day.

Colchester-East Hants

Brief:

Many teachers are responsible for teaching high quality and engaging lessons in a variety of rooms and school sites; however, the time it takes to transition between rooms and school sites is not currently protected within the provincial agreement. This not only impacts the transitioning teacher, but also the teacher whom they are relieving upon arrival. The NSTU must formally recognize the necessity of transition time to be contractually defined and protected, and its role as a prerequisite in safeguarding teachers’ non-instructional time. Implementing this resolution will help to bring much-needed clarity and equity to teachers’ schedules, enhancing overall efficiency and fairness in school operations.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-31 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT through negotiations the NSTU seek to have prep time be solely allocated for curriculum preparation and marking.

Kings

Brief:

Prep time is often being required to be used for non-curriculum tasks such as student behaviour, mandatory data collection, online training etc. This time needs to be designated for marking, planning and curriculum development as deemed necessary by the teacher.

Recommendation:

The Member Services Committee that this resolution be defeated. The Member Services Committee cautions that imposing restrictions on what teachers can do during their preparation and marking time would hinder their freedom to determine how they utilize their prep and marking time. Let us prioritize autonomy and trust in our teachers to effectively manage their time and responsibilities in a manner that best serves the needs of their students and promotes professional growth.

2024-32 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-8 students be five teaching days prior to the end of the school year.

Kings

Brief:

Report cards are completed and submitted before the last day of school. Teachers are discouraged from coming into the building after the last day due to Regional Property Services Protocols. Teachers would work until the last scheduled day having adequate time to finalize end of year paperwork, transition meetings, move classrooms/schools, organize, pack up materials and other year end duties.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-33 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate with the Department of Education and Early Childhood Development to designate five (5) of the current instructional 195 days to be used for teacher directed general course preparation, grading and evaluation/assessment.

Colchester-East Hants

Brief:

These days would be inserted into the calendar at strategic times prior to reporting periods to allow members time to do the work necessary for the job during their paid time as opposed to members having to use their personal, unpaid time to fulfill said requirements. There seems to be a focus on ‘wellness’ for students. The employer should also be concerned about their employees’ wellness. Teachers require more time to wrap up one term and prepare for the next. This should not be a sacrificed from one’s personal time.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-34 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of provincial bargaining, the NSTU seek to achieve contract language that specifies no meetings should be scheduled at the end of an instructional day the same week as parent teacher meetings.

CSANE

Brief:

According to the article 62.04, teachers can be required to attend a reasonable number of meetings at the end of an instructional day. For example, it is not reasonable to add or hold meetings during the same week as parent teacher conferences as this puts extra strain on teachers’ workload.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-35 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of provincial bargaining, the NSTU seek to extend the coverage for no loss of salary in Article 31.01 (i) of the TPA to include coverage that would also prevent the loss of a pre-booked day of substitute coverage from the teacher sick day bank.
Cape Breton District

Brief:

Currently, if a teacher has booked a substitute in advance using a day from their sick day bank for a valid purpose, but subsequently classes are canceled by ministerial order, the teacher will lose the sick day from their bank even though there were no classes that day. The teacher should not suffer a loss of a sick day from their bank when classes have been canceled.

Current wording: 31.01 (i) Except for school closures caused by inclement weather, teachers may be required to report for work at their assigned school or other location when schools are closed to attendance by students in accordance with the procedures outlined in the Letter of Understanding – School Closures. When a school is closed for inclement weather no teacher shall suffer a loss in salary.

Proposed wording: 31.01 (i) Except for school closures caused by inclement weather, teachers may be required to report for work at their assigned school or other location when schools are closed to attendance by students in accordance with the procedures outlined in the Letter of Understanding – School Closures. When a school is closed for inclement weather no teacher shall suffer a loss in salary or a loss in their sick day bank.

Recommendation:

The Member Services Committee recommends that this resolution be referred to the Provincial Economic Welfare Committee as this may be achievable through regional negotiations.

2024-36 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED the NSTU, in the next round of provincial negotiations, seek to achieve no loss in salary for substitute teachers who are booked to teach and subsequently classes are canceled by ministerial order.
Cape Breton District

Brief:

Substitute teachers currently do not get paid if they were pre-booked and lost the teaching assignment due to the cancellation of classes. We all understand the financial challenges and the difficulties substitute teachers face. Providing a measure of stability and predictability in the ability of substitutes to earn a living wage should remain a high priority for the NSTU.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-37 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU create an online form to act as a central documentation point for teachers to log when they are being asked to fill in on days when there is no sub available and report the results to the next Annual Council.

Halifax City

Brief:

Creating an online form will give teachers a space to report and it will also give the union firm data for the all the regions when it is needed for PR campaigns, facts to refute government claims and concrete data for local presidents to take to management teacher meeting with the centres for education.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-38 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU write a position paper on violence in schools to be prepared for Annual Council 2025.

Halifax County

Brief:

The surge in school violence, including verbal abuse, cyberbullying and physical altercations, necessitates urgent action. The NSTU lacks comprehensive data or persuasive arguments to prompt government and educational boards to address this escalating issue effectively.

School violence has expanded beyond physical altercations, encompassing cyberbullying, causing psychological harm and sometimes leading to physical violence in school settings. Insufficient support systems and counseling resources within schools contribute to this rise. Moreover, students coming from traumatic or violent home environments face behavioral issues when adequate support systems are absent in schools.

A viable solution demands a multifaceted approach. Addressing the rise in school violence requires implementing robust anti-bullying programs, reinforcing codes of conduct, nurturing open communication, offering mental health support, enforcing stricter regulations on weapon possession, and providing effective conflict resolution strategies. These measures are pivotal in curbing violence in educational institutions. A position paper would help address these issues because it would contain comprehensive data and persuasive arguments to prompt government action. A position paper from the NSTU could serve as a catalyst for policy changes and institutional support.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-39 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU investigate the practices of Regional Centres for Education to achieve 12.5% prep time.

Lunenburg County

Brief:

Across all levels achieving 12.5% prep time within timetables has been a challenge. For example, 7 of 8 at high school level equates to 3.5 each semester. Many teachers still end up with 4. When you split the class with another teacher you get combinations of things such as class on class off, day on day off, week on week off. There is no time to collaborate or do anything with the PD we're being given. Teachers are in survival mode all the time, even seasoned teachers. Prepping for 4 courses a day and only 1 prep time a day is a huge challenge.

2024-40 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU research how other provinces remunerate associate teachers who supervise and support pre-service teachers and report back to Annual council 2025 for future negotiations.

CSANE

Brief:

The NSTU shall conduct a comprehensive investigation into the remuneration practices for teachers undertaking responsibilities of associate teachers in other provinces, specifically those involving the supervision and support of pre-service teachers and participation in mentoring programs. The findings are to be presented at the Annual Council in 2025 for consideration in upcoming negotiations. This could contribute to the recruitment and retention of teachers, as a larger number of educators may be inclined to mentor pre-service teachers.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

NSTU GOVERNANCE

2024-41 *Constitutional* *Amend* *NSTU Governance* *2/3s*
BE IT RESOLVED THAT NSTU By-Law Article I – Membership be amended as follows:

- in 2. (b) (viii) insert “and,” at the end.
- in 2. (b) (ix) strike “; and,” and insert in its place “.”.
- in 2. (b) strike (x).
- in 3. (b) (viii) insert “and,” at the end.
- in 3. (b) (ix) strike “; and,” and insert in its place “.”.
- in 3. (b) strike (x).

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- in 4. (e) (iii) insert “and,” at the end.
- in 4. (e) (iv) strike “; and,” and insert in its place “.”.
- in 4. (e) strike (v).
- in 6. (b) (i) insert “and,” at the end.
- in 6. (b) (ii) strike “; and,” and insert in its place “.”.
- in 6. (b) strike (iii).
- in 7. (c) (ii) insert “and,” at the end.
- in 7. (c) (iii) strike “; and,” and insert in its place “.”.
- in 7. (c) strike (iv)

The sub-articles of the By-Law, as amended, would then read:

2. ACTIVE MEMBER

- (b) The rights of Active Membership shall include, but not necessarily be limited to the right to:
- (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) professional counselling within education;
 - (iv) vote and hold office at the local and provincial level;
 - (v) attend Council as outlined in Article II of these By-Laws;
 - (vi) membership in Professional Associations, including the right to hold office;
 - (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (viii) membership on NSTU committees, where elected or appointed;
- and,**
- (ix) access NSTU publications and materials, as assigned, on the NSTU website; ~~and,~~
 - ~~(x) an NSTU web mail account.~~

3. RESERVE MEMBER

- (b) The rights of Reserve Membership shall include, but not necessarily be limited to the right to:
- (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) professional counselling within education;
 - (iv) vote at the local and provincial level;
 - (v) attend Council as outlined in Article II of these By-Laws;
 - (vi) membership in Professional Associations, except the right to hold office;
 - (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (viii) membership on NSTU committees, where elected or appointed;
- and,**
- (ix) access NSTU publications and materials, as assigned, on the NSTU website ~~and,~~

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- ~~(x) an NSTU web mail account.~~
- 4. RETIRED MEMBER**
- (e) The rights of Retired Membership shall include, but not necessarily be limited to the right to:
- (i) membership in the Retired Teachers Organization (RTO);
 - (ii) attend Council as outlined in Article II of these By-Laws;
 - (iii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan; **and**,
 - (iv) access NSTU publications and materials, as assigned, on the NSTU website; **and**,
- ~~(v) an NSTU web mail account.~~
- 6. HONOURARY MEMBER**
- (b) The rights of Honourary Membership shall include, but not necessarily be limited to the right to:
- (i) attend Council as outlined in Article II of these By-Laws; **and**,
 - (ii) access NSTU publications and materials, as assigned, on the NSTU website; **and**,
- ~~(iii) an NSTU web mail account.~~
- 7. SUBSTITUTE TEACHER MEMBER**
- (c) A Substitute Teacher Member, who can prove employment by an education entity to the satisfaction of the NSTU, shall have rights of Membership that include, but not necessarily be limited to the right to:
- (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties; **and**,
 - (iii) access NSTU publications and materials, as assigned, on the NSTU website; **and**,
- ~~(iv) an NSTU web mail account.~~

Provincial Executive

Brief:

NSTU Council Resolution 2022-89 and Strategic Plan Action VI-24 resulted in a comprehensive external review of NSTU Technology Infrastructure. The External review identified significant liabilities and risks associated with NSTU operating and maintaining an independent email service and recommended that the existing webmail system be retired over time and be replaced by members personal email accounts. In order to commence this work, the first step is to remove the existing NSTU webmail system as a right of membership. Currently the NSTU is responsible for over 20,000 email accounts and this number continues to grow. With the removal of webmail as a right of membership a transition plan will be implemented. The first phase will be to cease creating new accounts, followed by a twelve-month period allowing webmail users to transition to a personal email. The twelve-month period would not commence until instructions on how to create a personal email account is provided to members. Notification of the twelve-month period and instructions would be communicated through all existing

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

NSTU formats. All existing account information will be saved for a period of three years in case needed. The NSTU would continue to provide Provincial Executive, Local and Regional Leaders, and Staff dedicated NSTU email accounts. The External advisors have indicated that to continue providing a NSTU webmail service that addresses the current risks and liabilities would cost a minimum of \$1.2 million annually.

2024-42 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 2 Active Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”:

The sub-Article of the By-Law, as amended, would then read:

2. ACTIVE MEMBER

- (b) The rights of Active Membership shall include, but not necessarily be limited to the right to:
 - (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) professional counselling within education;
 - (iv) vote and hold office at the local and provincial level;
 - (v) attend Council as outlined in Article II of these By-Laws;
 - (vi) membership in Professional Associations, including the right to hold office;
 - (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (viii) membership on NSTU committees, where elected or appointed;
 - (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (x) an NSTU web mail account.
 - (xi) membership in Union Caucuses**

Dartmouth

Brief:

If Union Caucuses are created in a previous resolution this addition would allow active members to join those caucuses.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-42 is Out-Of-Order and should not be considered by Council.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-43 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 3 Reserve Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”

The sub-Article of the By-Law, as amended, would then read:

2. RESERVE MEMBER

- (b) The rights of Reserve Membership shall include, but not necessarily be limited to the right to:
 - (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) professional counselling within education;
 - (iv) vote at the local and provincial level;
 - (v) attend Council as outlined in Article II of these By-Laws;
 - (vi) membership in Professional Associations, except the right to hold office;
 - (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (viii) membership on NSTU committees, where elected or appointed;
 - (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (x) an NSTU web mail account.
 - (xi) membership in Union Caucuses**

Dartmouth

Brief:

If Union Caucuses are created in a previous resolution this addition would allow reserve members to join those caucuses.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-43 is Out-Of-Order and should not be considered by Council.

Please Note: Resolutions 2024-44, 2024-45, 2024-46, 2024-47, and 2024-48 flow from the Ad Hoc Committee on NSTU Governance Final Report which can be found in the Report Section of the Council Workbook. Pending the outcome of the ranked vote on the Models of the Provincial Executive Structure, it is possible that one (and only one) of these Resolutions be debated on Council floor. For greater detail regarding these five Resolutions please see Section 5 and Appendix A and B of the Final Report which can be found in the Reports Section of the Workbook.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

The following will act as the Brief for all 5 of the following Resolutions.

Ultimately, changes to the structure, voting procedure, and duties of the Provincial Executive (Table Officers, Regional Members, and possible inclusion of Designated Members) would require changes to the NSTU By-Laws and Operational Procedures. The Ad Hoc Committee does not endorse any specific model and sees merit in each. The order in which the models are presented is not intended to indicate preference or priority in any manner.

2024-44 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and nine (9) Regional Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 1 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-45 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and fourteen (14) Regional Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 2 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-46 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers, nine (9) Regional Members, and two (2) Designated Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 3 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-47 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers, nine (9)

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Regional Members, and three (3) Designated Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 4 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-48 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and fourteen (14) Regional Members with five (5) of the Regional Members’ positions being reserved for Equity-Deserving Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 5 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-49 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT the NSTU amend Article III – The Provincial Executive, sub-Article 1 – Composition of the bylaws by substitution:

The Article of the By-Law, as amended, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) Annapolis/Hants West/Kings 2 Members
 - (ii) Antigonish/Guysborough County 1 Member
 - (iii) Atlantic Provinces Special Education Authority (APSEA) 1 Member
 - (iv) Cape Breton District 2 Members
 - (v) Colchester/East Hants 1 Member
 - (vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) 2 Members
 - (vii) Cumberland 1 Member
 - (viii) Dartmouth 1 Member
 - (ix) Digby/Shelburne County/Yarmouth 2 Members
 - (x) Halifax City 2 Members
 - (xi) Halifax County 2 Members
 - (xii) Inverness/Richmond 1 Member
 - (xiii) Lunenburg County/Queens 1 Member

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (xiv) Northside Victoria 1 Member
- (xv) Pictou 1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) Pursuant to 1 (b) where some Regions elect more than one (1) member these Regions will designate one (1) of the two (2) elected member positions for equity seeking members only; should candidate(s) offer for the position.

Halifax City

Brief:

CTF documentation around provincial executive composition shows that several teacher associations across Canada have already begun designating executive roles for equity seeking members such as Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities, but also not limited to. If the NSTU wishes to actively engage in equity, then the designation of positions is a good first step.

Recommendation:

The Governance and Policy Committee recommends that this resolution be postponed until Annual Council 2025. Currently, the Ad Hoc Committee on NSTU Governance has proposed several alternative models for the structure of the Provincial Executive, three of which include the possibility of designated seats for equity-deserving members. These proposed alternative models go beyond what was contemplated by the sponsor of this resolution. Council should have the opportunity to fully debate the merits of the Ad Hoc Committee’s work before consideration of this resolution.

Recommendation:

The Equity Committee recommends that this resolution be amended by, in e) striking “seeking” and inserting in its place “deserving”. The Equity Committee recommends that this resolution be adopted, if amended as outlined. The use of the terminology “seeking” is not current.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-50 *Constitutional Amend NSTU Governance*

BE IT RESOLVED THAT that the NSTU amend Section III – Standing Orders, Article 2 to the following:

The Standing Order, as amended, would then read:

2. ORDERS OF COUNCIL

- (a) On an annual basis, the Provincial Executive shall appoint an Independent Chair for the Council.
 - (i) The individual appointed shall:

- a. have a demonstrated knowledge of parliamentary procedure;
 - b. not currently be holding elected office in the NSTU;
 - c. not currently be seeking elected office in the NSTU;
 - d. have no conflict of interest according to NSTU Standing Orders; and,
 - e. adhere to the principles outlined in the NSTU Code of Ethics.
- (ii) In the event that the Independent Chair is unable to chair the meeting, the President will assume the chair.
- (b) The Executive Director shall be responsible for the recording of the minutes of the Council meetings.
 - (c) The minutes of every meeting of the Council, when approved, shall be signed by the Secretary-Treasurer and by the President, and these shall be kept by the Executive Director as the official record of the Council proceedings.
 - (d) All recommendations of the Provincial Executive of the NSTU and its committees which are to be presented to Annual Council for action, including resolutions to fix Union Membership Fees, shall be sent to the Locals at least thirty (30) days prior to the meeting of Council.
 - (e) The Annual Council Workbook shall be available to all Council delegates at least fourteen (14) days prior to the Annual Meeting of Council.
 - (f) The Treasurer’s Report, including the proposed budget **and an estimated timeframe on future union dues increases**, shall be presented to the Council no later than the first business session of Council
 - (g) All resolutions that are identified by the Finance and Property Committee to have an effect on the proposed operating budget shall be dealt with prior to the presentation of the budget.
 - (h) Economic Welfare resolutions shall be debated at Annual Council in Closed Session.
 - (i) In the final business session of Council the budget shall be presented in closed session for its adoption.
 - (j) The reports presented by committees to Annual Council shall be received and reviewed at a session prior to the consideration of resolutions arising from them.

Halifax City

Brief:

The last time union dues increased it was by a \$100. With current costs of living and inflationary rates it would be nice to have an estimated timeframe as to when the union dues will need to increase again and by how much.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

The Finance and Property Committee recommends that this resolution be defeated or withdrawn.

The Finance and Property Committee believes that due to the unpredictable nature of resolutions to Council each year and the unexpected expenses that could occur that this request could result in requiring the Committee to propose a dues increases when one may not be necessary.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-51 (Pre-C) *Action* *NSTU Governance*

BE IT RESOLVED THAT that the NSTU survey its members on their preference regarding a flat-fee or percentage-based dues structure, and report back to Annual Council 2025.

Halifax City

Brief:

There is generally rigorous debate at each annual council about the structure of dues. This particular debate should be open to all dues paying members about what direction they believe the Union should move in regards to what manner dues are collected. Once the results are reported back to Annual Council 2025, then considerations can be given to resolutions about dues structures.

CURRICULUM

2024-52 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU encourage the Department of Education and Early Childhood Development to make curriculum progression completed at grade 9.

Teachers Association for Physical and Health Education

Brief:

Curriculum review was completed from primary to grade eight, with the exclusion of grade nine. Outcomes for physical education have historically progressed from Primary to Nine. This leaves a disconnect in the grade eight and nine physical education curriculum and therefore does not allow for an appropriate scope and sequence to be completed.

2024-53 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development provide necessary means for schools to adhere to the provincial time to learn document which recommends 30 minutes of physical education daily.

Teachers Association for Physical and Health Education

Brief:

In 2004, a target of 30 minutes a day was set for physical education. The number of minutes offered provincially varies greatly. Many positions at the elementary level are circuited teachers, limiting some schools to the amount of physical education that is offered each week. Efforts and additions need to be made to provide 30 minutes daily for all students, regardless of the region or grade level.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution to clarify which grades are being referred to, whether elementary or P – 12.

2024-54 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to create a curriculum for and offer the course ECM10 Communications.

Digby

Brief:

Creating an English Communications 10 curriculum would align the ELA program (Advanced, Academic, Communications) with the Mathematics Pathways (Academic, At Work and Essentials). As both academic courses include a provincial assessment, the academic criteria should be identical. The curriculum would be easy to create and align with ECM11 & ECM12.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

2024-55 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove marks from report cards for grades 7-8.

Colchester-East Hants

Brief:

In grades 7 and 8, assessment is based on achievement levels on a seven-point scale in relation to curricular outcomes. The purpose of this assessment format is to reflect the evidence of student learning in these outcomes. Numbers out of 100 that are supposed to represent overall performance across all outcomes are too close in appearance and common understanding to the events-based assessment and evaluation practices that were used prior to outcomes-based assessment. The use of these numbers to communicate overall performance has led to much confusion among members, students, and families.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-56 (*Pre-C*) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to integrate Report Card comments in grades 7-9 for all Integrated Subjects.
Digby

Brief:
 If the time needed to teach course outcomes has to be integrated with another course, those courses should be treated as integrated. Reporting and marking for integrated courses should follow the same procedure as integrated courses in elementary. Example: If grade 7 ELA and Social Studies are integrated the teacher should only be expected to compile one integrated mark and one integrated comment per reporting period.

Recommendation:
 La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution by removing the grade levels.

Recommendation:
 The Equity Committee that this resolution be defeated. Based on the fact that not all of Nova Scotia schools have integrated subjects from grades 7-9.

2024-57 (*Pre-C*) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to make the first term report cards in grades 1-8 be a report card with only learner profile and a comment.
Colchester-East Hants

Brief:
 This allows a true reflection of the short time spent with students. When you break it down, the first month is about building relationships, getting to know your students and creating classroom expectations and routines. So that leaves less than 6 weeks for assessment.

Recommendation:
 The Curriculum Committee and la comité de programmation acadienne recommend amending the resolution to include Primary as well.

2024-58 (*Pre-C*) *Action* *Curriculum*
BE IT RESOLVED THAT NSTU advocate to the Department of Education and Early Childhood Development that the first term reporting period for grades one through eight be assessed as “in-progress” for the grade with an anecdotal comment.
Cumberland

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

As the first term is a short period of time where we are getting to know our students. Teachers are spending their days fostering relationships, building routines, and working on classroom management. Asking teachers to report on student achievement in early November is not reflective of what students are capable of achieving.

Recommendation:

52 La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution to include Primary as well.

Recommendation:

The Equity Committee recommends that this resolution be adopted.

2024-59 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove formal midterm report cards.
Colchester-East Hants

Brief:

In the day and age of parents and guardians having full access to our gradebooks, the necessity to complete midterm reports is a redundant practice. A midterm report is only accurate for the moment it is recorded, it is a living thing, based on current student work which is constantly being assessed. The time and effort taken to prepare these reports could be better used to tackle the other numerous items being asked of teachers.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend adoption of this resolution if amended to specify high school. PowerSchool is not used as a manner of communicating assessment results in elementary school. In middle school/junior high, there is no culminating grade for parents to see on a regular basis, and so they would not have the information until the end of the year if “midterm” were to be interpreted as “end of term” for a 3 term school year.

Recommendation:

The Equity Committee that this resolution be defeated. There is an assumption that all parents have access to PowerSchool, this is not equity based.

2024-60 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development to increase the allocation of student supports including, but not limited to, LST, Behaviour interventions, and school counselors based on individual site needs before the 2025-2026 school year.
Colchester-East Hants

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

Across Nova Scotia, teachers grapple with the complexities of catering to a wide array of needs with limited resources, leading to a scenario where both students and educators are at a disadvantage. Currently, student support distribution is overly reliant on student population metrics, and overlooks the variability and severity of student needs across sites. In response to the critical need for enhanced student support, this resolution calls for the NSTU to request a shift to a model that assesses and addresses the specific needs of individual schools, by increasing the allotment to those with a high support needs, as demonstrated by metrics such as, but not limited to the number of IPPs, adaptations, behavior logs, and the percentage of the student population accessing services such as the counseling and resource centers.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend that this resolution be adopted.

Recommendation:

The Equity Committee that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-61 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide all the necessary assistive technology for all students who require assistive technology as part of their program planning as per the inclusive education policy.

Halifax City

Brief:

Students who require certain forms of assistive technology are having to wait or are not given access due to Regional Centres for Education broad interpretations and cost saving measures around assistive technology.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

Recommendation:

The Equity Committee that this resolution be adopted.

2024-62 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to properly supply teachers with technology and training to support EAL students.

Cape Breton District

Brief:

With the current, rapid influx of EAL students to our province teachers are now overwhelmingly required to provide translation support within the classroom. Many classroom teachers do not have the technology and training required to support translation and communication services for English language learners. In some cases, teachers are having to bring in and use personal devices for this task.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend an amendment to include FAL students in CSAP.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-63 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT that the NSTU Lobby the Department of Education and Early Childhood Development to create a transition program for English/French Language Learners, who are beginner level English and/or who have interrupted learning/possibly illiterate in their first language. The same would apply to French Learners in CSAP as well.

Halifax City

Brief:

Newcomers who fall under this category shouldn't just be dropped into the classroom and expected to learn the language through content areas. It is a disservice to students to expect them to learn language and content concurrently. Students should be allowed to learn functional literacy before content instruction.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

2024-64 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU write a position paper on the supports required to meet the needs of teachers who are teaching EAL students and newcomer students attending schools in Nova Scotia and report to Annual Council 2025.

Halifax County

Brief:

The Nova Scotia Teachers Union (NSTU) should produce a position paper on the supports needed and supporting teachers working with English as an Additional Language (EAL) and newcomer students for several compelling reasons. As classrooms become increasingly diverse, educators face unique challenges in catering to the needs of students with varied language backgrounds. Addressing this through a position paper demonstrates the NSTU's commitment to advocating for inclusive education practices and

recognizing the importance of linguistic diversity. By outlining specific supports, such as professional development for culturally responsive teaching and additional resources for language acquisition programs, appropriate staffing ratios, etc, the NSTU can contribute to fostering an environment where teachers feel equipped and empowered to meet the diverse needs of EAL and newcomer students. This paper can serve as a guide for educational policies, facilitating a more inclusive and supportive learning environment for both teachers and students in Nova Scotia.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend an amendment to include FAL students in CSAP.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

GOVERNMENT

2024-65 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU strongly urge the government to reinstate elected school boards.

Colchester-East Hants

Brief:

Part of the government’s rationale for eliminating school boards was that education would be uniform and streamlined across the province. Given that this has not become the reality, and given that the province and Regional Centres for Education have surveyed school communities about how to better engage the public in education, school boards should be reinstated. Parents, students, teachers, and the general public have been missing that vehicle for having their voices heard, and the school boards added a layer of accountability to the Regional Centres for Education that has been sorely lacking in recent years.

Recommendation:

The Member Services Committee recommends that this resolution be adopted. Elected school boards offer numerous benefits to the local communities they serve. They provide a direct channel for parents, guardians, and community members to have a voice in the education system. Through electing board members, residents can actively participate in shaping the policies and decisions that impact their children’s education. Additionally, elected school boards promote accountability and transparency by ensuring that decisions are made in the best interest of students and families. These boards also foster community engagement by encouraging collaboration between education entities and stakeholders to address local needs and concerns. Furthermore, elected school boards facilitate diversity and representation as members often come from various backgrounds and bring

different perspectives to the table. Elected school boards play a vital role in promoting inclusive, responsive, and student-centered education.

2024-66 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU lobby the employer to provide cell phones for Learning Centre teachers.
Halifax County

Brief:
 Learning Centre teachers should not have to use their personal phones while on the job. Administrators are given phones for School purposes. Where is the equity here?

2024-67 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to increase the allocation of Learning Support Teacher and specialist FTE to reflect changing student behaviour and needs.
Digby

Brief:
 Class compositions are now made up of very diverse learning needs. The academic and behavioural needs often extend beyond what a single classroom teacher can reasonably meet. More specialists are needed to assess the needs of students, assist in developing plans, and support classroom teachers. LST and specialist caseloads are often unmanageable. Additional supports in the form of additional FTE are needed to support schools and specifically classrooms with identified needs.

Recommendation:
 The Member Services Committee recommends that this resolution be adopted.

2024-68 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development enter into discussions regarding the addition of a mid-year enrollment checkpoint on class caps and the Full Time Equivalence staffing adjustments based on these caps.
Cape Breton District

Brief:
 With both the current population influx and the Provincial goal to reach a target population of 2 million people, schools are experiencing enrollment waves throughout the entire school year. The current practice of setting 1 date in the fall to allow for staffing adjustment based on class caps is no longer feasible. In order to maintain balanced class caps and ensure proper learning

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

conditions and access to services for all students we are asking that class cap reviews occur at a minimum of two times per year, within the first 30 days of semester one and the first 30 days of semester 2.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-69 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to ensure that all proper supports are provided to students who are a safety risk to themselves, others or their classroom.

Halifax City

Brief:

At the moment the employer’s criteria does not provide sufficient support and safety for students. More and more students are being removed from caseloads of learning centre and resource teachers and by extension losing supports that they previously had and counted on which flies in the face of the provincial inclusion policy. All students need to have individual needs met through tried-and-true supports.

2024-70 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development to engage in discussion regarding the necessary safety supports for all teachers.

Halifax County

Brief:

Many teachers have faced physical and verbal assaults from students. Facing physical assault in classrooms requires immediate and robust safety supports. Implementing proactive measures can deter potential violence and provide a rapid response in case of incidents. A responsive reporting system that is consistently used when incidents occur and filled out accurately must be in place. This should ensure incidents are swiftly addressed, and appropriate disciplinary actions are taken. Additionally, fostering a culture of zero tolerance for violence. What is there now is not working well. Teachers are experiencing violence and have to deal both with the physical and emotional harm. Collaborative efforts involving school administrators, law enforcement, and community resources are paramount to creating a secure environment that prioritizes the safety and well-being of educators. Actionable steps must be taken.

Recommendation:

The Health and Safety Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-71 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU seek to engage the Department of Education and Early Childhood Development in reviewing the air quality and mold policies and acceptable levels in schools.

Halifax County

Brief:

Reviewing air quality and mold policies in schools is imperative for the well-being of students and staff. Indoor air quality directly impacts health and academic performance. Regular evaluations ensure adherence to safety standards and prompt identification of potential mold issues. Establishing acceptable air quality levels safeguards against respiratory illnesses and allergic reactions, particularly crucial for vulnerable populations. As environmental factors affect learning environments, a comprehensive review allows for adjustments to optimize conditions conducive to learning. Proactive policy revisions reflect a commitment to a healthy and conducive educational setting, promoting the overall well-being of everyone within the school community.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-72 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to investigate the consistency of the application of the Nova Scotia Provincial School Code of Conduct throughout the province.

Halifax County

Brief:

There needs to be an examination of the consistency of applying the Nova Scotia Provincial School Code of Conduct across the province. The consistent application of a school code of conduct serves as a powerful tool in mitigating violence within educational institutions. By establishing clear behavioral expectations and consequences, a code of conduct creates a structured and safe environment conducive to learning. It fosters a sense of accountability among students, discouraging disruptive behavior and promoting positive peer interactions. Additionally, a well-enforced code of conduct contributes to a culture of respect and responsibility, discouraging the escalation of conflicts. The Nova Scotia Provincial School Code of Conduct when consistently applied should be the proactive approach that not only addresses instances of violence promptly but also works preventatively by shaping a school community where mutual understanding and adherence to shared values prevail. A consistent standardized approach is vital to ensure fairness and equality in disciplinary actions and help to stem the rising tide of violence being experienced in schools today.

2024-73 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to address the issue of excessive data collection in all schools.

Halifax County

Brief:

The critical issue of excessive emphasis on data collection, particularly in math and literacy, through the implementation of data walls needs to be addressed. While data collection is valuable, the current stress placed on these activities significantly detracts from actual teaching time. The prioritization of constant assessment over teaching undermines student success. The relentless focus on data walls and metrics may inadvertently lead to over-assessment, subsequently resulting in under-learning.

Teachers are spending an excessive amount of time documenting and analyzing data, diverting their attention away from the core task of teaching. A harmonious equilibrium between assessment and actual teaching needs to be established. By redirecting the focus towards a balanced approach that values both data collection and direct instructional time, we can better serve the educational needs of our students, fostering a more effective and enriching learning environment.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-74 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU write a letter to the Department of Education and Early Childhood Development urging them to require a full-time sub for all schools.

Halifax County

Brief:

All schools, rural or urban, are struggling to find substitutes. This request addresses one of the biggest challenges facing all schools. By sending the letter we are highlighting the consequences of a province not properly funding nor administering our schools. The lack of funding, poor working conditions and as a consequence, teacher burn out, is making the demand even worse. If each school, or each family of schools, had some permanent subs, this would allow for more effective subs, who would develop on-going relationships with both school staff and administration. Permanent subs would be more motivated by more regular work and pay. A motivated sub would be a sub who knows the students, school and administration, which leads to a smooth transition between the regular teacher and the permanent sub. This would mean that a “sub” day would not be a lost day of learning for our students.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-75 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU write a letter to the Department of Education and Early Childhood Development urging them to expand the current sub pilot program to include all rural schools.
Halifax County

Brief:

Hiring a full-time substitute teacher for rural schools is crucial to ensure continuity and quality education. Rural areas often face challenges in attracting and retaining qualified educators. A dedicated substitute can bridge gaps when regular teachers are unavailable due to illness or training, preventing disruptions in the learning process. This consistent presence fosters a stable learning environment, promoting student engagement and achievement. Moreover, a full-time substitute establishes familiarity with the community, understanding its unique needs. By investing in a dedicated substitute, rural schools prioritize educational stability, fostering a supportive atmosphere that enhances the overall academic experience for both students and staff.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-76 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU request and offer to work with the Department of Education and Early Childhood Development to find permanent and manageable solutions to the substitute shortage and teacher retention.
Kings

Brief:

NSTU members are covering other classes, or combining classes when there is no substitute available. This is a strain on the NSTU members. Substitute teachers are often booked to teach one subject but then are pulled to teach something else. The teacher who is out spends time creating sub plans that then go unused.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-77 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development to examine and take immediate action to find a solution to the problem of when students who normally have coverage by non-NSTU support staff are left uncovered due to a shortage or absence and the NSTU member must absorb this coverage.
Kings

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

Students who have been assigned support, need that support daily. When there is a shortage or an unfilled absence, NSTU members are often left to either cover the position or manage the student without support. This can create an unsafe learning environment for the student(s) and/or an unsafe working environment for the teacher. Additionally, this requires an NSTU member's workload to increase and take on the role of another union's position.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-78 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development that the Department pay the expenses for B.Ed. students in the province to attend the Annual Provincial Professional Development Conference Day of their choice.

Teachers Association for Physical and Health Education

Brief:

Currently, bachelor of education students in Nova Scotia are paying out of pocket to attend provincial conference day without reimbursement. In a time where teacher retention is of great importance, keeping out of pocket costs minimal to pre-service teachers is one way of encouraging new graduates to stay in province once they receive their teaching license. Pre-service teachers add great energy and ideas to conference day and most often costs associated with attending this professional development are out of pocket and not reimbursed, adding to the already high cost of tuition students are paying. Pre-service teachers are the future of our profession and the dwindling number of available teachers are of concern to all grade levels and subjects, particularly specialist areas such as physical education.

Recommendation:

The Professional Association Coordination Committee recommends that this resolution be adopted.

2024-79 (Pre-C) Action Government

BE IT RESOLVED THAT that the NSTU lobby the government to support retention of early-career teachers by subsidizing B.Ed. tuition costs or forgiving student loan debt for educators who stay in the province for the first 5 years of their career.

Halifax City

Brief:

This idea has already been the practice of governments for other professions where retention rates have plummeted. With the retention crisis now hitting Education the NSTU should be lobbying the government to support programs for teachers who wish to remain and work in the province.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-80 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU lobby the government to reinstate the Nova Scotia Teachers College to better train future members for teaching Grades P-6.

Kings

Brief:

A teacher’s college is designed to provide practical and streamlined application of teaching skills like methods courses in addition to the philosophy of teaching. Future teachers would focus on the craft of teaching and the daily tasks required with planning, organizing, and running a classroom. An intensive program like this would be one way to address the substitute shortage and teacher retention.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-81 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to implement ongoing mentoring programs to best support teachers new to the Nova Scotia School system or within their first five years of the profession or given a new teaching assignment to support retention.

CSANE

Brief:

The obstacles that new teachers experience within their first 5 years of teaching or given a new teaching assignment often lead them to leave the profession. In order to address this, the department of education and the NSTU must collaborate to implement best practices for teacher retention.

Currently, the CSAP offers new teachers 2 unpaid days of professional development in the summer; however, teachers have expressed that it is insufficient, and they would benefit from ongoing support with their schools or education center.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-82 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to establish an annual one-day, province-wide school holiday for Eid.

Nova Scotia Association of Teachers for Equity in Education

Brief:

Muslim Nova Scotians who engage with the public education system, as students or as educators, deserve to have their religious holidays respected in

the same way as Christian Nova Scotians. As things currently stand, Muslim NSTU members must file paperwork requesting time off to celebrate Eid with their loved ones. While their right to that time off is protected, the need to fill out paperwork for the request, then to create a substitute plan, then be prepared to teach upon return after fasting for a month creates an undue burden on our members. Meanwhile, an increasing number of students are absent from our schools on Eid, as students and their families must choose between missing class time, or spending time together. Providing a province-wide day off will increase equity for our Muslim members, increase equity for students, and build awareness in our school system and communities about Eid and its significance to Muslims in Nova Scotia. Hopefully, it will also signal to educators and prospective educators that this union and this province welcomes the growing diversity of our communities, and the growing diversity of the NSTU.

Recommendation:

The Equity Committee recommends that this resolution be refer to the Governance and Policy Committee to review the current language and what is currently in local contracts that cover religious and cultural days.

2024-83 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU advocate for the revision of the Assessment policy to empower educators to utilize professional judgment in its application and administration within classroom settings.

Lunenburg County

Brief:

With the leniency of the Assessment policy, it creates significant challenges as there are no parameters as to what extra time looks like, how that is supposed to be administered and who is responsible for this supervision.

Recommendation:

The Equity Committee recommends that this resolution be defeated. The resolution and brief do not match, not sure what is being asked.

PROFESSIONAL DEVELOPMENT

2024-84 (Pre-C) *Action* *Professional Development*

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development provide physical education specific professional development on inquiry-based learning (IBL) for all teachers to support delivery of IBL based outcomes.

Teachers Association for Physical and Health Education

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

With limited professional development on the new Inquiry Based Learning model of curriculum and the added restriction of opportunity for physical education professional development, it is difficult for physical educators to appropriately implement an IBL based curriculum without appropriate subject-specific supports. The structure of a physical education classroom can differ greatly from other subject areas, and more specific professional development is needed to help support teachers in appropriate delivery of the IBL based curriculum.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-85 (Pre-C) *Action* *Professional Development*

BE IT RESOLVED THAT the NSTU collect information on what approved embedded collaborative learning time looks like per site in all Regional Centres for Education.

Cumberland

Brief:

Collaboration among teachers is among the most impactful practices. With less and less time to do our jobs and current professional development being top-down, embedded CLT would allow teachers to engage in work that is meaningful to them and their students, which all work in tandem for student success.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-86 (Pre-C) *Action* *Professional Development*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development as well as the Regional Centres for Education for more teacher-led professional development which reflect the needs of individual schools rather than the current top-down Department and Centre prescribed professional development.

Halifax City

Brief:

Too often teachers are being given cookie cutter professional development counterintuitive to the way they teach, and which does not reflect the needs of the school, the students or the teachers. If some PD days are allotted to teacher-led PD (along with time given to prepare) it would be a more practical and efficient use of time.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

GENERAL

2024-87 (*Pre-C*) *Action* *General*
BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day in solidarity with students and teachers in Nova Scotia who wear the hijab as part of their Muslim faith or other beliefs through a Public Relations campaign.

Halifax City

Brief:

World Hijab Day is observed in 140 countries world-wide on February 1st to honour Muslim women who wear the hijab. It is also a day to urge women of various origins and beliefs to try on the hijab and see what it is like to wear it. The NSTU should recognize the diversity of its members as well as the students and their families in the province who practice this observance.

Recommendation:

The Equity Committee recommends that this resolution be defeated. The resolution says public relations campaign, should this be costed? There are many other important religious and cultural days to be noted (ie. Ribbon skirt day), how do we make sure that the NSTU is not excluding, or forgetting others. What are the cultural implications of trying on Hijabs? More information is needed from the community.

2024-88 (*Pre-C*) *Action* *General*
BE IT RESOLVED THAT the NSTU will investigate options and design a strategy for how to improve communication with all members. For clarity this would mean direct communication with all members including but not limited to using things like emails, texts, direct messaging, social media, etc.

Dartmouth

Brief:

For years it seems that our union has been struggling with effective direct communication with members. The main conduit the union has been using is NSTU webmail and for several reasons it seems that many of our members do not access their NSTU webmail regularly or they don't access it at all. Communication is key to building a connection between the union and its members. The hope is that our union can design a new or revised strategy where we will be able to connect and engage all members or at least more members going forward.

Recommendation:

The Public Relations Committee recommends that this resolution be amended by striking the second sentence and inserting in its place "This could involve emails, texts, direct messaging, social media, or other tactics/

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

strategies.” The Public Relations Committee notes that the current wording implies that the NSTU would have to do all the things listed in the resolution and wishes to remove any ambiguity about this. The resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU will investigate options and design a strategy for how to improve communication with all members. ~~For clarity this would mean direct communication with all members including but not limited to using things like emails, texts, direct messaging, social media, etc.~~ **This could involve emails, texts, direct messaging, social media, or other tactics/strategies.**

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-89 (Pre-C) *Action* *General*

BE IT RESOLVED THAT the NSTU investigate methods of showing material solidarity with other unionised workers when they go on strike, including the possibility of solidarity strikes, including collaboration with the NS Federation of Labour and Canadian Labour Congress.

Nova Scotia Association of Teachers for Equity in Education

Brief:

The resolution urges the Nova Scotia Teachers Union (NSTU) to explore avenues for demonstrating material solidarity with other unionised workers during strikes, including the possibility of solidarity strikes and cooperation with the Nova Scotia Federation of Labour (NSFL) and the Canadian Labour Congress (CLC). This initiative is driven by the principles of unity among workers and collective action for the betterment of labour rights and conditions. By collaborating with these organisations and other unions, NSTU aims to strengthen the collective voice of workers, promote social justice, and contribute to a more robust labour movement. This resolution serves to empower NSTU members, foster solidarity, and further the union’s commitment to broader labour and social justice goals.

Recommendation:

The Member Services Committee recommends that this resolution be referred to the Governance and Policy Committee. The Member Services Committee wishes to raise the concern that solidarity strikes would be illegal strikes for the NSTU leading to a liability on individual NSTU members and the NSTU.

Adopted
Adopted as Amended
Defeated
Referred
Postponed
Withdrawn

REPORTS SECTION

CONTENTS

Disposition of Annual Council Resolutions 2023	99
NSTU Annual Report of Activities – Council 2024	119
NSTU Group Insurance Trustees Report to 2024 Annual Council	147
Report to Annual Council 2024 on Resolution 2023-19	169
Report to Annual Council 2024 on Resolution 2023-21	179
Report to Annual Council 2024 on Resolution 2023-68	189
Final Report Ad Hoc Committee on NSTU Governance	197
NSTU IT Infrastructure Review	251

DISPOSITION OF ANNUAL COUNCIL 2023 RESOLUTIONS

COSTED

2023-01 ADOPTED

BE IT RESOLVED THAT the NSTU hire an Executive Staff Officer in Member Services, effective August 1, 2023, pursuant to Strategic Plan recommendation VI-5.

Provincial Executive

Disposition: *Executive Staff Officer has been hired as of August 1, 2023.*

2023-02 DEFEATED

BE IT RESOLVED THAT the NSTU move to a percentage dues framework that would be capped at the top tier of the VTCII/TC5/ITC pay scale and the percentage dues rate be set at 1.25% of salary.

Colchester-East Hants

2023-03 WITHDRAWN

BE IT RESOLVED THAT NSTU By-Laws Article IX (Finance), sub-Article 3 (c) (iv) be amended by striking \$350,000. and inserting in its place \$500,000.

The sub-Article, as amended, would then read:

(iv) the amount of the Reserve Fund to be used to balance the operating budget shall not exceed ~~\$350,000~~ **\$500,000**. per year.

Dartmouth

2023-04 DEFEATED

BE IT RESOLVED THAT NSTU By-Laws be amended by inserting a new Article entitled “Union Caucus Governance”.

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

- a) Active Members and reserve members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Union Caucus.
- b) The mandate of Union Caucus shall be to encourage and assist Members of specific identifying groups to advocate for their unique needs.
- c) The objectives of Union Caucuses are to:
 - i. improve member engagement;
 - ii. represent groups that lack representation in the traditional union governance structure;
 - iii. advocate interests of Union Caucuses, consistent with NSTU Policy and practice; and,
 - iv. advise the Provincial Executive and NSTU Committees on matters special to the Union Caucus.
- d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.
- e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.

2. OFFICERS

- a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.
- b) The elected Executive of the Caucus shall be the governing body thereof.

3. GOVERNANCE

- a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the *Teaching Profession Act*, these By-Laws, and NSTU Standing Orders.
- b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.
- c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.
- d) A majority of Officers will constitute a quorum of the Union Caucus Executive.
- e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.

4. FINANCES

- a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.
- b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.
- c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

Dartmouth

2023-05

OUT-OF-ORDER WITH DEFEAT OF 2023-04

BE IT RESOLVED THAT NSTU By-Law ARTICLE II — THE COUNCIL Sub-Article 2 – Council Delegates and Observers be amended by substitution with the following:

2. COUNCIL DELEGATES AND OBSERVERS

- a) Voting Delegates of Council shall be:
 - i. the Provincial Executive;
 - ii. Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - iii. Local Voting Delegates as determined by individual Local constitutions;
 - iv. Chairs of Regional Representative Councils;
 - v. Chairs of Regional Economic Welfare Committees; and,
 - vi. Professional Association Voting Delegates from individual Professional Associations.
 - vii. Union Caucus Voting Delegates from recognized caucuses of the Nova Scotia Teachers Union**
- b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- e) Pursuant to 2. (a) (vii), each Caucus is entitled to one (1) Voting Delegate.**
- f) Non-Voting Delegates of Council shall be:
 - i. Local Alternate Delegates as determined by individual Local constitutions;
 - ii. Chairs or designates of NSTU Standing Committees; and,
 - iii. an invited Retired Teachers Organization representative as selected by the RTO.
- g) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - i. 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - ii. 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - iii. 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - iv. 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates; and,
 - v. 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- h) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- i) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- j) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- k) Observers of Council may be:

- i. Local Observers as selected by individual Locals; and,
- ii. Members.
- l) Pursuant to 2. (j) (i), each Local is entitled to select one (1) Local Observer.
- m) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Dartmouth

2023-06

WITHDRAWN

BE IT RESOLVED THAT the NSTU establish an ad hoc committee to develop a plan to support schools with limited union engagement and/or who are without a rep.

Halifax County

ECONOMIC WELFARE & WORKING CONDITIONS

2023-07

ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU adopt a new Policy entitled Teacher Evaluation be added to Section III – Economic Welfare and Working Conditions.

The new Policy to read:

NEW TEACHERS EVALUATION

The NSTU acknowledges the obligation of regional employers to evaluate their staff and the responsibility of the Department of Education and Early Childhood Development to ensure appropriate and consistent evaluation policies and practices exist. The NSTU recognizes teacher evaluation is only reliable if factors such as learning facilities; access to instructional material, program support, and professional learning; and class size and composition are considered. Further, the NSTU believes:

- A. The evaluation program's goal should be to:
 - I. develop and maintain an optimal learning environment for students;
 - II. recognize and reinforce effective teaching; and,
 - III. promote professional growth.
- B. The evaluation program should:
 - I. emphasize formative evaluation;
 - II. be cooperatively planned and carried out following a collegial model;
 - III. clearly state the purpose and process;
 - IV. allow time to effectively carry out evaluations;
 - V. allow time and support for the member to incorporate training and professional development to inform their practice
 - VI. provide training to evaluators; and,
 - VII. provide for summative evaluation in extreme circumstances.
- C. The summative evaluation process should:
 - I. only be initiated after attempts have been made by the teacher and administrator to remedy the area(s) of concern and a reasonable amount of time has been afforded the teacher to improve;
 - II. only be used in circumstances where an employment decision may be required (retraining, transfer, or termination);
 - III. not be conducted by the same evaluator who conducted the formative evaluation;
 - IV. be conducted by an evaluator not attached to the same educational site;
 - V. not rely on previous formative evaluation reports;
 - VI. allow for all possible professional learning;
 - VII. consider transfer as a reasonable step towards remedy; and,
 - VIII. only consider termination as a last resort.

Provincial Executive

Disposition: *NSTU Guidebook updated.*

2023-08 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to increase the total lifetime medical equipment from \$20,000. to \$50,000.

Colchester-East Hants

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-09 **ADOPTED**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve coverage for expanded Virtual Health services.

Kings

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-10 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to have 80% coverage of dietetic services through our group insurance coverage.

Halifax City

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-11 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seeks to add four (4) more massage therapy sessions to our medical plan.

Northside-Victoria

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-12 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seeks to increase the coverage of orthodontics.

Northside-Victoria

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-13 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seeks to increase dental implant coverage from \$1,500 to \$2,500 in our medical plan.

Northside-Victoria

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-14 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU seek a wage increase commensurate with the cost of living.

Halifax City

Disposition: *Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.*

2023-15 ADOPTED

BE IT RESOLVED THAT the NSTU seek to achieve a dedicated marking day at the end of each reporting period, prior to report card submission.

Cumberland

Disposition: Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.

2023-16 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU seek to amend article 25.05, 1, i.a of the Teachers’ Provincial Agreement to read “~~120 minutes~~ **one, five-hour, work day** of uninterrupted time allocated for professional duties as determined by the teacher **within the first two days of school.**”

Cumberland

Disposition: Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.

2023-17 ADOPTED

BE IT RESOLVED THAT the NSTU seek to achieve through negotiations that teachers be granted two full days within the 195 instructional year to prepare their course materials, TIENET, yearly plans, to create diverse learning classrooms and space to better serve the students they will receive at the start of the school year.

Northside-Victoria

Disposition: Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.

2023-18 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve that the Nova Scotia Department of Education and Early Childhood Development, through the Education Entities (Regional Centre for Education), provide employees the ability to opt into receiving a copy of their pay advice sent electronically by email.

Inverness

Disposition: Directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations.

2023-19 ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU study ways to improve article 18 as a way to compare Nova Scotia to other jurisdictions for future considerations of asking package, specifically, the manner in which teachers are paid across Canada based on years of experience **and report back to Council 2024.**

CSANE

Disposition: See Reports Section of the Council Workbook for final report.

2023-20 POSTPONED TO COUNCIL 2024 AS AMENDED

BE IT RESOLVED THAT the NSTU investigate teacher expectations **experiences** regarding the implementation of ~~reporting on~~ adaptations **as it compares to liabilities placed on teachers for reporting on these adaptations** across the province including the number of adaptations as a ratio of class sizes **and report back to Council 2024.**

Cumberland

Disposition: Directed to Annual Council 2024 workbook as amended.

2023-21 **ADOPTED**

BE IT RESOLVED THAT the NSTU conduct an environmental scan of the other Canadian jurisdictions in how teachers upgrade their licences for contractual pay increases. To report back at Annual Council 2024.

Halifax County

Disposition: See Reports Section of the Council Workbook for final report.

2023-22 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU survey members regarding marking and prep, assessment, working conditions, as well as potential violations to the collective agreement and report back to Annual Council 2024.

Halifax County

Disposition: *The NSTU conducted two surveys as it relates to preparation time and working conditions. One survey measured members experience with lost preparation time due to the teacher shortage and the impact on working conditions. The second survey measured the impact working conditions and other factors are having on members' desire to remain in the profession. The only effective means to measure violations to the collective agreements is through challenges, grievances and arbitrations. Survey information was shared with the Provincial Executive and has been selectively used for NSTU advocacy and collective bargaining. Survey information obtained by the NSTU is held in confidence for NSTU purposes.*

NSTU GOVERNANCE

2023-23 **OUT-OF-ORDER WITH DEFEAT OF 2023-04**

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 2 Active Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”:

The sub-Article, as amended, would then read:

2. ACTIVE MEMBER

- (b) The rights of Active Membership shall include, but not necessarily be limited to the right to:
 - (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) professional counselling within education;
 - (iv) vote and hold office at the local and provincial level;
 - (v) attend Council as outlined in Article II of these By-Laws;
 - (vi) membership in Professional Associations, including the right to hold office;
 - (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (viii) membership on NSTU committees, where elected or appointed;
 - (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (x) an NSTU web mail account.
 - (xi) membership in Union Caucuses**

Dartmouth

2023-24 **OUT-OF-ORDER WITH DEFEAT OF 2023-04**

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 3 Reserve Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”

The sub-Article, as amended, would then read:

3. RESERVE MEMBER

- (b) The rights of Reserve Membership shall include, but not necessarily be limited to the right to:
 - (i) benefits as provided through NSTU as bargaining agent;

- (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
- (iii) professional counselling within education;
- (iv) vote at the local and provincial level;
- (v) attend Council as outlined in Article II of these By-Laws;
- (vi) membership in Professional Associations, except the right to hold office;
- (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
- (viii) membership on NSTU committees, where elected or appointed;
- (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
- (x) an NSTU web mail account.
- (xi) membership in Union Caucuses**

Dartmouth

2023-25 DEFEATED

BE IT RESOLVED THAT NSTU By-Laws Article I – Membership, sub-Article 4 – Retired Member be amended by striking (e) (v).

The sub-Article, as amended, would then read:

4. RETIRED MEMBER

- (e) The rights of Retired Membership shall include, but not necessarily be limited to the right to:
 - (i) membership in the Retired Teachers Organization (RTO);
 - (ii) attend Council as outlined in Article II of these By-Laws;
 - (iii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
 - (iv) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - ~~(v) an NSTU web mail account.~~

Dartmouth

2023-26 ADOPTED AS AMENDED

BE IT RESOLVED THAT NSTU By-Law Article V (Regional Governance), sub-Article 1 ~~(b)~~ be amended by adding the following language **a new (c) to read:** “A Regional Representative Council may choose to engage in regional initiatives related to professional development, public affairs, and/or public relations if there is a need identified.” **and the remainder of the sub-Article be re-lettered appropriately.**

Dartmouth

Disposition: NSTU Guidebook updated.

2023-27 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance include the NSTU Mission Statement as follows:

The new Policy Statement to read:

MISSION

As the unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-28 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance include the NSTU Beliefs Statement as follows:

The new Policy Statement to read:

BELIEFS – WE BELIEVE THAT

A. The NSTU serves as the primary advocate for its members by:

- protecting and enhancing economic benefits
- improving working conditions

- supporting personal well-being
 - keeping members informed
 - promoting opportunities to participate
- B. The NSTU is committed to leadership in educational change by:**
- maintaining and promoting excellence in teaching
 - encouraging life-long learning
 - influencing educational trends through research and evaluation
 - disseminating information
- C. The NSTU promotes and enhances quality public education for all students by:**
- supporting a safe and healthy learning environment
 - advancing the profession
 - advocating social justice and unionism
 - working with other organizations
 - communicating our beliefs in order to affect public opinion and policy

Provincial Executive

Disposition: NSTU Guidebook updated.

CURRICULUM

2023-29 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 1 – Assessment Policy be amended by substitution.

The Policy, as amended, would then read:

1. ASSESSMENT OF STUDENTS – STANDARDIZED TESTING

The NSTU recognizes the authority of the Department of Education and Early Childhood Development to mandate standardized student assessment tools. However, the NSTU believes that student evaluation instruments created by individual teachers, using their professional judgement in regards to their specific classroom and students, are the most effective and accurate means of assessing student achievement. As such, the NSTU holds the following beliefs regarding standardized assessments:

- A. the NSTU, as the professional voice of teachers, must be directly involved in all policy decisions regarding large scale provincial student assessment tools;
- B. classroom teachers from across the province/region must be involved in the design, implementation, and marking of standardized assessments;
- C. standardized assessments must be used solely to inform instruction and support student learning;
- D. standardized assessments are not intended for, nor should they be used for, evaluating individual teachers, administrators, or schools;
- E. the compilation of assessment scores must never be permitted for ranking; and,
- F. the administration and marking of exams, used in the formulation of final grades, must remain the prerogative of individual classroom teachers.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-30 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT a new policy entitled Assessment, Evaluation and Report of Students' Progress be added to NSTU Policy Section II – Curriculum.

The New Policy would read:

NEW ASSESSMENT, EVALUATION, AND REPORTING OF STUDENTS' PROGRESS

Classroom Teachers have the primary responsibility for assessing, evaluating, and reporting student progress, using a variety of approaches entrenched in their regular practice, which takes into account the diverse student population. As such, the NSTU holds the following beliefs regarding assessment, evaluation, and reporting of students' progress:

- A. student information should be collected, stored, reported, and used in a manner respectful of the student's rights regarding protection of privacy;
- B. assessment and evaluation instruments and methodologies must:
 - I. be consistent with educational goals and learning theory,
 - II. be fair, just, and equitable,
 - III. motivate students, instilling confidence in success,
 - IV. cover an assortment of skills and skill levels,
 - V. provide continuous measurement of progress, and
 - VI. enable teachers and specialists to diagnose learning difficulties and design strategies to overcome them; and,
- C. the Department of Education and Early Childhood Development and Education Entities have a responsibility to provide:
 - I. adequate time and resources for teachers to accurately assess, evaluate, and report student progress; and,
 - II. ongoing appropriate opportunities for inservicing teachers regarding assessment, evaluation, and report instruments and methodologies as required.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-31 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 2 – Censorship be amended by substitution.

The Policy, as amended, would then read:

2. CENSORSHIP

Censorship occurs whenever and wherever governments or special interest groups are able to impose their personal, political, or moral values on others to suppress words, images, or ideas that they deem offensive. The NSTU does not condone censorship in any form and believes that:

- A. students have the right to free access to various and diverse learning materials readily available to them at their school;
- B. the education entities must recognize the right of Members, using their professional judgement, to select learning material in accordance with current educational practices; and,
- C. Education entities must have procedures in place for the reconsideration of learning materials deemed appropriate by Members.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-32 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 3 – Comprehensive Materials for French Members be amended by substitution.

The Policy, as amended, would then read:

3. COMPREHENSIVE MATERIALS FOR FRENCH INSTRUCTION

Members teaching Core French, French Immersion, French First Language, or French as an additional language should have access to comprehensive French materials, including texts and library resources.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-33 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 4 – Curriculum Policy be amended by substitution.

The Policy, as amended, would then read:

4. CURRICULUM DEVELOPMENT, IMPLEMENTATION, AND REVIEW

The NSTU recognizes the authority of the Department of Education and Early Childhood Development to develop, implement, and review the curricula of the public school program. However, the NSTU believes that the Department should:

- A. ensure that the public school program is a true continuum, from primary through to high school completion;
 - B. establish and maintain long-range policies and procedures for evidence-based curriculum development, implementation, and review;
 - C. clearly and concisely communicate a curriculum implementation model, components of the model to include but not be limited by pilots, field tests, and evaluation standards;
 - D. involve Members as equal partners in the development, implementation, and review of curricula;
 - E. ensure that curriculum is inclusive and diverse, free from bias and discrimination, empowers students to think critically, promotes respectful relationships, challenges negative stereotyping, and motivates students to meet their full potential;
 - F. provide for curricula ensuring a balance between academics, technical skills, and specialized subjects at every appropriate grade level, including but not limited to, guidance, performing arts, visual arts, libraries, music, physical education, languages (Mi'kmaq, French, Gaelic, English, and others as appropriate), family studies, social studies, sciences, mathematics, and technology education;
 - G. ensure appropriate funding is provided for the implementation of curricula, including but not limited to preparation time, professional development, and learning resources; and,
 - H. ensure that curriculum development and implementation is free from the influences of for-profit corporations.
- Further, the NSTU believes it is incumbent upon Members to:
- A. be fully aware of and familiar with the particular set of curricula guidelines and other Departmental publications that are of direct concern to their teaching assignment; and,
 - B. bring to the attention of the Department any concerns they have with Departmental curriculum documents.

Provincial Executive

Disposition: *NSTU Guidebook updated.*

2023-34 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 5 – Curriculum Standards and Guidelines be rescinded.

Provincial Executive

Disposition: *NSTU Guidebook updated.*

2023-35 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 6 – Distance Education be amended by substitution.

The Policy, as amended, would then read:

6. DISTRIBUTED LEARNING

The NSTU acknowledges that high quality distributed learning programs must be carefully designed and planned, be integrated into the public school program, be adequately funded, and be implemented by NSTU Members. Further, the NSTU believes that:

- A. teachers engaged in distributed learning programs must have equal access to teaching resources, professional development, and peer support as their colleagues teaching in the regular public school program;
- B. students must not be required to take courses by distributed learning in order to graduate;
- C. distributed learning programs must encompass a full range of student services, including but not limited to student advising, guidance, counselling, support staff, and appropriate technological training;
- D. the Department of Education and Early Childhood Development must ensure that all students enrolled in public school have equal access to distributed learning courses, including but not limited to access to required resources and devices;
- E. the Department of Education and Early Childhood Development must develop clear indicators for evaluating the quality of credit courses offered through distributed learning; and,
- F. the introduction of distributed learning programs must not have a negative impact on the workload, job-security, or funding levels of the regular public school program.

Provincial Executive

Disposition: *NSTU Guidebook updated.*

2023-36 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 7 – Global Education be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-37 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 8 – History Education be amended by substitution.

The Policy, as amended, would then read:

8. HISTORY OF CANADIAN LABOUR

The NSTU recognizes the importance of teaching the history of the Canadian labour movement and recommends its inclusion as a component of the junior high school social studies curriculum.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-38 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, 5 – Human Rights be:

- amended by inserting a new A to read “The NSTU, in recognition of its support for the Canadian Charter of Rights and Freedoms, acts to protect the fundamental human rights and freedoms of its Members.” and re-lettering the remainder of the Policy Statement; and,
- amending the new D by substitution to read:
The NSTU Human Rights Statement reads:
 - I. The Nova Scotia Teachers Union rejoices in diversity and fully supports the Nova Scotia Human Rights Act;
 - II. Because we believe all members are entitled to work in an environment free from discrimination, we strive to govern and serve our members without bias;
 - III. Because everyone’s rights matter, we will create a respectful environment in all our activities that fosters goodwill and trust and is free from harassment;
 - IV. Because we know positive, healthy relationships empower us to grow and lead, we do not tolerate or condone behaviour that undermines individual dignity or worth;
 - V. Because every member’s voice and vote is equally important, we interact through mutual respect, understanding and cooperation as a lived expression of solidarity supporting full democratic privilege free of harassment and intimidation.

The Policy, as amended, would then read:

5. HUMAN RIGHTS

The Membership of the Nova Scotia Teachers Union reflects the diversity of our province. We rejoice in this diversity and believe that we are all entitled to work in an environment free from discrimination.

- A. **The NSTU, in recognition of its support for the *Canadian Charter of Rights and Freedoms*, acts to protect the fundamental human rights and freedoms of its Members.**
- AB. The NSTU, in recognition of its support for the Nova Scotia Human Rights Act, lends full support to its Members who face discrimination or harassment with respect to their employment as defined in the Act.
- BC. The NSTU is committed to being unbiased towards its Members in its structure and its delivery of programs and services.
- €D. **The NSTU Human Rights Statement reads:**
 - I. **The Nova Scotia Teachers Union rejoices in diversity and fully supports the Nova Scotia Human Rights Act;**
 - II. **Because we believe all members are entitled to work in an environment free from discrimination, we strive to govern and serve our members without bias;**
 - III. **Because everyone’s rights matter, we will create a respectful environment in all our activities that fosters goodwill and trust and is free from harassment;**
 - IV. **Because we know positive, healthy relationships empower us to grow and lead, we do not tolerate or condone behaviour that undermines individual dignity or worth;**

- V. **Because every member's voice and vote is equally important, we interact through mutual respect, understanding and cooperation as a lived expression of solidarity supporting full democratic privilege free of harassment and intimidation.**

The NSTU, endorses the Canadian Teachers' Federation's Human Rights Statement, and is committed to:

- I. providing a respectful environment that is free from harassment at all Union activities;
- II. fostering the goodwill and trust necessary to protect the rights of all individuals;
- III. neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships;
- IV. promoting mutual respect, understanding, and cooperation as the basis of interaction among all its Members; and;
- V. supporting a Member's right to fully express their democratic privilege to vote free of harassment and intimidation.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-39 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section IV – Government be amended by inserting a new Policy entitled Minority Language Educational Rights.

The new Policy to read:

New MINORITY LANGUAGE EDUCATIONAL RIGHTS

The NSTU recognizes and supports Article 23 – Minority Language Educational Rights of the *Canadian Charter of Rights and Freedoms*, which promotes the two official languages of Canada as well as the cultures represented by minority language communities by ensuring primary and secondary minority language educational facilities for families. In Nova Scotia, Article 23 of the *Charter* preserves and promotes the French language and French language education.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-40 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, 10 – Language of Instruction and Study be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-41 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 11 – Learning Resources be amended by substitution.

The Policy, as amended, would then read:

11. LEARNING RESOURCES

It is the position of the NSTU that resources required to learn the curricula of the public school system should be fully funded and provided for by the Nova Scotia Government. Moreover, the NSTU believes that:

- A. Members must be involved in the creation of learning resources supplied by the Department of Education and Early Childhood Development;
- B. Members must be allowed to use their professional judgement in selecting appropriate learning resources and materials;
- C. any classroom materials or resources required by students should be supplied without charge;
- D. sufficient funding should be provided to supply school libraries with a rich diversity of learning resources and appropriate staffing;
- E. sufficient funding should be provided to support schools in acquiring learning resources outside of the School Book Bureau allotment;
- F. sufficient funding should be provided to supply equivalent learning resources throughout the province in the language of instruction for each school;
- G. learning resources should support and be consistent with the educational goals and objectives of the province as articulated by the Department of Education and Early Childhood Development;

2023-46

ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT a new policy entitled International Peace be added to NSTU Policy Section VI – General.

The New Policy would read:

NEW INTERNATIONAL PEACE

Peace is not merely the absence of war. To be genuine and lasting, peace must be shared equally by all the peoples of the world. Attaining international peace is inextricably tied to respecting individual human rights, creating an equitable international economic order, obtaining gender-equity in educational rights, and protecting the environment. Further, the NSTU holds the following beliefs:

- A. violence and abuse of power must never be used to solve conflicts;
- B. children have the right to live, grow, and develop in a world free of war and the aftermath of armed conflict;
- C. children must never be used as child soldiers; and,
- D. education and health care must be fundamental rights of all people of the world.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-47

ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT a new policy entitled Conflict Resolution be added to NSTU Policy Section II – Curriculum.

The New Policy would read:

NEW CONFLICT RESOLUTION

As a microcosm of society, conflict within classrooms and the greater school environment is inevitable; employing constructive conflict resolution practices can create an emotionally safe learning environment where students learn to live responsibly, respectfully, compassionately, cooperatively, and effectively. As such, the NSTU holds the following beliefs regarding constructive, non-violent conflict resolution practices:

- A. Students can acquire the attitudes, knowledge, and skills to enable them to cooperatively resolve conflict within their classroom, schools, families, and communities.
- B. It is the responsibility of educators to continually expose students to lessons and experiences in conflict resolution and problem-solving.
- C. It is the responsibility of regional education entities to provide inservicing on conflict resolution practices.
- D. It is the responsibility of the Department of Education and Early Childhood Development to incorporate conflict resolution into the Nova Scotia public school curricula.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-48

ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 17 – School Book Bureau Funding Allocation be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-49

ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 18 – Technology Integration Principles be amended by substitution.

The Policy, as amended, would then read:

18. TECHNOLOGY INTEGRATION IN EDUCATION

Technology is inextricably integrated into education as a learning resource in today’s classroom; however, the teacher-student relationship is the most important element in the learning process. As such, the NSTU holds the following beliefs:

- A. Technology integration must consider equity in regards to student access.
- B. Technology is a learning resource, not a replacement for a student’s access to a teacher.
- C. The Department of Education and Early Childhood Development must establish a long-range vision for the integration of technology into the curriculum.

- D. Technology integration requires that appropriate technology and infrastructure must be: in place, maintained and upgraded, and supplied with sufficient consumables; further, funding is required for increased preparation time and professional development of Members. The responsibility to ensure these elements happen rests with individual education entities.
- E. The Nova Scotia education system must not be influenced by inappropriate for-profit corporate pressure to place technology in educational sites.
- F. Technology integration must incorporate teachings on appropriate online conduct.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-50 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT a new policy entitled Member Images, Videos and Audio Recordings be added to NSTU Policy Section III – Economic Welfare and Working Conditions.

The New Policy would read:

NEW MEMBER IMAGES, VIDEOS, AND AUDIO RECORDINGS

With the predominance of devices capable of recording audio, video, and images of members, often without their knowledge, the NSTU holds the following beliefs:

- A. prior to the audio or video recording or photography of a member, permission must be received from the Member; and,
- B. any use, publication, posting, or distribution of audio or video recordings or images of Members must be authorized by the individual Members.

Provincial Executive

Disposition: NSTU Guidebook updated.

2023-51 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT a new policy entitled Sex Education be added to NSTU Policy Section II – Curriculum.

The New Policy would read:

NEW SEX EDUCATION

The fundamental responsibility to inform children regarding human relationships and sexuality rests with the family; however, the public school system must support this through appropriate curriculum for teaching the physiology of human sexuality and reproduction but also the emotional, social, and ethical issues associated with sexuality. Research indicates a strong correlation between the delivery of high-quality sex education with the positive health effects on people’s lives, including but not necessarily limited to:

- A. delayed initiation of sexual activity;
- B. reduced sexual risk-taking;
- C. increased use of condoms and other forms of contraceptives;
- D. increased knowledge of sexuality, safe-sex behaviours, the risks of pregnancy, the risks of contracting sexually transmitted infections; and,
- E. improved attitudes regarding sexual and reproductive health.

As such, the NSTU believes that sex education should:

- A. be responsive to the age and developmental stage of every student, presenting sexuality in a positive way;
- B. emphasize the values of mutual responsibility, respect, and consent;
- C. alert students to the consequences of sexual activity, sexual irresponsibility, and sexual exploitation;
- D. inform students regarding the physiology of human sexuality and reproduction including appropriate contraceptive use;
- E. inform students regarding sexual orientation and gender identity, and challenge attitudes of discrimination;
- F. challenge attitudes that perpetuate sexual violence; therefore, promoting sexual equality and the safety of all; and,
- G. provide for health counselling, including referrals to outside agencies, as appropriate.

Further, the NSTU believes the Department of Education and Early Childhood Development must ensure appropriate:

- A. pre-service and inservice professional development for teachers regarding sex education; and,
- B. resources and reference materials for teaching sex education are readily available.

Provincial Executive

Disposition: NSTU Guidebook updated.

GOVERNMENT

2023-52 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU ask to collaborate with the Department of Education and Early Childhood Development to examine the negative impact of the substitute teacher shortage on teacher wellness to develop an action plan that addresses this shortage.
Colchester-East Hants

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:

Strengthening our substitute pool is in our collective interest. As you are aware, in addition to our work to recruit and retain more teachers, in the Spring of 2023, the Nova Scotia Education Common Services Bureau's Teacher Recruitment and Retention Working Group launched an online townhall to better understand the behaviors, motivations and experiences of teachers in our substitute pool. This initiative followed the former Substitute Teacher Working Group's recommendation to investigate the historical and ongoing trend where only a small percentage of substitute teachers work many days. This online engagement was extremely successful and nearly 1000 substitute teachers participated. The feedback received will be used to better address the barriers, concerns, and needs of substitute teachers and I look forward to our continued collaboration on this important work.

I am also pleased to share that our province's Bachelor of Education programs are producing far more teachers in recent years than they have in the past decade. Annually, about 400 teachers graduate from these programs and are certified to teach in Nova Scotia. Additionally, each year Nova Scotia certifies approximately 300 teachers who trained in other Canadian provinces or internationally. In conversations with our institutional partners, Bachelor of Education admissions continue to be high, and this trend is expected to continue. This is exciting news and recruiting these pre-service teachers into Nova Scotia's public education system will continue to be a priority. Sharing the rewarding experience of being a teacher in Nova Scotia is something that we would be happy to partner on.

To help support any immediate gaps in the substitute pool, we continue to issue permits to teach to individuals who hold bachelor's degrees to be employed in circumstances when an education entity cannot secure the services of a certified substitute teacher. Although this is not the preferred approach, the practice of issuing permits ensures that schools continue to be operational, should a certified substitute teacher not be available. We would also like to further discuss with the NSTU making the recent practice of providing conditional teacher's certificates to our second year Bachelor of Education students during their final practicum placement permanent. The universities have told us that certainty would allow them to better plan and ensure their programming is scheduled in a way that allows RCEs/CSAP to make the best use of these teachers. This approach has been shown to alleviate pressures on our substitute pool and serves as a strong recruitment mechanism to hire these students into our system.

2023-53 ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development track with support from NSTU members how often NSTU members who do not have a supporting role or a specialist **role** (Resource, EAL, junior high intervention teachers, etc.) **and their substitutes**, are pulled from their assigned duties to cover classroom teachers.

Halifax City

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:

I am aware that each day, school administrators make operational decisions to ensure learning is supported in their schools. Our goal is to work with the RCEs/CSAP and the NSTU to increase the pool of substitute teachers so classroom vacancies can be filled efficiently and fully by substitute teachers.

2023-54 DEFEATED

BE IT RESOLVED THAT the NSTU submit a request to the government of Nova Scotia to establish a three-year integrated education diploma at the Nova Scotia Community College.

Colchester-East Hants

2023-55 **DEFEATED AS AMENDED**

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to create subject specific mentors/coaches (adviser, trainer, specialist) positions at every Regional Educational entity to assist, collaborate and help content teachers transition through critical pedagogy through inquiry-based learning.

Social Studies Teachers Association

2023-56 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU lobby the Department of Education to ensure that all the Regional Educational entities in the province, should be required to make public the amount of money they are not spending on positions that go unfilled, such as daily unfilled substitute positions and other short and long term absences. Furthermore, the government should also make public where the money is being directed.

Dartmouth

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:

Government will continue to issue and post budgets and public forecasts as per the requirements of the Finance Act. Further, RCE/CSAP's audited financial statements are published annually by the Province at Public Accounts <https://beta.novascotia.ca/public-accounts> Government of Nova Scotia. These statements provide detailed information regarding operational funding, including comparison of actual versus budgeted spending. RCEs /CSAP adhere to the financial reporting requirements imposed by the Public Sector Accounting Board.

2023-57 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development that they develop, in conjunction with the NSTU, a quality teacher induction program for term and probationary teachers that occurs during the teaching day.

Halifax County

Disposition: NSTU Staff are currently in discussions with the Department of Education and Early Childhood Development regarding the creation of a Teacher Induction Program. The Department is in the research stages of developing such a program for early career teachers. NSTU Staff will continue to monitor the progress and provide advice on an ongoing basis.

2023-58 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU request a public report from the Department of Education and Early Childhood Development that measures the effectiveness of ventilation systems in classrooms and other locations where NSTU members work (i.e., CO2 emissions, clean air delivery rate).

Colchester-East Hants

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:

As part of the Department of Education and Early Childhood Development's commitment to keeping schools safe, all school ventilation systems have been and will continue to be regularly assessed to ensure they are working as designed and any required maintenance or repairs are completed. The most recent reporting regarding ventilation systems can be found publicly within each of the Regional Centre for Education/ Conseil scolaire acadien provincial (RCE/CSAP) websites.

The Province has spent over \$22 million to upgrade ventilation systems in schools since the start of the pandemic. The Department will continue to prioritize work on school ventilation systems and will support continued efforts to regularly assess school ventilation systems to ensure they are working as designed.

2023-59 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU request to collaborate with the Department of Education and Early Childhood Development to review and update the Nova Scotia Public School Program graduation requirements.

Colchester-East Hants

Disposition: *The Curriculum Committee and le comite de programmation acadienne reviewed the graduation requirements and made a number of suggestions to inform a discussion with the Department of Education and Early Childhood Development. A date has been set to meet with the appropriate EECD personnel to discuss.*

2023-60 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development amend the age of students entering grade primary to five years of age by September 30 instead of December 31.

Colchester-East Hants

Disposition: *Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023 requesting the issue be placed on a future agenda of the Professional Committee.*

The Deputy Minister responded on November 23, 2023 with the following comments:

Nova Scotia changed the entrance birthdate for children entering primary in 2008. This was intended to bring Nova Scotia in alignment with most other jurisdictions in Canada. There is currently no intent to change the birthdate for entry into grade primary. There are a variety of supports available (including the pre-primary year) to ensure that all students are ready to enter school.

2023-61 **ADOPTED AS AMENDED**

BE IT RESOLVED THAT the NSTU request to work in partnership with the Department of Education and Early Childhood Development to examine and review the age **developmental** appropriateness of grade level outcomes at all grade levels in the Public School Program.

Colchester-East Hants

Disposition: *Le comite de programmation acadienne and the Curriculum Committee reviewed the developmental appropriateness of grade level outcomes to inform NSTU's work with the Department of Education and Early Childhood Development on this matter. A date has been set with the appropriate personnel from the EECD to discuss.*

2023-62 **ADOPTED AS AMENDED**

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development **collaborate with the NSTU** to create policies as described in section two of Letter of Understanding (1) Equity and Diversity Initiative.

Cumberland

Disposition: *The NSTU and the Nova Scotia Government are currently negotiating the Teacher Provincial Agreement, which includes the Letter of Understanding: Equity and Diversity Initiative. Policy items are under discussion.*

2023-63 **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development update the Comprehensive Guidance and Counseling Program to reflect the NSTU policy's ratio of counsellors to students (1:250).

Cumberland

Disposition: *Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.*

The Deputy Minister responded on November 23, 2023 with the following comments:

The updated Comprehensive School Counselling Framework is in the final stage of development. This work is led by the Provincial School Counselling Consultant with the support and input of regional/board staff and community partners. A transition plan is concurrently being formulated to outline actions related to implementation beginning in the latter part of the 2023-24 school year with full implementation planned for September 2024.

The Commission on Inclusive Education's (Students First) recommended ratio for School Counsellors was 1:400 which we continue to work toward. Through Inclusive Education funding, an additional 69 School Counsellor full time equivalents (FTEs) have been added to the system since 2018-19 and the role of School Counsellor Lead has been introduced in the province's two largest RCEs. In addition, the Department, in partnership with RCEs/CSAP and Acadia University, is supporting a Nova Scotia cohort that will result in 20 qualified school counsellors being available to work in Nova Scotia schools beginning in 2025.

2023-64 ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development explore centralizing-programming like **increasing teacher allotment for schools providing** French Immersion and International baccalaureate to maximize resources and create more balance in the education system.

Halifax City

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:
RCEs/CSAP, in consultation with school communities, determine which programs to offer including French Immersion and International Baccalaureate (IB). Teacher allotment is based on the overall student enrollment and staffing for both the French Immersion and IB programs fall within that staffing envelope. The Department will continue to support the provision of these options for students in partnership with RCEs/CSAP and will also continue to support regions in assisting schools with classrooms over the identified class caps.

2023-65 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to allocate a greater number of teachers to support new immigrants to Canada, including but not limited to language teachers.

Digby

Disposition: Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023.

The Deputy Minister responded on November 23, 2023 with the following comments:
Schools across the province continue to welcome newcomer students and for those who require support with the acquisition of a new language, access to an English as an Additional Language (EAL) and French as an Additional Language (FAL) teacher is one of the resources available.
Currently, there are 102.5 FTEs for EAL teachers and 4 FTEs for FAL teachers across the province. Of these, 64 EAL and 4 FAL FTEs have been allocated since 2020-21. Many of the 1,000 new positions introduced since 2018 also provide support to newcomer students and families, including, but not limited to, SchoolsPlus staff, Parent Navigators, School Counsellors, and Learning Support Teachers.
There have been ongoing investments to support newcomer students including the hiring of EAL/FAL teachers and increased access to interpretation and translation services. In addition, over 1,800 EAL titles have been added on the Authorized Learning Resources list (P-12) and work is underway to update the provincial language intake assessment tool (EN/FR), newcomer family guide fact sheets and EAL guidelines. Finally recognizing that the needs of newcomer students in high schools often look different than in the earlier grades, a project to explore alternate pathways for multi-lingual learners with limited or no prior formal educational opportunities has been started.
As a result of submissions by classroom teachers on the Ideas for Education portal, a new pilot to help newcomer students navigate services and use appropriate technology is being implemented in several schools across the province.

2023-66 ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development (EECD) to ensure students enrolled in the Nova Scotia International Student Program (NSISP) have their foreign transcripts evaluated for Nova Scotia equivalencies prior to entering Nova Scotian schools.

Digby

Disposition: NSTU Staff discussed this item at the Education Partners' Committee (formerly known as Learning Continuity), the discussion was expanded to include all international and recently immigrated students not just students enrolled in the Nova Scotia International Student Program (NSISP). The Department of Education and Early Childhood Development recognizes the need to have international transcripts evaluated for Nova Scotia equivalencies prior to students entering Nova Scotian schools and is investigating how to proceed with Student Services.

2023-67

ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development insist that education entities provide the proper professional development/training necessary **within the instructional day** for teachers to teach **members to provide instruction** by September 30, or within 30 days of a new teaching assignment **or the start of a new semester** to provide essential support to meet students' needs or upon arrival of a new student with needs.

CSANE

***Disposition:** Executive Director wrote a letter to Deputy Minister Elwin LeRoux on August 23, 2023 requesting the issue be placed on a future agenda of the Professional Committee.*

The Deputy Minister responded on November 23, 2023 with the following comments:

Appropriate professional learning is essential. There are negotiated days allocated for professional learning. Professional learning days are available to teachers throughout the year, including prior to September 30, and can include a portion of staff meetings and other times.

Upon arrival of a new student, teachers have several supports they can access. They include the Program Planning Team and Teaching Support Teams.

PROFESSIONAL DEVELOPMENT

2023-68

ADOPTED

BE IT RESOLVED THAT the NSTU survey the membership about the existing structure of October Conference Day with the intent to maximize teacher engagement by restructuring the day and report the results back to Council 2024.

CSANE

***Disposition:** See Reports Section of the Council Workbook for final report.*

GENERAL

2023-69

DEFEATED

BE IT RESOLVED THAT the NSTU examine the impact of the Student Transportation Policy in relation to the Inclusive Education Policy, its impact on equity, issues of social justice, and delivery of curriculum and report the findings to membership by January 2024.

Colchester-East Hants

NOVA SCOTIA TEACHERS UNION ANNUAL REPORT OF ACTIVITIES

COUNCIL 2024

ADMINISTRATIVE SERVICES

EDUCATIONAL FINANCE

In 2023-24, the budget of the Department of Education and Early Childhood Development was projected to climb from \$1.75 to \$1.87 billion with \$1.29 billion targeted for Public Education Funding. The next highest expense reported by the EECD was \$218 million for Early Learning. EECD allocated \$101 million for Teacher Pension Plan contributions.

EDUCATION PARTNERS

The Education Partners include representatives from the Nova Scotia Federation of Home & School Associations Inc., the Public School Administrators Association of Nova Scotia, the Fédération des parents acadiens de la Nouvelle-Écosse. The Minister of Education and/or Department of Education and Early Childhood Development officials regularly attend meetings with the NSTU President and various staff members. Our relationship with the Partners allows access to information that we might otherwise not be able to obtain and allows us to work closely together on projects of mutual benefit.

STRATEGIC PLANNING

The NSTU Executive Director, as directed by the Provincial Executive, initiated a strategic planning process with the goal of providing a Strategic Plan to the Provincial Executive. The Strategic Planning process involved a robust consulting process. The Provincial Executive adopted the Strategic Plan recommendations in October 2022. Strategic Planning recommendations for both governance and operations have been either actioned or are in progress.

NSTU MEMBERSHIP

As of December 4, 2023 there were 9,657 NSTU members.

NSTU OFFICE

During the 2022-2023 year, the NSTU hosted 209 meetings involving 2,179 participants in the NSTU Tom Parker building.

NSTU STAFFING

Since 2023 Annual Council, the following staff changes occurred:

1. Lisa Farmer, Administrative Assistant III, retired July 31, 2023.
2. Nicole Wells was promoted to the position of Administrative Assistant III to replace Lisa Farmer.
3. Marie MacInnis was promoted to the position of Administrative Assistant II to support the role of the President and the Member Assistance Program to replace Nicole Wells.

4. Lisa Ferguson was promoted to Administrative Assistant with Member Services to replace Marie MacInnis.
5. Steve Sheppard was hired as Receptionist on August 1, 2023 to replace Lisa Ferguson.
6. Simon Wilkin was promoted to Acting Assistant Executive Director effective August 1, 2023 to replace Janine Kerr's Deferral Leave.
7. Jeff Morse was hired as an Executive Staff Officer effective August 1, 2023.
8. Steve Sheppard was promoted to Administrative Assistant II to replace Bev Tufts.
9. Harmanpreet Kaur was hired as Receptionist on December 1, 2023 to replace Steve Sheppard.
10. Haudaja Walters was hired in a term position to support the role of the President and the Member Assistance Program for a year to replace Marie MacInnis during her maternity/parental leave.

CANADIAN TEACHERS' FEDERATION (CTF)

The Canadian Teachers' Federation (CTF) Annual General meeting was held on July 12 – 14, 2023 and the CTF Board of Directors met on November 21 & 22, 2023. A special virtual meeting of the CTF Board was held on February 22, 2024. The next Board of Directors' meeting is scheduled for April 2024 in Ottawa.

COUNCIL OF ATLANTIC PROVINCES TERRITORIES TEACHER ORGANIZATIONS (CAPTTO)

The CAPTTO Executive met on September 26 & 27, 2023 and February 5 – 7, 2024. Topics discussed included collective bargaining, teacher shortage, inclusion, pension, and CTF update. The next CAPTTO meeting (AGM) will be held April 22 – 24, 2024.

NSTU STAFF PENSION PLAN

The Nova Scotia Teachers Union provides a defined benefit pension plan for all of its employees who are not licensed teachers. Employees of the Nova Scotia Teachers Plus Credit Union also belong to this Plan. An Advisory Committee assists with the oversight and administration of the Plan.

The NSTU Staff Pension Plan is subject to the Nova Scotia Pension Benefits Act. As such, we are required to file regular valuations with the office of the Superintendent of Pensions and if there is an unfunded liability, we are required to take action to eliminate this deficit. The Pension Committee filed a preliminary valuation as of December 31, 2021 at which point the plan was 112% funded (on a solvency basis).

RTO LIAISON COMMITTEE

The Executive Director, the President and Assistant Executive Director meets 2 or 3 times a year with the President, Past-President, and Vice-President of the Retired Teachers Organization. The meetings provide an opportunity to let the RTO know about events that are occurring within the organization and discuss matters of mutual concern. The RTO Liaison Committee met most recently on February 8, 2024 and discussion included pension, insurance and substitute teaching in the pandemic.

FINANCIAL SERVICES

The NSTU Financial Officer provides inservice education and assistance for the 22 Locals, 7 RRC's and 21 Professional Associations on an as needed basis and performs Financial Reviews of the accounts of all of these groups. The Financial Officer also oversees the financial reporting of the Union, the NSTU budget and helps facilitate the annual audit.

The NSTU has signing authority for all Professional Association bank accounts so that they can assist by paying all expenses on their behalf and performing their accounting tasks for them. The Financial Officer administers this function as well.

BILL 75:

In October of 2017 the NSTU sued the Stephen McNeil Government on the basis that the Government bargained in bad faith and that the introduction of the *Teachers Professional Agreement and Classroom Improvements (2017) Act*, S.N.S. 2017, c. 1 (“Bill 75”) violated s. 2(b) and s. 2(d) of the *Canadian Charter of Rights and Freedoms (the “Charter”)*.

On June 13, 2022 Justice Keith rendered a written decision, for the Supreme Court of Nova Scotia, finding that Bill 75 violated s. 2(d) of the *Canadian Charter of Rights and Freedoms*, and was of no force and effect. This finding remains – Bill 75 breached the *Charter* rights of teachers.

However, while the NSTU argued that the restoration of the Service Award (that was eliminated in Bill 75) should be restored/reinstated in the existing Collective Agreement, Justice Keith did not grant this remedy. As such, the NSTU appealed on remedy to the Nova Scotia Court of Appeal. The Nova Scotia Court of Appeal agreed with Justice Keith and on November 9, 2023 issued its decision refusing to grant the remedy sought by the NSTU, but maintaining that Bill 75 was unconstitutional.

Accordingly, the NSTU is seeking leave to appeal to the Supreme Court of Canada. The NSTU filed its Application for Leave to Appeal on January 3, 2024. The NSTU must now wait to see if the Supreme Court of Canada will hear the case on remedy.

BILL 148:

On December 14, 2015 the Nova Scotia Liberal Government introduced Bill 148 – the *Public Services Sustainability (2015) Act*. Bill 148 did two (2) things specifically: one, imposed a two-year wage freeze and a further two-years of wage caps on unionized public sector employees; and two, ceased the accrual of service awards effective March 31, 2015. Bill 148 became the *Public Services Sustainability (2015) Act* and was proclaimed on August 22, 2017.

The NSTU shared the view of many other unions in Nova Scotia – that the *Act* interfered with free collective bargaining contrary to fundamental Canadian values and the *Canadian Charter of Rights and Freedoms*. The *Act* severely undermined the collective bargaining process for thousands across the province, dramatically and negatively impacting the collective bargaining rights of all workers in Nova Scotia.

Following the proclamation of the *Act*, the Government referred two (2) questions to the Court of Appeal, pursuant to section 3 of the *Constitutional Questions Act*. However, on May 11, 2022, the Court released its decision on the constitutional references. The decision of the Court was to decline to provide a response. The reason provided was a lack of a full evidentiary record.

The NSTU and seven (7) other Unions have initiated a constitutional challenge of Bill 148 and are currently in the long process of pre-hearing matters (filing affidavits, disclosure, expert reports etc.). The hearing on the merits is scheduled for June 2, 3, 4 and 5, 2025.

MEMBER ASSISTANCE PROGRAM

Registered Nurse Services

Year 2023 represents the seventh complete calendar year with the Registered Nurse on staff. RN continues to provide skilled nursing triage, education, and support as well as referral to the various supportive programs and services.

Early Intervention Program

In the year 2023, the Registered Nurse provided referral to the Early Intervention Program for a total of 267 clients. This represents an increase from 245 clients as compared to the year 2022. This number is the second highest number since the program's inception, with only year 2021 being higher with 284 referrals.

NSTU Counselling Services

In the year 2023, the Registered Nurse provided referral to the NSTU Counselling Services to 145 new clients.

Crisis Response Coordination

In the year 2023 RN reached out to a total of 19 schools in relation to critical events across the province offering support. In the year 2022 RN reached out to a total of 24 schools in relation to critical events across the province offering support.

Independent Psychological Consultation

In the year 2023, Registered Nurse case coordinated total of 34 referrals for the Independent Psychological Consultation. This represents a decrease from 39 in the year 2022. Additionally, RN supported inquiries from 17 clients who have had their IPC completed between years 2018-2021.

In August 2023 RN provided support for smooth transition related to change in IPC providers from

Dr. Gerald Hann Psychological Services to CRUX Psychology.

Total: 34

Dr. Gerald Hann Psychological Services: 18 (January-July)

CRUX Psychology: 16 (August-December)

Manulife EFAP	Total: 252 Decrease from 285 in the year 2022
Carepath Elder Care Program	Total: 12 No change from 12 in the year 2022
Carepath Chronic Disease Program	Total: 65 Decrease from 77 in the year 2022
Carepath Mental Health Program	Total: 289 Decrease from 327 in the year 2022
Member Services	Total: 112 Decrease from 155 in the year 2022
External Resources	Total: 179 Decrease from 227 in the year 2022

Examples of external resources include: Health & Abilities, Mental Health Crisis Line, Need Family Practice, Virtual Care NS, Community Mental Health, Blue Cross, Johnson Insurance, Bryony House.

Early Intervention Program

In the month of March 2023, the NSTU hired a new Occupational Therapist, which increased the EIP staff compliment to 3 staff. There were no referrals originating in New Brunswick and there was no need for coordination of external referrals.

New and Closed Files Analysis

In the year 2023, the Registered Nurse provided referral to the Early Intervention Program for a total of 267 clients. Total of 245 files were closed as compared to 221 files that were closed in the year 2022.

The highest number of files, 48, were open in the month of September.

Total New Files by the Centre of Education

In the year 2023 clients from the Halifax Regional Centre of Education were the most frequent recipients of EIP services, with the Chignecto Central Regional Centre of Education being second, and Annapolis Valley Regional Centre of Education being third.

School Board	New Files 2022	New Files 2023
AVRCE	47	40
CBVRCE	17	14
CCRCE	47	63
CSAP	17	13
HRCE	76	88
SRCE	10	6
SSRCE	15	18
TCRCE	9	19
APSEA	5	3
NSTU	1	2

OT Interventions

In the year 2023, the main OT intervention was Ergonomics. This is consistent with prior years.

OT Intervention	Number of Clients 2022	Number of Clients 2023
Ergo	142	191
RTW	28	9
OT Intervention	36	34
LTD	5	1
Support	34	29
Enviro Sensitivity	0	1
Stress	0	2

Gender Analysis

In the year 2023 out of 267 new clients, 233 were of Female gender and 34 were of Male gender.

Age Group Analysis

In the year 2023, the youngest client was born in the year 1999 and the oldest client was born in the year 1958.

Diagnosis Analysis

Consistent with previous years, the main OT diagnosis in the year 2023 continued to involve the Musculoskeletal System and Connective Tissues, followed by Psychiatric Disorders.

Diagnosis	Number of Clients 2022	Number of Clients 2023
MSK & Connective Tissue	154	195
Cardiovascular Conditions	4	0
Psychiatric Disorders	39	32
Malignant Neoplasms	2	2
Benign Neoplasms	0	2
Accident, Violence	6	4
Nervous System	6	11
Sense Organs	3	7
Ill Defined Conditions	1	5
Genito-Urinary Disorders	1	1
Digestive Disorders	3	1
Nutritional/Metabolic	5	3
Respiratory	0	1
Blood Disorders	1	0
Pregnancy/Childbirth	2	1

NSTU Counselling Services

Client Files Analysis

In the year 2023, 324 clients received Counselling Services for a total cumulative of 1012 sessions. In comparison, in the year 2022, 369 clients received Counselling Services for a total cumulative of 1152 sessions.

Total Files by Centre of Education

Most clients having received Counselling Services in the year 2023 came from the Halifax Regional Centre of Education.

School Board	Number of Clients 2022	Number of Clients 2023
AVRCE	42	34
CBVRCE	19	13
CCRCE	33	31
CSAP	18	12
HRCE	195	171
SRCE	16	8
SSRCE	22	28
TCRCE	13	19
NSCC	1	0
APSEA	2	2

Age Group Analysis

In the year 2023, the youngest client having received Counselling Services was 7 years of age and the oldest client was 84 years old.

Client Status Analysis

Definitions:

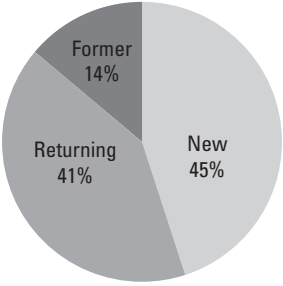
New Clients: Clients who have not used the service before or within prior 7 years.

Returning Clients: Clients who used the service within the preceding calendar year.

Former Clients: Clients who used the service within prior 7 years but not in the preceding calendar year.

In the year 2023, 45% of clients were New, 41% of clients were Returning clients from the year 2022, and 14% of clients were Former clients.

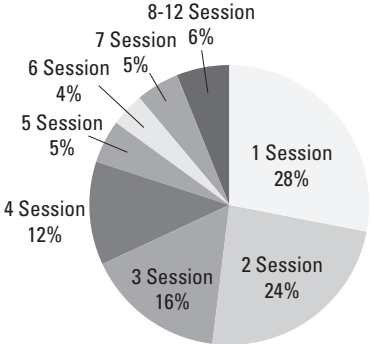
Client Status	Number of Clients
New	145
Returning	133
Former	46



Number of Sessions Analysis

In the year 2023, the average number of sessions per client was 3.1. 28% of clients received 1 Counselling Session, 40% of clients having received 2-3 Counselling Sessions and 6% of clients received more that 7 sessions.

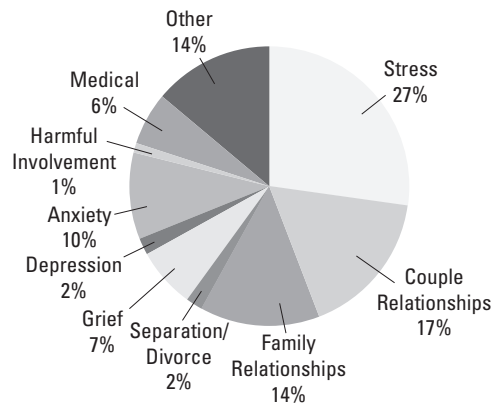
Number of Sessions	Number of Clients
1 Session	91
2 Session	78
3 Session	52
4 Session	38
5 Session	16
6 Session	14
7 Session	15
8-12 Session	20



Presenting Issue Analysis

Stress continues to be the most common reason for seeking Counselling in year 2023.

Presenting Issue	Number of Clients
Stress	88
Couple Relationships	56
Family Relationships	46
Separation/Divorce	7
Grief	22
Depression	6
Anxiety	31
Harmful Involvement	3
Medical	21
Other	44



NEGOTIATING SERVICES

REGIONAL NEGOTIATIONS

Atlantic Provinces Special Education Authority

The Asking Package was prepared in January 2022 with negotiations occurring over 9 days between April 2022 and June 2022. Mediation / arbitration was held on October 17th and interest arbitration was held in February 2023, with the decision provided in May 2023 and final agreement signed in January 2024.

Annapolis Valley Regional Centre for Education

The current Agreement will expire July 31, 2026.

Cape Breton-Victoria Regional Centre for Education

The Employer invited the NSTU back to the bargaining table in early September. The parties were able to achieve a tentative agreement that was ratified by the membership. The new agreement expires on July 31, 2026.

Chignecto-Central Regional Centre for Education

The parties were unable to reach a tentative agreement. As per section 19(1) of the Teachers' Collective Bargaining Act (R.S., c. 460, s. 1), the NSTU formally requested interest arbitration. Bill Berryman has been designated by the NSTU as their nominee for the arbitration board. Ron MacLeod has been appointed by the CCRCE as their representative on the arbitration panel, while arbitrator Frank Demont has been mutually agreed upon as the neutral third-party chair by both parties. The arbitration sessions are scheduled for July 23 and 24, 2024.

Conseil scolaire acadien provincial

The collective agreement will expire July 31, 2024. Asking package preparations are underway.

Halifax Regional Centre for Education

The Collective Agreement expired July 31, 2023. An Asking Package was developed by the Regional Bargaining Team and Ratified by the Halifax Regional Representative Council in the Spring of 2023. On September 28, 2023 the Bargaining Team met with the employer to exchange proposals and subsequently met on October 23 and 26, November 9, 10, and 21, December 27, and January 18, 2024.

Talks are ongoing.

South Shore Regional Centre for Education

The regional agreement will expire on July 31, 2024. Asking package preparations are underway.

Strait Regional Centre for Education

The Regional Collective Agreement will expire on the 31st day of July 2025.

Tri-County Regional Centre for Education

The regional agreement will expire on July 31, 2024. Asking package preparations are underway.

Provincial Negotiation – Teachers' Provincial Agreement

The Provincial Executive appointed members to the Provincial Executive Economic Welfare Committee on June 3, 2022.

The Committee met a total of twelve days to deliberate and consider 773 submissions made to the Committee.

On February 17, 2023 the Committee concluded an Asking Package which was forwarded to the Provincial Executive for consideration.

The Provincial Executive met on February 23, 2023 and approved the Asking Package.

On February 23, 2023, the Provincial Executive named the members to the Provincial Negotiating Team.

On June 28, 2023 the Provincial Negotiating Team met with the Employer to exchange proposals.

The Collective Agreement expired July 31, 2023.

The parties met to bargain on September 11, 12 and 13, on October 3, 4 and 5, on October 11, 12 and 13, and on January 10 and 11 of 2024.

On January 23, 2024, the Provincial Negotiating team met and decided to request from the Minister of Labour, Skills and Immigration to appoint a Conciliation Officer to assist with the bargaining. Conciliation meetings are current scheduled for March 2024.

MEMBER SERVICES

Member Services Executive Staff Officers spend the majority of their time supporting teachers directly. This includes phone calls and meetings with individual teachers, groups of teachers, the regional and provincial employers (human resources), and Local Leaders. This extensive support often results in grievances being settled, and/or having matters resolved without pursuing the formal grievance process. Executive Staff Officers work closely with Regional and Local Leaders to prevent and minimize conflict, they assist members in problem solving complex employment issues, and they provide education regarding teacher rights according to the applicable collective agreements and legislation. Executive Staff Officers are also involved in collective agreement interpretation, implementation and negotiations.

The work of Executive Staff Officers is varied. Below are descriptions of some of the most common themes that arise in Member Services.

Collective Agreement Negotiations

Member Services staff facilitate bargaining preparation and lead negotiations at the provincial and regional levels. Between negotiating rounds, Member Services staff work with the employer and Local Leaders on implementation including identifying potential improvements going forward. Occasionally collective agreements need to be modified by agreement of the parties between negotiating rounds. In these cases, Member Services staff work within the legal process in order to facilitate these modifications.

In most cases, negotiations result in a successful collective agreement. However, where negotiations are unsuccessful, Member Services staff implement the necessary response. At the regional level, if a collective agreement cannot be successfully negotiated, then the disputed provisions are referred to interest arbitration. In an interest arbitration the Union and Employer present their legal positions and an independent third-party arbitrator determines the remaining disputed contents of the collective agreement. At the provincial level, if a collective agreement cannot be successfully negotiated, Member Services staff provide advice on the technical processes of work stoppage (including for example how to participate in a legal strike) and labour relations strategy.

Grievances and Grievance Arbitration

When an alleged breach of a collective agreement arises, including human rights violations that are implicitly covered by the collective agreements, a grievance may be filed. Most grievances are initiated by individual teachers, but some are initiated by the NSTU itself (policy grievances). Executive staff provide extensive support which often can result in grievances being settled, and/or having matters resolved without pursuing the formal grievance process. When a grievance is not resolved through the grievance process steps, and where with legal advice the NSTU determines that it has a reasonable chance of success, the grievance is referred to an independent third-party arbitrator for a decision that binds the parties. Staff assisted with 73 grievances and one resulting arbitration. Additionally, even the employer could grieve a perceived breach of the agreement by the NSTU.

Occupational Health and Safety

Member Services staff regularly support teachers who have workplace issues that are covered by Occupational Health and Safety (both legislatively and in the Collective Agreement). This was particularly prevalent during the Covid-19 pandemic. In addition to the risks posed by Covid-19, common Occupational Health and Safety issues include violence against teachers and other students as well as environmental and air quality concerns.

Injury on Duty

Teachers are not part of the Workers' Compensation scheme and instead, pursuant to the Provincial Collective Agreement, teachers have access to Injury on Duty coverage for loss of income and other out-of-pocket expenses incurred due to an injury

at work. Member Services staff can assist teachers through the Injury on Duty process and represent teachers who have been denied Injury on Duty coverage by their employer.

Accommodation

Pursuant to human rights law, employers are prohibited from discriminating against employees based on any of the grounds in Nova Scotia's Human Rights Act. Employers have a duty to accommodate (up to the point of undue hardship) teachers who fall into the groups covered by the Human Rights Act. Although these accommodations are often to assist teachers with disabilities to remain in the workplace, they can also be based on other protected grounds, such as family status.

The accommodation process can often be complex and involve significant legal knowledge. Member Services staff support teachers in negotiating this process with the employer, and where required, pursuing a grievance or appropriate remedy to enforce a teacher's legal right to accommodation.

In-House Legal

In-House Legal Counsel works very closely with Member Services staff on all issues related to teacher rights, including but not limited to: collective agreement interpretation, grievances, arbitrations, occupational health and safety, human rights, accommodations, and Injury on Duty disputes. Where grievances are filed, In-House Counsel often provides strategy and advice throughout the process and drafts a legal opinion on the chances of success of grievances at arbitration. While formal legal advice is regularly provided on Member Services issues, In-House Legal Counsel also supports Member Services in ongoing solutions-based discussions regarding files and labour relation strategy. In-House Legal Counsel also acts a liaison with NSTU's external legal counsel on various matters, including arbitrations and Charter litigation.

Additionally, In-House Counsel provides legal advice, and opinions, to the NSTU on various pieces of legislation, and government policy. In-House Counsel also works closely with the NSTU on internal governance documents (including By-Laws and Operational Procedures) and with internal committees or internal-adjudicative processes.

In-House Counsel provides legal advice and representation on various other non-Member Services issues, including for example employment law and NSTU contracts with necessary vendors. While formal legal advice is regularly provided on Member Services issues, In-House Legal Counsel also supports Member Services in ongoing solutions-based discussions regarding files and labour relation strategy. In-House Legal Counsel also acts a liaison with NSTU's external legal counsel on various matters, including arbitrations and Charter litigation.

Criminal and Other Legal

If a teacher finds themselves in conflict with the criminal justice system due to their actions related to work, the NSTU may provide criminal legal counsel, through the Member Services program with support of In-House Counsel. A teacher with a criminal law issue will usually also be facing concurrent employment issues and sometimes additionally teacher certification implications. Member Services staff support teachers through these complex and multiple processes.

Members Services staff also participate in the other legal matters. Most significantly, Member Services are involved in the preparation, evidence and assistance in the two extensive Charter of Rights and Freedoms challenges that the NSTU is currently engaged in against the Province of Nova Scotia (Bill 75 and Bill 148).

Committees and Presentations

Member Services staff support Regional Representative Councils by attending their meetings and providing advice as required. Member Services staff also attend Local meetings and act as liaison between the NSTU, Locals and regions. Member Services staff act as liaison for, and facilitate the work of, many NSTU Standing and other Committees.

Additionally, Member Services staff create and provide professional learning sessions to teachers on a large variety of Member Services topics including but not limited to: pension and benefits, maternity leave, retirement seminars, contractual and legal matters.

Teacher Performance Appraisal Committee

Staff is a member of the Department's Teacher Performance Appraisal Committee. The Teacher Growth and Evaluation system pilot was delayed due to COVID-19 and began in September 2023.

Discipline Committee

The Discipline Committee had a joint meeting with the Professional Committee on December 17, 2023 for training. Discipline Committee met on February 26, 2024.

Professional Committee

The Professional Committee had a joint meeting with the Discipline Committee on December 17, 2023 for training.

COVID-19 – Learning Continuity Lead Table

Staff provided weekly/bi-weekly input to EECD through a working group struck by EECD regarding the education system's response to COVID-19. With the easing and elimination of COVID measures, this committee has continued to meet to discuss general issues in education.

Member Services Committee

This year, the Member Services Committee convened three times, where it engaged in various tasks such as reviewing NSTU Policy regarding Economic Welfare and Working Conditions, reviewing Annual Council Resolutions, and organizing the planning for the Biennial Member Services Conference 2024.

RESOLUTIONS COMMITTEE

The Resolutions Committee convened during Annual Council 2023 (April 28 to 30) to train, consider New Business Items to Council, and to facilitate the disposition of 2023 Resolutions to Council.

The Resolutions Committee met on December 15, 2023, to review Council 2024 resolution submissions from Locals and Professional Associations.

Staff worked with several Locals and Professional Associations regarding drafting individual resolution submissions.

The Resolutions Committee will convene during Annual Council 2024 (May 3 to 5) to train, consider any New Business Items to Council 2024, and to facilitate disposition of 2024 Resolutions to Council.

GOVERNANCE AND POLICY COMMITTEE

Since Council 2023, the Governance and Policy Committee met on May 15, 2023, November 3, 2023, December 8, 2023, February 2, 2024, and February 23, 2024 with the final meeting of the year scheduled for May 24, 2024.

The Governance and Policy Committee reviewed several matters referred to it by the Provincial Executive and Council with recommendations forwarded to the Provincial Executive for their action.

The Governance and Policy Committee conducted a Policy Review on Policy Section III – Economic Welfare and Working Conditions with several recommendations forwarded to Annual Council 2024 for Council’s consideration.

The Governance and Policy Committee is working through several recommendations from the Strategic Planning Report with implementation pending.

Staff continues to work with Locals, Regional Representative Councils, and Professional Associations to update their governance documents.

The committee reviewed and made recommendations with respect to seven (7) resolutions to Annual Council 2024 that were identified by the Resolutions Committee as being related to Governance.

Injury on Duty Committee

The Committee typically meets monthly to review claims submitted by members who have been approved for Injury on Duty. Reviewing claims for substitute teachers who qualify for Injury on Duty is also part of the Committee’s mandate.

PENSION SERVICES

NS Pension Board of Directors

Nova Scotia Teachers’ Pension Plan Trustee Inc. has four representatives (two representing NSTU and two representing government) on the NS Pension Board of Directors. This Board meets five times annually and oversees the overall operations and management of the Corporation. The Board sets the Corporation’s strategic direction, approves its operational budget and makes key administrative decisions.

Nova Scotia Teachers’ Pension Plan Trustee Inc.

The NSTU has four representatives (a staff officer, an active teacher, a retired teacher, and an industry expert) on the Board of Directors of the Nova Scotia Pension Plan Trustee Inc. Trustees are appointed for three-year terms and may serve for a maximum of two consecutive terms. The Trustee meets five times annually and oversees the investment and administration of the Teachers’ Pension Plan. As well, there are three standing committees of the Trustee: Investment, Audit and Actuarial, and Governance, Communications, and Member Services.

Nova Scotia Teachers’ Pension Plan Trustee Inc. – Investment Committee

The Investment Committee meets on a quarterly basis (four times annually). The Investment Committee:

- reviews the investment performance of the fund, the operation of the investment arm of the NS Pension, and how the investment objectives of the Trustee are being implemented by the Corporation;
- measures the performance of the fund against appropriate benchmarks;
- reviews the risk report of the fund on a quarterly basis; and
- reviews the sustainable investment report on an annual basis.

Nova Scotia Teachers’ Pension Plan Trustee Inc. – Audit and Actuarial Committee

The Audit and Actuarial Committee meets three times annually. The Audit and Actuarial Committee:

- meets with the auditor and approves the annual audit plan prior to commencement of the audit;
- reviews the draft audited financial statements prior to presentation to the Board;

- meets with the actuary to review the actuarial valuation plan prior to commencement of the actuarial valuation;
- reviews proposed changes to the actuarial assumptions and makes recommendations to the Board for presentation to the Sponsors; and
- reviews the draft actuarial valuation prior to presentation to the Board.

Nova Scotia Teachers' Pension Plan Trustee Inc. – Governance, Communications, and Member Services Committee

The Governance, Communications, and Member Services Committee meets two times annually. The Governance, Communications, and Member Services Committee:

- reviews policy & procedures and recommends amendments, where appropriate, prior to presentation to the Board;
- reviews agreements and recommends amendments, where appropriate, prior to presentation to the Board.

NSTU Pension Committee

Three meetings of the Pension Committee were held this year with the Committee receiving regular reports on the work of the Teachers' Pension Board and the Teachers' Pension Plan Trustee Inc. (TPPTI). The Committee was educated on the basics of the pension plan.

Pension Review

The Province of Nova Scotia and the NSTU appointed an external panel to review the Teachers' Pension Plan. The Panel's report including non-binding recommendations was received in August 2022 and referred to the Teachers' Pension Board for further study.

NS Teachers' Pension Board

The Teachers' Pension Board met on a regular basis throughout this year. A primary focus of the Teachers' Pension Board this year was reviewing the non-binding recommendations of the Pension Review Panel. The Teachers' Pension Board is also responsible for approving the assumptions to be used in the annual actuarial valuation of the plan's funded status as well as recommending, to the Province of Nova Scotia and the NSTU, any changes to the Regulations under the *Teachers' Pension Act*.

Pre-Retirement Seminars

The NSTU sponsored twelve (12) Retirement Seminars this year throughout the province. Evaluation forms collected at each session were very positive.

CERTIFICATION & CLASSIFICATION

Teacher Certification

Staff continues to monitor and respond to any member reports of delays in processing of certification applications with the Office of Teacher Certification. They have assisted individual members / prospective members with service recognition and upgrading inquiries, as well as teachers trained outside of Nova Scotia seeking certification.

Jurisdictional scans were completed to make comparisons between Nova Scotia and the rest of Canada regarding:

- Academic requirements (specific courses and course hours) for certification
- Certification requirements

- Levels of certification
- Pay scales
- Dates for salary increases

Staff communicates with the Registrar regularly to identify and address unnecessary barriers to entry for internationally trained educators as well as those holding permits to teach. The academic requirements and Regulations for Teacher Certification are being reviewed for the same purpose.

PROFESSIONAL LEARNING

Workshops/Presentations for NSTU locals, schools, and universities

Dozens of in-person and virtual presentations were facilitated for locals, regions, universities, and conferences across the province. Presentations included Engaging Volunteers (new), Classroom Management, Cultivating Inclusive Classrooms, A.I. in Education (new), New Member Information Sessions, The Idea of IDEA (Inclusion, Diversity, Equity, Accessibility), Benefits of Membership, Teacher Wellness, Teacher Professionalism & Interview Skills, Advocating for Your Needs, Women in Educational Leadership (new), as well as our most requested session, NSTU Olympics (new).

The Professional Learning department reviews offerings and opportunities for member engagement annually. The complete slate of presentations available by P.L., Member Assistance Program, and Member Services was updated, posted on the site, and included in a pamphlet that was given to RRC Chairs, Local Presidents, and anyone inquiring.

Online resources have been a priority this year. What was known as the “New Member Kit” is now available on the NSTU site and new members were provided with lanyards and a key chain with a USB code leading to the resources.

A bank of resource videos are planned and some in production. These will include leadership development, NSTU benefits, grant information, and more.

Education Leadership Consortium of Nova Scotia (ELCNS) (formerly known as the Nova Scotia Education Leadership Consortium NSELC): Aspiring Leaders Program, Program Committee and Board of Directors

Staff hold seats on the Board of Directors for the Education Leadership Consortium of Nova Scotia, the Program Committee, and the Aspiring Leaders Program. Staff also sits on the Value and Vision focus group whose mandate is to provide guiding documents for the organization with value statements grounded in our collective history with authentic voice from our Mi’kmaq and African Nova Scotian and Black communities. The focus continues to be ensuring that the NSTU has a voice at the table to address concerns, offer important perspective on behalf of members to forge ways the NSTU enhances the work of ELCNS as they move towards their goals of aligning with the leadership standards and the interweaving of the knowledge of our African Nova Scotian, Black and Mi’kmaq history and voices of our communities throughout the province. This year, staff is actively participating in the development of the values and vision statements as well as the programming for the ALP and ILA programs.

CONTACT 2024

Theme – From Awareness to Action: Empowering Inclusive Educators

Taking place in Cornerbrook, NL July 24-26. All four Atlantic provinces have chosen a workshop facilitator for the annual event. A call for interested NSTU member presenters was made in the fall. Five member proposals were received. After vetting by PL staff, it was decided that the NSTU presenter will be Lauchie MacKinnon who’s workshop will be “The promise and perils of AI in inclusive and personalized education: For Teacher and Students”.

Education Advisory Committee

The Cape Breton University School of Education and Health held its annual fall meeting on Tuesday, October 12, 2023. During that meeting, the newly appointed Dean, Ellyn Lyle welcomed the group and provided updates on their programming for the current academic year. This included:

- A restructuring of the current program to incorporate more experiential learning opportunities for Pre-service teachers;
- Updates on current Masters of Education program cohorts;
- Discussion of potential upcoming Masters concentrations.
- Language Specialization (Mi'kmaq) in the Department of Sustainability, Creativity and Innovation

John Huntley Memorial Internship

This year's John Huntley Internship Sessions are scheduled as follows:

November 2 and 3, 2023

March 22 and 23, 2024

May 9 and 10, 2024

During the November 2023 session of the John Huntley, six participants attended.

PL Executive Staff collaborated to create a schedule that offered information about programs and services shared by all NSTU departments, with representatives from each. The tradition of a full staff lunch was also included on the first day as well as a common break where “The Huntleys” had the opportunity to meet the Insurance Trustees who were also meeting in the building that day. The second day saw the Huntleys take part in presentations, such as the NSTU Olympics and AI in Education that are being shared in Locals this year. Finally, certificates were presented by the President and participants enjoyed a game of NSTU trivia before returning to their locals and regions. The feedback from this session was overwhelmingly positive.

NSTU Leadership Skills Development Institute

The second consecutive in-person Leadership Skills Development Institute was held at StFX University saw some changes, including a new venue on campus, The Mulroney Institute. The volunteer leaders within our organizations had the opportunity to gather, exchange ideas and support one another in their roles. Our Insurance Trustees were also available throughout the conference to answer members' questions and also sponsored a Health Kiosk again this year. The kiosks were staffed by registered nurses and allowed interested members to have an on-site individual health screening. From presentations, to workshops, to Friday morning role meeting table talks, feedback from this year's Leadership was very positive and provided important feedback moving forward. Planning for Leadership 2024 is well underway and the team is excited to facilitate more connecting and learning.

EEE Summit 2023

The 2nd Encourage Engage Evolve Summit (aka Triple E) took place in December 2023 with full participation and engagement by BIPOC members. The event generated a waitlist and members expressed an interest in attending in the years to come. Triple E will become a biennial event with the next Summit to take place in December 2025. Summit workshops and presentations included: Protecting Your Psychological Safety, How to Document Discrimination and Table Talk with Retired BIPOC Teachers. The event provided members with access to the latest books and resources with a BIPOC focus.

Equity Conference 2023

The biennial Equity Conference was held in April 2023. The conference was well attended, and participants were fully engaged. Conference presentations and workshops included: Decolonizing Education, Linguistic Diversity, Africentric and Indigenous Frameworks, Indigenous Crafting, and Inclusive Play. As reflected in the evaluations, participants found the content relevant and useful and were able to use the information and experience to inform their practice.

Project Overseas

Two NSTU members will be attending Project Overseas on behalf of the NSTU in July 2024:

Megan Hoferichter, a Grade 1 teacher at Oxford Regional Education Centre will be travelling to Uganda.

Eryn Gloyn, a Learning Centre teacher at St Stephen's Elementary will be travelling to work with teachers in St. Vincent and the Grenadines.

Information packages and applications for Project Overseas are received from the Canadian Teachers Federation each fall. Information is shared in the Teacher, on the NSTU website and on NSTU social media channels. The due date for applications is November 15th of each year (electronically) or the next business day. Applications are vetted by NSTU Staff and applicants are informed of the application decisions via email before the winter holiday break. The Canadian Teachers Federation Project Overseas committee chooses the placements and informs the successful applicants from each Member Organization.

Professional Development Committee

Applications for conference grants continue to increase. At their Fall meeting, the PD Committee considered 43 applications and awarded 9 grants to align with an equal distribution of the budget allotted to conference funds over the three meetings. One of those grants was designated for an early career teacher in their first five years. In order to help ensure a wider geographic representation of funds, the committee decided on a draw format with an updated rubric for scoring submitted applications. All completed applications vetted by the committee that are seen to meet the criteria are put into a draw for each Regional Centre (7) and CSANE (1) as well as APSEA(1), which represent the 9 regions and 9 grants that are awarded under the current budget structure. One of those applications continues to be designated towards an early career teacher. In regions where no applications were received, applications from the remaining regions are entered into the draw. This new process is reflected in the recommendations being sent to the Provincial Executive for their meeting on February 29th and March 1st. The committee still recognizes that a larger number of applications are received from the Metro region, due to population. Locals not represented in a given round will receive support in advertising the opportunity more often.

Professional Associations

Another successful conference day was held on October 27, 2023. Over 6800 members attended PA conferences this year, which were hosted from Sydney to Kentville and points in between. Several conferences, including AST, ATA, NSTALL and SSTA also adopted/continued the practice of offering satellite conference sites for members to be able to access different locations throughout the province. At their Leaders conference in November (PALC), the PA Leaders participated in a brainstorming activity around conference planning and received information from the perspective of NSTU Staff with regards to the support provided for the conferences. Leaders also received an updated planning timeline sheet in their updated digital handbooks to support their planning process. A version of the NSTU Olympics was also facilitated by Staff, PA Edition, which received very positive feedback and will now become a new PALC tradition. Saturday morning saw a continuation of Table Talks with NSTU Staff and resource personnel on topics such as Finances, Constitutions and Operational Procedures, PA Best Practices and Boundaries for NSTU volunteers. A local young entrepreneur, Naphtalie Tucker was present for the Break to share the story of her Brainy Buttons initiative of buttons and other branded items to raise awareness of students with Autism and their needs within our learning spaces. Each delegate to PALC also received a button produced by Naphtalie as it related to their subject area "*Science Teachers love minds of all kinds*".

PACC (Professional Association Coordination Committee)

PACC has the following new members this year: Scott MacKinnon (ATYA), Andrew Gosney (NSSCA), Dionne Reid (BETA) and Angela Wyllie is serving a one-year term from NSTALL. The spring meeting will be the last for Stephanie Deagle (NSTALL), who is currently the Chair of the committee. PACC has considered feedback from PA leaders with regards to PA conference registration as well as electronic receipts moving forward. PACC offered their recommendation to adopt resolution 2024-73 for council 2024. PACC also consulted with representatives from CSANE, President Isabelle Cotnoir and Stephanie MacLean President of AEA with regards to actioning resolution 2023-68. As a result, a survey was developed by Staff and PACC and will be shared with the NSTU membership between February 16 and 23rd to gather feedback about the structure of conference day. Survey results will be reviewed by PACC at their May meeting along with a decision regarding electronic receipts moving forward.

NSTU University Liaison

The program remains strong this year with our Pre-Service teachers from Acadia, Cape Breton University, Mount St Vincent University and St. FX University participating in presentations and workshops focused on the Benefits of Membership, Ethical Case Studies and Teacher Wellness. A part-time B.Ed. cohort from the CCRCE also participated in the program so far this year. While the programming is undergoing some changes and updates, it remains an important part of our Professional Learning programs and services.

Prime Minister's Awards for Teaching Excellence

Staff reviewed nominations of 3 educators for this award and submitted their evaluations on February 15, 2024.

Professional Growth Grants

Established in 2021-2022 school year, the DoEECD provided \$200,000 for NSTU members to design their own professional learning to support their work in inclusive education. Eleven grants were awarded that year, leaving a little over \$150,000 for future applicants. In December 2023, 15 more grants were approved. There are plans to continue offering grants until the one-time fund is depleted.

CTF-FCE Liaison Francophone

In this role, the assigned staff member is a liaison to our French First-Language teachers in the Conseil Scolaire Acadien Provincial as the mandate of the role is the promotion of French First Language in Canada. Through the collaboration with counterparts across the country, the Francophone Liaisons work hand-in-hand with the members of the French First Language Consulting committee to raise awareness of the successes and challenges of our Francophone educators and French Language education. Through the development of this network, important news and resources are shared across the country as well as invitations for Francophone educators to inform and add their voice to current and upcoming initiatives. This committee meets virtually two times per year and once in person to further their collaboration. An annual report is also produced in collaboration with input from the Conseil Scolaire Acadien Provincial, CSANE and this year the Chair of the Comité de programmation acadienne. This year, the report is due in April and will be shared during the spring meeting of the Francophone liaisons and members of the consulting committee, which is scheduled for May 8-9, 2024 in Ottawa.

STANDING COMMITTEES

Ad-Hoc Committee on NSTU Governance

At their February 22, 2023 meeting the Provincial Executive set the Terms of Reference for the Ad Hoc Committee on NSTU Governance. The mandate of the Committee mirrors the 3 recommendations (V-1, V-2, and V-4) of the Strategic Plan. The Committee met on September 25, 2023, October 23, 2023, November 27, 2023, January 12, 2024, and February 9, 2024.

Ad-Hoc Committee Union Rep Engagement

In the spring of 2023, the NSTU Provincial Executive adopted a motion to create an ad hoc committee to provide advice about how to improve and increase union rep and member engagement.

The Terms of Reference for the committee were approved on June 5, 2023.

The six-person committee met on October 30, November 20, December 11, 2023 and on January 9, 2024.

The Committee used a designed thinking process to develop recommendations to Provincial Executive and also solicited feedback from Locals. The designed thinking process was comprised of four key components.

The four components were:

- To emphasize with members who are disengaged.
- To create goal-ambitious plan to better engage with its broader members so they see value in the union, feel part of something, volunteer as reps or in other roles, and participate in mobilization efforts.
- To brainstorm ideas.
- To create a matrix to evaluate those ideas.

A report with recommendations about how to improve engagement was submitted to Provincial Executive in January of 2024. The PE decided to extend the work of the committee and additional meetings are being held in 2024. Dates were not determined at the time of this submission.

Ad-Hoc Committee for Equity Seeking Members

This committee has completed its mandate.

Comité de programmation acadienne

This committee has two new members as well as a newly-appointed Chair. Chair, Mandy Boudreau from the North-East region is in the second year of her term on this committee. The other new members are Jorge Saldana and Justin Nsanzbera both join the committee from the Central Region. The southwest region is represented by Anne D'Entremont and Ian LeBlanc. A goal of the committee last year was to work to integrate more Acadian culture and resources into the Language Arts curriculum. To that end, Staff liased with CSAP personnel and the literacy mentors for grades Primary to 6 and 7-12 attended the November meeting. A list of questions and discussion points was developed by the committee and shared with Ingrid Levesque and Stephanie Craig arrived with a wealth of information to share with the committee, including updates on curriculum development as well as resources that are currently available to French Language Arts teachers. The collaboration was well-received and plans to continue the dialogue were made. The committee also reviewed relevant policy and shared that information with NSTU Staff. At the February meeting, the committee will consider resolutions to Council and offer recommendations. The February meeting will also be a collaboration with the English curriculum committee to consider action items from 2023 Council resolutions.

Curriculum

The Curriculum Committee met in November 2023 and February 2024, with the final meeting scheduled for May 2024. This group invited EECD leaders to their first meeting to learn about current initiatives or updates and were able to share how students' abilities have changed since the pandemic. Committee members participated in the NSTU Policy Review Process by providing feedback and recommendations to the Resolutions Committee for Annual Council 2024, as well as reviewing EECD documents as directed by Annual Council 2023.

Equity Committee

The Equity Committee met in November 2023. The next meetings are planned for February 2024 and April 2024. The meetings focus on current practices, attitudes, and research regarding equity, and social justice. Input from this committee was also sought on policy review and resolutions to council. The upcoming biennial Equity Conference will take place in April 2025.

Health and Safety Committee

The Health and Safety Committee met 3 times in 2023-2024. The meetings focused on: ensuring that members were informed about their health and safety rights, training members on health and safety and the law, current practices in the NS education system, reviewing resolutions to council, trends in health and safety education, and current practices in different bargaining groups.

In-Province Teacher Exchange Committee

The In-Province Teacher Exchange Supervisory Committee met in February and reviewed the applications submitted to the program. The Supervisory Committee consisted of one Labour Relations Representative from the Department of Education and Early Childhood Development, one Regional Education Officer from the Department of Education and Early Childhood Development and one representative from the Nova Scotia Teachers Union. Vetted applications were forwarded to the respective Education Entities for their approval. The Annual deadline for application is January 15th and the annual target date for notification of successful exchanges is March 10th.

NSTU Group Insurance Trust

The Nova Scotia Teachers Union Group Insurance Trust has six Trustees appointed by the Provincial Executive and an additional three Limited Trustees – two representing appointed the provincial government and one by the Nova Scotia Community College. Trustees are appointed for seven-year terms. The NSTU Group Insurance Trustees meet ten times a year and have the responsibility to operate the benefit plans in the best interest of all plan members.

Program Development Assistance Fund

The PDAF committee has two new members this year. Jyl Boyle, representing the NSTU joins the committee from the Antigonish Local and EECD French Language representative, Roy Bourgeois retired following the December meeting after years of representation. A new committee member, Eric Therien, has joined to fill this position. As of the submission of this report, the PDAF committee has considered 35 applications and approved 26 grants in totals ranging from \$845-\$5000. Successful application exemplars continue to be uploaded to the NSTU website, including photos with required RCE/CSAP documentation.

Political Action Committee

The Political Action Committee held its first meeting of the 2023-24 school year, jointly with the Public Relations Committee on October 13, 2023. It held its second meeting virtually on December 15, 2023. Its third meeting is scheduled for March 2024 at which time the date for the final meeting will be set.

In the Spring of 2023, the Political Action Committee developed a guidance document for Locals about meeting with the MLAs and continues to encourage Locals to build stronger relationships with elected officials.

The committee also provided input and guidance on NSTU mobilization efforts as part of the “Our Kids Can’t Wait” campaign including feedback about promotional materials and campaign tactics.

This Spring the committee is inviting all three party caucuses represented at Province House to meet and discuss education issues and how the NSTU can help support efforts to overcome the challenges currently facing our public education system.

Provincial Committee Chair Training Session

In the spirit of building capacity and furthering leadership skills, professional learning staff held an online session in September 2023 to welcome committee chairs to their role, as well as offer the opportunity to prepare for the upcoming year. The experience of committee chair is relatively short and so going in to the first meeting with a greater understanding of the role would provide a level of comfort to the leader, not to mention a potentially better overall experience for both chair and committee members. The agenda included sharing meeting preparation resources, how to establish meeting norms, and discussion around the responsibilities of the role.

Public Relations Committee

The Public Relations Committee had its first meeting of the 2023-24 school year, jointly with the Political Action Committee on October 13, 2023. The committee held its second meeting virtually on January 22, 2024 and its final meeting is April 19.

Status of Women Committee

The Status of Women Committee met in November 2023 and February 2024. The third meeting will be held in April 2024. Planning is underway for the Status of Women biennial conference to take place in April 2024 with a theme of Lead-her-ship.

Sheonoroil Foundation

The Sheonoroil Board of Directors met on November 27, 2023 to vet grant applications for projects aimed at reducing violence and promoting peace in schools. The Sheonoroil Board of Directors are scheduled to meet on April 29, 2024 to vet any further grant applications.

Substitute Teacher Committee

The Substitute Teacher Committee met twice, with a third meeting slated for May 11, 2024. During these sessions, topics pertinent to substitute teachers were discussed. The committee assessed NSTU policy and resolutions to Annual Council 2024 that could affect substitute teachers and put forth recommendations accordingly. Additionally, discussions were held regarding professional learning, and recruitment and retention strategies.

TECHNOLOGY

Computers for Schools Steering Committee

Staff continued to act as a liaison with the Computers for School Committee which meets four times a year to oversee the Computers for School Nova Scotia operations. The purpose of the Computers for Schools Nova Scotia Program is to facilitate the collection and refurbishing of used computer equipment for use in schools, libraries, adult education programs, and other qualified not-for-profit organizations.

Distributed Learning (Distance Education) Committee

Staff continued to act as a liaison with the provincial Distributed Learning Committee established pursuant to Article 49 of the Teachers' Provincial Agreement. The committee mandate is to review and address issues surrounding distributed learning in Nova Scotia and to react to distributed learning initiatives from the Department of Education and Regional Centres for Education. The committee met on December 15, 2023 and March 8, 2024 with a third meeting anticipated during the 2023-2024 academic year.

iNSchool Management Steering Committee

Staff continued to act as a liaison with the iNSchool Management Steering Committee which meets every second month. Staff continued to bring forward concerns from members and provide input in the development of the Student Information System (PowerSchool and TIENET).

NSTU Technology Infrastructure

The NSTU upgraded technology hardware as a part of the regular technology refresh cycle.

Full Technology Review

Participated in the NSTU technology review completed by Mara Consulting Inc which conducted an analysis of the current NSTU infrastructure and systems resulting in a detailed report and recommendations. Report to be provided to the Provincial Executive on March 1, 2024.

EXTERNAL COMMITTEES

Ad hoc AI in Education Working Group

Chaired by Learning Resources & Technology Services of the EECD, there were representatives from each RCE/CSAP, NSTU, EECD, and PSAANS to develop a Symposium on AI in education, which took place September 2023.

Education Council on Disability, Inclusion, and Accessibility

Co-chaired by Director and Executive Director of Student Services at the EECD, the terms of reference of this council are being developed. This group is addressing the change from the move from the Special Education Policy to the Inclusive Education Policy and designated to make recommendations to the Minister of Education. Last Spring, they were busy with CUPE members' strike. The ECDIA met last fall, with the next meeting planned for the winter months.

Educational Leadership Standards Working Group

Group members include 1 representative from each RCE/CSAP, EECD and NSTU, it is co-chaired by the EECD Executive Lead of Leadership Standards and the Executive Director of PSAANS. The ELS Working Group launched the newly developed Educational Leadership Standards August 2023 (similar concept as the Teaching Standards) and is now creating the growth and evaluation plan for administrators.

Special Education Programs Committee

The Special Education Programs and Services (SEPS) Committee meets at least quarterly to provide advice and support to the EECD by reviewing and monitoring programming and services for students with special needs. SEPS also advises on EECD program initiatives and makes recommendations on special education policy and procedures to help ensure that the needs of students with exceptionalities are represented.

The Committee's focus this year has continued to be on the Inclusive Education Policy and implementation, as well as the impact of the pandemic on programs and services for students with exceptionalities. The Committee has also been working on a potential revised mandate and name change, but none of the recommended changes have been adopted at this time. The Committee met in September 2022 and January 2023. The next meeting is scheduled for March 2023.

Internationally Educated Teachers (IET) Multi-Stakeholder Work Group

The focus is to respond to the challenges that internationally educated teachers face, and work towards the effective integration of internationally educated teachers (IET's) into the professional workforce of Nova Scotia. The Adult Education Division

under Labour, Skills and Immigration has taken on a project to revise the various multi-stakeholder working groups and will notify stakeholders when decisions have been made regarding the future of the working groups across the various professions.

The work of addressing concerns of IET's is being addressed by NSTU staff and the Office of Teacher Certification.

Learning Continuity Lead Table / Education Partners Collective

This committee includes NSTU staff, PSAANS, and EECD staff. It began during the pandemic to establish regular communication between partners. NSTU continues to participate in ongoing dialogue with the EECD and PSAANS regarding matters directly connected to the public school programming and school system operations through this group.

Minister's Advisory Council on Teacher Certification (MACTC)

The mission of the Minister's Advisory Council on Teacher Certification (MACTC) is to act in the public interest by providing recommendations to the Minister of Education and Early Childhood Development on matters pertaining to the certification of the Nova Scotia teaching profession. MACTC's December meeting was postponed and projected to meet this winter.

NSEECD-MPHEC Accreditation Committee

The purpose of the Joint Nova Scotia Education and Early Childhood Development (NSEECD) and Maritime Provinces Higher Education Commission (MPHEC) Accreditation Committee is to advise the joint Association of Atlantic Universities (AAU)-MPHEC Quality Assurance Committee and the Commission on the accreditation of Nova Scotia Bachelor of Education programs, as well as advise on other related matters as assigned. The Committee meets as needed. The Committee has not met yet this year but will meet as needed in accordance with the accreditation cycles for each Nova Scotia University offering Bachelor of Education programs. It is expected that Universities will go through the accreditation process starting next school year (2024-2025).

Safe and Inclusive Schools Working Group

This working group, established in December 2023 consists of the senior governance and operational leaders of NSTU, EECD and PSAAN. The mandate of the committee is to investigate ways to reduce the incidence of violence in schools.

Practicum Sub-Committee

Born from the B.Ed Steering Committee, the Practicum Sub-Committee was established in the winter of 2018 to review and make suggestions to enhance the pre-service teacher's Practicum experience. Co-chaired by the EECD and NSTU, this group includes representatives from each Centre for Education / Conseil Scolaire, School of Education, Common Services Bureau for Education, NSTU, PSAANS, and the EECD.

In fall 2023, the Practicum Sub-Committee identified 3 priorities:

1. Associate teacher recruitment;
2. How BIPOC pre-service teachers are supported?; and
3. Ensure associate teachers feel valued and supported.

This work will continue in winter and spring 2024.

The Professional Learning Framework Working Group

The Professional Learning Framework Working Group originated from a recommendation in the 2018 Dr. Avis Glaze report, *Raise the Bar: A Coherent and Responsive Education Administrative System of Nova Scotia*. The Working Group is tasked with creating a framework for a professional learning system that outlines how professional learning for teachers and administrators

in the province of Nova Scotia is defined, supported, and resourced. The Working Group met briefly in December; however, the work has not resumed since the EECD priorities shifted from the pandemic.

Recruiting & Retention Working Group

Chaired by the Executive Director of the Nova Scotia Education Common Services Bureau, committee members include representatives from NSTU, each RCE/CSAP, PSAANS, and EECD.

The Full Committee has met 3 times in the fall and twice so far this winter. The entire group meets once per month. Work has included reviewing the data from a survey of substitute teachers from last year; identify priorities for recruiting and retention strategies; as well as to establish subcommittees based on those priorities. The subcommittees all met once in December 2023, with follow up meetings scheduled throughout the winter.

The work has been divided into 6 focus areas:

1. Recruiting to the profession
2. B. Ed student recruitment to stay in NS or to come to NS
3. Early career teachers
4. Substitute teachers
5. Mid – late career teachers

PUBLIC RELATIONS

End of School Year Teacher Our Kids Can't Wait Campaign/ Television, Digital and Social

Through its public relations and communications agency, The NOW Group, a three-week *Our Kids Can't Wait* Campaign ran from June 12 to June 30, 2023. NSTU's Public Relations and Political Action committees were involved in providing feedback throughout the development of the campaign.

The 30-second and 15-second commercial was filmed from the perspective of parents and highlighted the chronic lack of resources NSTU members experience each and every day in classrooms and schools, and the profound impact this is having on students and their families. Quite simply put: "it's time to fix our schools—our kids can't wait."

This campaign ran on TV, digital, and social media, through premium mobile placements, pre-roll, and Connected TV. NSTU members were encouraged to share the spot on Facebook, Twitter and Instagram feeds. As part of this campaign, the NSTU asked parents, teachers and students to visit actforeducation.ca and send a letter to the Education Minister requesting greater investment in public education.

This campaign engaged with audiences to build awareness across Nova Scotia, that reaffirmed teachers' commitment and ongoing responsibility for students and their educational needs. The ad can be viewed at this link: <https://youtu.be/io0qRw9VSCs>.

Our Kids Can't Wait Mobilization Campaign

Building on the *#OurKidsCan'tWait* campaign through a member mobilization effort established by the Provincial Executive, NSTU members were surveyed on dealing with school violence, the teacher shortage and the impact of child hunger on classrooms. Through the results of this survey it was determined that the mobilization should focus on the teacher shortage and retention and recruitment.

To that end, a day of awareness effort aimed at drawing attention to the negative impacts the worsening teacher recruitment and retention problem is having on students and teachers was developed. In support of this awareness initiative, *Our Kids Can't Wait* stickers and buttons were distributed to NSTU members for them to wear on November 29, 2023. This day of action engaged members to help amplify the message of the NSTU to educate the public on how the shortage is impacting schools, teachers, and students. Members were also asked to share photos on social media.

A social media campaign ran from November 29 to December 12 featuring *Our Kids Can't Wait* 30 and 15-second spot. Prior to November 29, social media posts focused on the feedback received from members and provided content aimed at showing how the teacher shortage is impacting our children's' education, like: 70 per cent of teachers have lost marking and prep time in order to cover for an absent colleague since 2022 and 81 per cent of teachers and specialists say they've felt pressure to attend school while feeling sick, or cancel medical appointments, because of a lack of substitute teachers. During this social media push, teacher comments were utilized as well, illustrating the impact of the teacher shortage.

The November 29th Day of Action exceeded expectations in terms of member engagement and public awareness. Approximately two-thirds of all teachers and specialists across Nova Scotia from schools that reported, wore a button, displayed a sticker or posted messages on social media. The NSTU received strong media coverage and the success of this effort was especially apparent on our social media networks, with a 170% increase in Facebook traffic and a 202% increase in X (Twitter) impressions during the month of November.

The Provincial Executive encouraged members to mark *Our Kids Can't Wait* by continuing to wear *Our Kids Can't Wait* buttons and stickers on Wednesdays and in the new year decided to expand the mobilization efforts to ensure elected officials have greater awareness about the current issue. On February 7, members were asked to again participate in a *#OurKidsCantWait* day of action by wearing their buttons/stickers and posting photos on-line. Members were also encouraged to write their MLA on using the Act for Education site. During the writing of this report there were almost 1,000 letters distributed to MLAs through www.actforeducation.ca/action. This platform is able to determine the appropriate MLA to send to, based on individual postal codes. Members could provide more information to the message through the editing function. An option to share the page on social media channels and promote the call to action is also available on the platform.

On February 19th, a new digital, connected TV and social media advertising campaign was launched featuring new creative in 30- and 15-second spots. The creative was re-branded from a very successful teacher shortage campaign developed with NOW Communications for the British Columbia Teachers' Federation. Members were asked to share the videos on social media. Continued mobilization activities will take place as warranted.

National Day for Truth and Reconciliation/Orange Shirt Day

The NSTU continued its partnership with Mi'kma'ki Strong, this year with an updated Orange Shirt design. This partnership helps to move truth and reconciliation forward and educate the public about our shared treaty rights in acknowledging National Day for Truth and Reconciliation and Orange Shirt Day on September 30.

The shirt design reflects input from survivors of the Shubenacadie School, and a portion of the proceeds from the sale of each shirt goes toward supporting these survivors. This year's shirt included the Day of Truth, September 30 and statistics about Indian Residential Schools including: 1867 – 1996, the length of time IRS existed; 140 institutions involved; and 150,000 children affected.

A limited number of shirts were distributed to members through Local Presidents. Members could purchase the Orange Shirts through Mi'kma'ki Strong's online store at <https://mikmakistrong.com/>.

NSTU members were encouraged to use relevant teaching resources in lesson plans and other activities with students leading up to September 30 and throughout the entire school year.

Back to School – Radio

NSTU president Ryan Lutes was featured in a back-to-school radio message, about the need for adequate resources for students. NSTU radio ads ran September 4 to 8, 2023 with Bell Media Networks, Target Broadcast Sales, Maritime Broadcasting Systems, Canadian Broadcast Sales, and Spotify which includes provincial radio stations throughout the province.

Holiday Advertising

This year's Holiday Greeting focused on using the holiday season, and the ideals it brings to help support our communities. In this time of need, our communities need more support than ever through a partnership with Yarmouth Consolidated Memorial High School. The annual Holiday Message is broadcast on television, digitally and on social media. The Greeting aired on CBC, CTV, and Global Television from December 18 – 31, 2023. The digital portion of the campaign ran on Bell Media, Corus, and CBC, along with a social media campaign on Twitter and Instagram.

NSTU's 2023 Holiday Greeting is found here: <https://www.youtube.com/watch?v=GOzqQs5kxGk>

Holiday Community Relations

The NSTU donated \$5,000 to Feed Nova Scotia to combat food insecurity in Nova Scotia. Through this donation, the NSTU's support helped the 37,000 Nova Scotians accessing its services, which includes supporting 3,500 children through a school backpack program. This support also helped raise awareness of childhood poverty in the province.

Act For Education

The Act For Education site continues to provide a focus for the work of the Political Action Committee, political action/public affairs campaigns and on-going public relations campaigns. This microsite carries links to all of NSTU's news releases, statements and op-eds, NSTU president Facebook posts and videos. It has been utilized to encourage Nova Scotians to write to their MLAs to ensure the teacher shortage and teacher retention and recruitment challenges get addressed.

Education Week 2024

Education Week 2024 is taking place the week April 14 – 20, 2024. This year's theme is *Connections to Community*, recognizing educators who take deliberate effort to enhance and empower their larger school communities, including families and the community at large. *Connections to Community* celebrates staff who build strong relationships between the school and the community as part of meeting the needs of their students.

Le thème de la Semaine de l'éducation 2024, c'est « *Liens avec la communauté* ». Le thème de cette année reconnaît les membres du personnel éducatif qui font des efforts délibérés pour enrichir et habiliter leurs communautés scolaires plus larges, dont les familles et la communauté élargie. Le thème des *liens avec la communauté* reconnaît le personnel qui tisse des relations solides entre l'école et la communauté dans le cadre de son travail pour répondre aux besoins de ses élèves.

Education Week 2024 provides a special opportunity for the education community to acknowledge educators, school support staff and partners for their outstanding work relative to the Education Week theme. Expanded categories of award recipients now include PSAANS members, early childhood educators and student school support staff, Mi'kmaq and African Nova Scotian educators and student support staff, APSEA teachers and staff, along with NSTU public school members.

An awards' ceremony recognizing the work of teachers, support staff, administrators and pre-primary Early Childhood Educators and public education partners is scheduled to take place on **Tuesday, April 16, 2024** at the Paul O'Regan Hall of the Halifax Central Library.

Education Week is a collaborative effort among public education stakeholders in Nova Scotia. Public relations/communication staff from the NSTU, and EECD, the executive director of the Fédération des parents acadiens de la Nouvelle-Écosse, along with representatives from the Atlantic Provinces Special Education Authority, Council on African Canadian Education, Council of Mi'kmaq Education, and Public School Administrators Association of Nova Scotia (PSAANS) comprise the committee. The

chair of the committee rotates between the partners. Dr. Chris Boulter, EECD's Executive Director, Education, Innovation, Programs and Services is chairing the 2023-2024 committee. Teachers *Plus* Credit Union is continuing its sponsorship of Education Week 2023.

CAPTTO Media Training

NSTU staff along with other PR Officers, members of the Atlantic Communicators in Education (ACE) offered media training to current and incoming presidents and vice presidents during the CAPTTO (Council of Atlantic Provinces and Territorial Teacher Organizations) AGM which was hosted by the NSTU April 23 to 25, 2023. CTF/FCE Director of Public Affairs Andrew King joined to share his expertise. The training included a presentation on the Do's and Don'ts of media relations, staying on message, trends and techniques, with a focus on current public education issues. Mock interviews and scenarios provided a hands-on experience for participants. Teacher association presidents, including NSTU president Ryan Lutes, shared their experiences and best practices with colleagues with respect to being a media spokesperson.

CEPA Conference 2023

NSTU's public relations coordinator organized and hosted the National Annual Canadian Educational Press Association (CEPA-ACPÉ) conference, which took place in Halifax June 18 to 21.

Under the theme: The IDEA (Inclusion/Diversity/Equity/Accessibility) of Communication, the conference featured sessions highlighting Mi'kmaq, African Nova Scotian and Acadian cultures and included a panel of speakers who discussed how they incorporate an inclusion, diversity, equity and accessibility lens in their communications work—whether it be in planning, programming, writing, editing and/or designing. CEPA-ACPÉ is a network of communications staff from organizations that represent teacher organizations across Canada. These communications specialists (such as writers, editors, graphic designers, social media specialists, public relations specialists and others) work on behalf of their organizations to promote the value of public education and the rights of their members as workers and professionals.

Community Relations

The NSTU supported, sponsored and donated to community-based organizations and activities including MediaSmart's Media Literacy Week, Devour Film & Food Festival, Neptune Theatre's School Program, AIDS Coalition of Nova Scotia, and the Canadian Centre for Policy Alternatives, Nova Scotia Chapter.

NSTU News Releases/Statements/Op Eds

NSTU news releases are issued at the direction of the President, Provincial Executive and Executive Director. Releases are sent to media in the province through NSTU's exclusive NSTU News email list. Releases are posted to the NSTU website, Act For Education website, shared on social media and emailed to the Provincial Executive, Local Presidents, RRC chairs, media reporters, NSTU members and NSTU staff. From March 1, 2023 to February 16, 2024, the NSTU issued 13 news releases.

Media Relations and Media Monitoring

Staff provides on-going media relations advice to the NSTU president and other members as appropriate. This includes prep in advance of media interviews as well as fielding and responding to all media inquiries. Staff also monitors the NSTU brand through traditional and social media analytics. From February 2023 to February 2024, NSTU staff facilitated some 80 interviews for NSTU president Ryan Lutes.

Public Opinion Polling

As a subscriber to Narrative Research's Quarterly Atlantic Omnibus survey, the NSTU regularly polls Nova Scotians about issues affecting education and teaching. Over the past 22 years, the NSTU has been able to develop accurate trend lines reflecting public opinion on a range of issues.

Questions focused on the public's confidence in the government's ability to manage the public school system, the effect of the teacher shortage on public education, ranking of important issues affecting public education.

Member Surveys

The NSTU uses Survey Monkey to poll members on various topics. Since March 2023, we have surveyed our members four different times focusing on issues such as school safety, student hunger, the teacher shortage, and teacher retention. The NSTU also surveys members, NSTU reps and leaders after mobilization activities i.e. *Our Kids Can't Wait* Campaign to gauge effectiveness.

Social Media

The NSTU continued to use its social media networks to project a positive image and to communicate clear messaging to audiences. The NSTU uses social media as an informational and engagement tool to build trust and confidence in the NSTU brand. Monitoring and analysis of social media conversations continue to take place to measure the impact of social media on the organization. Social media channels are also used to promote NSTU services and programs to members and followers.

In 2023, the NSTU increased its follower base to 12,700 and generated approximately 650,000 impressions on Twitter (X).

Similarly, the NSTU Facebook account has reached more than 325,000 people over the last year and currently has close to 12,000 followers. The NSTU has also increased its Instagram presence to more than 1,250 followers and generated over 100,000 impressions over the past year.

The Teacher

The Teacher publication, now in its 62nd year, is published in an online-only format. The publication informs NSTU members about NSTU activities, programs and services. It also covers relevant resources and events, professional learning opportunities and emergent issues in the provincial and national public education scene.

The Teacher is published eight times per school year and is currently available in a PDF format. *The Teacher* communicates NSTU initiatives through the President's Message and Executive Highlights each month, and through notices and advertisements, which provide up-to-date information on programs and services.

The professional learning column, *Pathways to Professional Learning* continues to provide relevant and timely content for NSTU members. Columns are contributed by staff and external writers and researchers. Topics included Mental Health Awareness, Artificial Intelligence, and Land Acknowledgements. Book giveaways under the *Fresh, Equity* and *Professional Learning* banners continued this year. *The Teacher* continues to publish a Resources, Coming Events and Notices section.

Front-page stories focused on school violence, ongoing teacher shortage, public school negotiations, NSTU's Annual Council, and NSTU's Growth Grants.

NSTU members receive an email in their NSTU inboxes, with a link to the publication on the NSTU website. Most issues continue to carry *From the NSTU President* and *The Well Teacher* column.

The 2023-24 Member Diary was also produced and distributed to members.

NSTU GROUP INSURANCE TRUST

REPORT TO 2024 ANNUAL COUNCIL

Trust Deed

The Nova Scotia Teachers Union Group Insurance Trustees signed the Trust Deed effective December 13, 2013. The NSTU Group Insurance Trustees have a mandate to ensure the long-term viability of all Group Insurance Programs. The NSTU Group Insurance Trustees provide a written report to Council.

Trustee Duties

The Trustees must:

- a) set up and invest any dividends, refunds or other funds;
- b) appoint consultants/brokers/administrators;
- c) appoint the underwriting companies;
- d) appoint auditors to audit the NSTU Group Insurance Trust Fund;
- e) review requests from members for new, additional, special, or expanded benefits; and
- f) assess the impact of all requests on the applicable insurance program.

2023-2024 Highlights

Benefits

1. Group Insurance Program Market Study

At the request of the NSTU Group Insurance Trustees, a market study was conducted in 2023 with the assistance of Johnson Inc. for the following benefits:

- Provincial Master Life (inclusive of Dependent Life) and Accidental Death and Dismemberment
- Optional Life
- Voluntary Accidental Death and Dismemberment
- Total Care Medical
- Total Care Dental
- Hospital Cash

The purpose of the market study was to determine the competitiveness of the charges and rates for the current plan design. The market study was released to 16 major insurers underwriting group insurance programs in Canada. A total of 8 insurers responded by providing a proposal. The NSTU Group Insurance Trustees reviewed a detailed market study report and reached their decision in December 2023 which completed the process. As a result, all current insurers were retained and lower retention expenses were achieved, resulting in financial savings to the benefit plans.

2. Long Term Disability Plan

Participation in the NSTU Long Term Disability Plan continues to be mandatory for all members without the ability to opt out unless the following condition is met.

- Plan Member is age 65 or has 35 years of pensionable service less accumulated sick leave.

- Plan member is at least 64 years of age and has sufficient accumulated sick leave to reach age 65.

The Long-Term Disability Plan ended the 2023 calendar year in a surplus position.

3. Individual Psychological Consultation (IPC)

In May 2023 a market study for the Individual Psychological Consultation (IPC) was completed, with the assistance of Johnson Inc. As a result, Crux Psychology was selected as the IPC provider with no changes to the process and with the same program services offered to active members. IPC is an independent psychological consultation conducted by a licensed psychologist who does not work directly for the NSTU. Members can self-refer by calling the Members Assistance Program at 1-800-565-6788. The registered nurse continues to assist in the process. The program continues to be very successful and valued by members who choose to utilize this service.

4. Early Intervention Program

The NSTU Group Insurance Trustees continue to be committed to a voluntary Early Intervention Program for members who are absent from work due to injury or illness. Through the Early Intervention Case Coordinators, the program provides encouragement, support, and an opportunity for active participation in order to facilitate an early return to health and work, or early application for disability benefits. The program continues to be very successful and valued by members who choose to utilize this service. The Trustees have provided funding for a third case coordinator and this third case coordinator began in March 2023.

5. Communication Initiatives

(a) Articles in *The Teacher*

The NSTU Group Insurance Trustees inserted an article in all issues of *The Teacher* during 2023–2024 school year.

(b) Retired Teachers Organization

The NSTU Group Insurance Trustees continue their ongoing liaison with the Retired Teachers Organization and have contributed articles for inclusion in the RTO newsletter.

(c) Presentations

In order to improve communications, the Insurance Trustees have re-designed presentations outlining the insurance benefits available under the NSTU Group Insurance Program, the roles and responsibilities of the Group Insurance Trustees, Johnson Inc. and insurance companies, claims procedures, resource materials available, and important features of the Plan. These presentations continue to assist Trustees in their efforts to bring a consistent message at the events they are asked to attend.

6. Manulife Employee and Family Assistance Program (EFAP)

The NSTU Group Insurance Trustees continue to offer this program to active NSTU members, their eligible spouse and dependent child(ren) through Manulife Financial/Homewood Health.

The program provides Canada-Wide 24-hour counselling services in person, by phone, or through a secure online service. The Manulife Employee and Family Assistance Program can help with counselling for issues including, but not limited to, marital-family problems, stress, alcohol and drugs, bereavement, lifestyle problems, referrals for financial and legal problems, and more. There is also lifestyle and specialty coaching services, stress solutions, trauma care, grief and loss coaching services and more. Counselling can be provided in-person, by phone, or virtually.

In 2023, the EFAP was relaunched with a new customized Wellness Challenge.

For the period covering January 1, 2023 to December 31, 2023, there were 506 cases – 388 Counselling Services, 111 Life Smart Coaching Services, 5 Crisis Management Services, and 2 online services accessed by members.

7. MHCSI (Managed Health Care Services Inc.)

The Trustees continue to provide the Supplementary Pharmacy Benefit Program for both active and retired members of the NSTU Total Care Medical Plan.

The program provides an additional coverage of up to \$2.00 per prescription towards out-of-pocket expense when filling a prescription at the Lawtons Drugs or Sobeys Pharmacy

In addition to the Supplementary Pharmacy Benefit Program, there is a Lawtons Drugs Preferred Discount Card (does not apply to sale items). This card entitles you to the Lawtons Front Store Purchase Program. The current Lawtons Drug Partner Discount cards in circulation, with an expiry date of December 31, 2023, will continue to be honoured at all Lawtons Drugs locations past the expiry date. Lawtons Drugs will not issue new cards unless a replacement is requested due to card being lost or damaged.

The Trustees continue to promote this program to the membership.

8. Annual Council

The 2023 Annual Council was held from April 28-April 30, 2023. The Health Kiosk through Manulife's Managed Health Services took place as part of the 2023 Annual Council. Those members that took part in the testing by the nurses appreciated the opportunity to learn more about their health. Also, a representative from Carepath was present at Annual Council to answer any questions from delegates.

9. Investments

The Trustees continue to monitor the Investment Manager and the Funds.

10. Carepath – Chronic Disease Program

The NSTU Group Insurance Trustees continue to offer and subsidize the Carepath Chronic Disease Program, a healthcare navigation service that provides comprehensive and personalized support to all active and retired members and their families in the event of illness or other health crises. The Chronic Disease Program is led by Nurse Care Managers who act as partners and advocates for you and your family in helping you understand your condition, test results, and treatments and will allow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes.

From January 1, 2023 to December 31, 2023, Carepath has provided Chronic Disease services to 53 NSTU members/family members.

11. Carepath – Elder Care Program

The Trustees continue to offer the Carepath Elder Care Program for both active and retired members and their families.

The Elder Care Program connects you with a Nurse Case Manager who will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

From January 1, 2023 to December 31, 2023, Carepath has provided elder care assistance and support to 66 NSTU members/family members.

12. Carepath – Mental Health Program

Carepath's Mental Health Program was designed to promote prevention and early intervention for mental health issues, including acute mental illness and chronic mental health conditions. The program provides

timely access to confidential support for those who need it, as well as return-to-work planning to members on sick leave or long-term disability.

From January 1, 2023 to December 31, 2023, the Mental Health Program has provided assistance and support to 308 NSTU members/family members.

13. NSTU Group Insurance Trust Website

The NSTU Group Insurance Trust Website at www.nstuinsurance.ca is a one-stop shop for NSTU Group Insurance Plan members to get valuable information on the benefits and programs available to them from an updated and very user-friendly website. The Website continues to evolve and be updated with the most up-to-date benefit and program information.

14. Social Media

The NSTU Group Insurance Trustees continue to leverage the NSTU Twitter and Facebook platforms as much as possible to promote group insurance/benefit related matters. The Trustees continue to use these platforms where possible in 2023 and 2024.

15. Member Email Repository

The NSTU Trustees continue to build, a member email repository in an effort to communicate with members more effectively regarding the benefits and programs available to them including new benefit / program initiatives, upcoming webinars, information on the various grants being offered, along with contests, and challenges / events.

16. Student Mental Health & Wellness Grants

Teachers are very aware of the mental health and wellness needs of students in Nova Scotia. In an effort to assist members, the NSTU Group Insurance Trustees, with support from Johnson Inc., have initiated a Student Mental Health and Wellness Grant. The Student Mental Health and Wellness Grants were established to fund projects and programs that promote and support the mental health and well-being of children and youth in the schools and campuses across Nova Scotia as they cope with the pressures of growing up in today's fast paced world. As of January 1, 2024, the Trustees continue to promote these yearly student mental health and wellness grants.

17. EDUWellness – For Members, By Members Grants

The NSTU Group Insurance Trustees continue to support the Plan Member focused EDUWellness Grant – For Members, By Members. As of January 1, 2024, 10 EDUWellness grants were awarded up to a maximum amount of \$1,500 each, with at least one grant allocated to each Education Entity. In 2023, the RTO were given access to the EDUWellness grants with one grant awarded.

18. Enhanced Optional Life Benefit

The Trustees continue to provide the Enhanced Optional Life Insurance for active members, spouses, and dependent children.

The NSTU Group Insurance Trustees continue to strive to provide the best value in employee benefits to Plan Members. Stay tuned for additional initiatives and information as the Trustees continue to inform members of the benefits that are available to them.

TOTAL CARE MEDICAL

Your Total Care Medical provides Plan Members, spouses and eligible dependents with extensive hospital and medical coverage while at work, at home or on vacation. *IT IS ADVISABLE THAT YOU AND/OR YOUR DEPENDENTS PURCHASE INDIVIDUAL TRAVEL INSURANCE IF TRAVELLING OUTSIDE YOUR PROVINCE OF RESIDENCE.* The Plan is designed to work together with the Hospital and Medical Services Insurance Program provided by Government.

Total Care/Medical Plan (Summary)

Under the Teachers' Provincial Agreement/APSEA Agreement/PSAANS Agreement/NSCC Agreements, the Employer pays 100% of the monthly premium for the Total Care Medical single or family plan.

Hospital Benefits – 100% of semi-private room – no maximum.

Extended Health Benefits – 80% for such items as the following (benefit maximums apply):

- Home nursing care;
- Physiotherapy;
- Prosthetic and other appliances;
- Orthopaedic Shoes and Shoe Modifications;
- Ostomy equipment;
- Wheelchairs, walkers, hospital beds, mist tent, etc.;
- Accidental dental;
- Hearing Aids;
- Cochlear Implant upgrades, parts and accessories;
- Eyeglasses and Eye Refractions;
- Diabetic supplies;
- Continuous Glucose Monitor (CGM) Systems;
- Paramedical services;
- Massage Therapy; and
- Psychologist

Prescription Drugs – \$5.00 co-pay for each prescription.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Total Care Medical Plan was underwritten by Medavie Blue Cross.
- The number enrolled in Group 11300/11310 (active members) was 10,225.
- The number enrolled in Group 11351/11320 (retired members under age 65) was 1,529.
- The number enrolled in Group 11352/11330 (retired members over age 65) was 10,269.

NOTE: For those retired members over age 65, there is no prescription drug coverage under the Total Care Medical (residents of Nova Scotia are eligible to enroll in the Nova Scotia Seniors' Pharmacare Program). For those retired members age 65 and over with a Family Plan and whose spouse is under age 65, drugs for the spouse only are covered at 80% after a \$25.00 deductible has been satisfied. The deductible must be satisfied each year between June 1st and May 31st of the

following year. The prescription drug coverage cancels as of the first of the month that the member or spouse turns 65 (whichever is applicable).

	Group 11300/ 11310	Group 11351/ 11320	Group 11352/ 11330	Total
	Active Members	Retired Members under age 65	Retired Members over age 65	
<i>Total # of Claims Approved</i>	379,601	62,766	113,555	555,922
<i>Total \$ Claims Paid</i>	38,518,172	6,377,699	10,788,543	55,684,414
<i>Total Hospital \$ Claims Paid</i>	206,021	276,908	980,434	1,463,363
<i>Total Extended Health Benefits \$ Claims Paid</i>	15,742,753	2,212,764	8,974,907	26,930,424
<i>Total Prescription Drug \$ Claims Paid</i>	22,569,398	3,888,026	833,202	27,290,626
<i># of Prescription Drug Claims Approved</i>	199,297	38,542	6,471	244,310

Additional Subsidized Benefits

- Eyeglass Benefit – Public School Members/APSEA Members/PSAANS Members and Nova Scotia Community College Members – The Employer covers the cost of eyeglasses up to \$145 for frames and single lenses and \$160 for frames and bifocal or trifocal lenses once in any 24 consecutive month period or once in any 12 consecutive month period for dependents under age 18. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$10 to \$155 for frames and single lenses and \$170 for frames and bifocal and trifocal lenses.
- Hearing Aids – Public School Members/APSEA Members/PSAANS Members and Nova Scotia Community College Members – The Employer covers the premium for the cost and installation of a hearing aid or hearing aids up to \$750 in any 36 consecutive month period per insured member. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$50 to \$800 in any 36 consecutive month period per insured member.

TOTAL CARE DENTAL

Your Total Care Dental Plan has been designed to provide reimbursement to you and your eligible dependents for basic preventative, major restorative, prosthodontic and orthodontic dental services based on eligible amounts.

Total Care Dental Plan (Summary)

Under the Teachers’ Provincial Agreement/APSEA Agreement/PSAANS Agreement/NSCC Agreement, the Employer pays 65% of the monthly premium of single or family plans. Member pays 100% of the Prosthodontic and Orthodontic benefit.

Basic Preventative Services – 80% reimbursement for such items as the following (benefit maximums apply):

- oral examinations;
- cleanings, pit and fissure sealants;
- fillings;
- root canal therapy;
- periodontic services;
- denture repairs or relining; and
- extraction of teeth.

Major Restorative Services – 60% reimbursement for the following services to a maximum of \$1,500 per person per calendar year:

- crown restorations; and
- inlay and onlay restoration

This benefit does not include bridgework, prosthetics or crowns, inlays or onlays associated with the placement of bridges or prosthetics (these are considered Prosthodontic Services).

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Total Care Dental Plan was underwritten by Medavie Blue Cross.
- The number enrolled in Group 11300/11310 (active members) was 9,534.
- The number enrolled in Group 11351/11320 (retired members under age 65) was 1,292.
- The number enrolled in Group 11352/11330 (retired members over age 65) was 6,884.

	Group 11300/ 11310	Group 11351/ 11320	Group 11352/ 11330	Total
	Active Members	Retired Members under age 65	Retired Members over age 65	
<i>Total # of Claims Approved</i>	126,893	14,192	62,572	203,657
<i>Total \$ Claims Paid</i>	8,327,503	1,097,880	5,139,772	14,565,155
<i>Total Basic Services \$ Claims Paid</i>	7,855,506	975,975	4,601,061	13,432,542
<i>Total Major Restorative \$ Claims Paid</i>	471,997	121,905	538,711	1,132,613

Prosthodontic Services – 50% reimbursement to a maximum payment of \$1,500 per person per calendar year.

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

(a) Prosthodontic Services

The paid claims for Group 11300/11310 (active members) for the year ending December 31, 2023 amounted to \$163,025 for 258 claims.

The paid claims for Group 11351/11320 (retired members under age 65) for the year ending December 31, 2023 amounted to \$53,919 for 96 claims.

The paid claims for Group 11352/11330 (retired members over age 65) for the year ending December 31, 2023 amounted to \$400,148 for 622 claims.

Orthodontic Services – 50% reimbursement to a maximum payment of \$2,000 per person lifetime.

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

(b) Orthodontic Services

The paid claims for Group 11300/11310 (active members) for the year ending December 31, 2023 amounted to \$933,511 for 4,539 claims.

The paid claims for Group 11351/11320 (retired members under age 65) for the year ending December 31, 2023 amounted to \$17,640 for 61 claims.

The paid claims for Group 11352/11330 (retired members over age 65) for the year ending December 31, 2023 amounted to \$13,682 for 60 claims.

PROVINCIAL MASTER LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT

Provincial Master Life and Accidental Death & Dismemberment (summary)

- Provides \$50,000 Life Insurance coverage for Public School members, APSEA members, PSAANS members and Nova Scotia Community College members.
- Provides \$50,000 Accidental Death & Dismemberment coverage for Public School members, APSEA members, PSAANS members and Nova Scotia Community College members.
- Spouse covered for \$3,000 and each dependent child for \$1,500.
- There is a Critical Illness component provides a one-time lump sum payment of \$2,000 should the member be diagnosed with one of the following: heart attack, coronary artery bypass surgery, stroke and life-threatening cancer. Pre-existing conditions limitations apply. *CLAIM MUST BE SUBMITTED WITHIN ONE YEAR FROM THE DATE OF DIAGNOSIS.*
- Waiver of Premium if totally disabled prior to age 60.
- Can be continued to age 65 if retired prior to age 65, with monthly premium deducted from Nova Scotia Teachers' Pension cheque or bank deduction if in receipt of a Public Service Superannuation Pension.
- Conversion option available when policy cancels.
- At age 65, Retiree Life of \$10,000 can be continued to death. The amount increased effective September 1, 2009; therefore, the retired member may be insured for a lesser amount.

In the Year 2023

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Provincial Master Life Policy was underwritten by Manulife Financial, and the Accidental Death and Dismemberment was underwritten by Beneva (formerly known as SSQ).
- The number enrolled was 12,568 (includes retired members under age 65).
- The number of retired members over age 65 enrolled in the Retiree Life Plan was 8,345.
- The number of death claims for members or dependents was 224 for the period March 1, 2023 to December 31, 2023.
- The paid claims for the period March 1, 2023 to December 31, 2023 amounted to \$2,235,415.65.
- As of December 31, 2023, there were 246 disabled members on Waiver of Premium for a volume of Life Insurance in the amount of \$14,863,000.

HOSPITAL CASH

Hospital Cash (Summary)

- Hospital Cash – A daily benefit of \$20.00 is payable to an active member in a hospital, under the care of a physician and covered under the Provincial Master Life Plan. Such a daily benefit will be paid from the first day of hospitalization if hospitalized (one night admission), but in no event for more than three hundred and sixty-five days per injury or sickness. If in a wardroom, Johnson Inc. must be notified. If in

semi-private or private room, the hospital will notify Medavie Blue Cross. This benefit is subsidized by the NSTU Group Insurance Trust Fund.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- Hospital Cash was underwritten by Medavie Blue Cross.
- The number enrolled in the Plan was 12,568.
- The paid claims for Hospital Cash for the period January 1, 2023 to December 31, 2023, amounted to \$4,620.00.

LONG-TERM DISABILITY PLAN

Long-Term Disability Plan (Summary)

- All active members of the NSTU, PSAANS members, and all permanent employees of the NSTU or Teachers *Plus* Credit Union are eligible. A member of the plan who is on approved leave of absence and becomes an Associate Member of the NSTU may continue benefits on a pay-direct basis by contacting Johnson Inc.

The Long-Term Disability Plan is mandatory for all members without the ability to opt out unless the following condition is being met:

- Plan Member is age 65 or has 35 years of pensionable service less accumulated sick leave.
 - Plan member is at least 64 years of age and has sufficient accumulated sick leave to reach age 65.
- Coverage will be effective the date you commence employment as a term, probationary or permanent contract member in the Province of Nova Scotia or you are an active PSAANS member.
 - 70% of gross monthly salary at time claim commences.
 - For long-term disability claims, benefit reduces by Teachers' Pension and/or Canada Disability Pension.
 - Benefits payable to age 65.
 - Elimination period is your accumulated sick leave or ninety (90) calendar days, whichever is greater. Members with less than 90 calendar days of accumulated sick leave should apply for Employment Insurance Sickness Benefits. If members are ineligible for Employment Insurance Sickness and Disability Benefits based on the number of working hours required in the last 52 weeks, you may apply for a Long-Term Disability Assistance Payment through the NSTU Group Insurance Trust Fund.
 - Plan members receiving Long-Term Disability Benefits post August 2014 will continue to make pension contributions and therefore, accumulate pensionable service. The amount is deducted from the disabled member's bank account or Long-Term Disability payment.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Long-Term Disability claims are adjudicated by Manulife Financial.
- The number enrolled in the Plan was 10,897.

- A Cost-of-Living Benefit of 2.5% was declared and approved for payment from the NSTU Group Insurance Trust Fund in January 2024.
- The paid claims by Manulife Financial for the year ending December 31, 2023, amounted to \$3,464,380.05.
- The number of members on claim with Manulife Financial under the Insured Plan as of December 31, 2023, was 126.

NSED GROUP TRAVEL PLAN

The Group Travel Program, entitled the “NSED Travel Plan” (Medical Outside Province/Canada) is available to active and retired members plus their eligible dependents.

The Provincial Health Insurance Plan limits basic coverage while travelling outside the Province of Residence. If members have a medical emergency while travelling outside Canada, costs can easily escalate and will not all be covered by the government plan.

The Base Plan allows unlimited travel up to a maximum of thirty-five (35) calendar days per trip. A Supplemental Plan may be purchased in addition to coverage for trips in excess of thirty-five (35) days. Members are required to report the entire period of travel from the first day. The benefits include:

- Emergency medical expenses;
- Air emergency transportation or evacuation;
- Emergency dental services;
- Bedside transportation;
- Repatriation;
- Return of vehicle;
- Additional expenses; and
- CanAssistance – CanAssistance must be contacted when an emergency arises at their 24-Hour Emergency Helpline.
- CanAssistance will:
 - refer the member to a physician/hospital within the Managed Care Network;
 - guarantee payment or arrange payment on behalf of the member; and
 - co-ordinate claims payment between the NSED Travel Plan and the member’s Provincial Health Insurance Plan.

Pre-existing Condition – This plan provides coverage for emergencies only and does not provide coverage for expenses incurred as a result of a pre-existing health condition, unless the condition has remained stable for a period of 6 months immediately prior to the date of departure. To be considered medically stable you must not have:

- been treated or evaluated for new symptoms or new diagnosis
- had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened
- been prescribed a new treatment or change in treatment for the condition
- been admitted to or treated in a hospital or referred to a specialist for the condition
- been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended)

Also, this does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, i.e., daily/weekly adjustments of blood thinners or Insulin based on blood test results OR a change to a generic product, unless the dosage is modified).

In the first year, for first time NSED Travel Plan Members only, the Base Plan premiums are pro-rated from the date coverage is effective until the policy renewal date, which is September 1st.

The Plan automatically renews each year on September 1st. Members will receive written notification in advance. Coverage will continue at renewal for the next policy year, unless the member provides Johnson Inc. with written notice of termination within 30 days of the renewal date. Premiums are deducted monthly. Premiums under the Base Plan are non-refundable and non-cancelable.

Supplemental Plan premiums for any of the single trip options include coverage for any other trips of thirty-five (35) days or less duration. Premiums are deducted monthly during the period remaining from the date coverage begins until the next policy renewal, which is September 1st. No portion of the Supplemental Plan premiums will be pro-rated.

The NSED Travel Plan is available to all members who are insured under the Provincial Health Insurance Plan in their Province of residence and also provides coverage to the member's spouse and eligible dependent children by electing family coverage. You must purchase this coverage before you leave your province of residence. Your trip starts from the day you depart your province of residence.

In the Year 2023:

Public School Members/APSEA Members /PSAANS Members/Nova Scotia Community College Members

- The NSED Travel Plan was underwritten by Medavie Blue Cross.
- The number of members enrolled in the NSED Travel Plan was 8,533.

NSED TRIP CANCELLATION / INTERRUPTION PLAN

The NSED Trip Cancellation / Trip Interruption coverage offered through the NSTU Group Insurance Program is available to active and retired members who are enrolled in the NSED Travel Plan. This option helps protect travelers against unforeseen circumstances that may prevent or discontinue a trip. You must purchase this coverage before you leave your province of residence.

Coverage Highlights

- Annual Plan.
- Trip Cancellation – up to a maximum of \$5,000 per insured person per annual coverage period.
- Trip Interruption – up to a maximum of \$5,000 per insured person for each covered trip.
 - Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for baggage and personal effects during a covered trip.
 - Personal Effects – Actual Cash Value Or \$500, Whichever Is Less.
 - Document Replacement – Up To A Maximum Of \$200.
 - Baggage Delay – Up To \$400.

Pre-Existing Condition – This plan provides coverage for emergencies only and does not provide coverage for expenses incurred as a result of a pre-existing health condition, unless the condition has remained stable for a period of 6 months immediately prior to the date of purchase of trip. To be considered medically stable you must not have:

- been treated or evaluated for new symptoms or new diagnosis
- had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened
- been prescribed a new treatment or change in treatment for the condition
- been admitted to or treated in a hospital or referred to a specialist for the condition
- been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended)

Also, this does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, i.e., daily/weekly adjustments of blood thinners or Insulin based on blood test results OR a change to a generic product, unless the dosage is modified).

Note: This exclusion applies to you, an immediate family member, a travel companion, a travel companion's immediate family member, a close friend and/or your host at destination.

For members purchasing Trip Cancellation / Trip Interruption coverage for the first time, premiums are pro-rated from the date your coverage is effective until the policy renewal date (September 1st).

Coverage will renew automatically on September 1st of each year. You will be provided with written notification in advance. Coverage will continue unless Johnson Inc. is provided with written notice of termination within 30 days of the renewal date. Premiums are deducted monthly and are non-refundable and non-cancellable.

In The Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The NSED Trip Cancellation / Trip Interruption Plan was underwritten by Medavie Blue Cross.
- The number of members enrolled in the plan was 4,505.

OPTIONAL LIFE / SPOUSAL LIFE INSURANCE

This Plan provides Optional Life / Spousal Life Insurance coverage to protect you and your family in the event of death. Active and retired members under age 65 may apply / increase coverage. The program incorporates male/female, smoker/non-smoker rates for all members and spouses.

Enhanced Optional Life /Spousal Life Plan (Summary)

- Active members – Initial amount \$100,000 member / \$50,000 spouse. This initial amount of \$100,000 member or \$50,000 spouse is not subject to medical evidence of insurability. However, a 24-month pre-existing condition clause applies.
- Optional Life Insurance has increased over the years; therefore, members may be insured for a lesser amount.
- Retired Members – Initial amount \$10,000.
- Overall maximum \$300,000. Additional amounts are available in units of \$5,000.
- Can be continued to age 85.

- Spouse covered for \$10,000 and each dependent child covered for \$5,000.
- Spousal Life Insurance available in units of \$5,000 equal to or less than the member's Optional Life Insurance amount. Minimum amount – \$10,000.

Medical evidence of insurability is required for all amounts over \$100,000 for the member and \$50,000 for the spouse. At age 70, the benefit will reduce to a maximum \$50,000. Anyone who has less than \$50,000 of coverage would continue with the lesser amount.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Optional Life Insurance Policy was underwritten by Manulife Financial.
- The number enrolled in the Plan was 4,237.
- The number enrolled for Spousal Life Insurance was 1,127.
- The number of death claims for members or dependents under Manulife was 24 for the year ending December 31, 2023.
- The paid claims under Manulife for the policy period January 1, 2023, to December 31, 2023 amounted to \$435,000.

VOLUNTARY ACCIDENTAL DEATH & DISMEMBERMENT

This Plan provides protection against accidental losses 24 hours a day, anywhere in the world.

Voluntary Accidental Death & Dismemberment Plan (Summary)

- If under age 70 coverage available in amounts from \$5,000 to \$300,000.
- If age 70 to 74 inclusive, the coverage available is \$5,000 to \$100,000, however, there is no coverage for Permanent Total Disability, Home-Maker Weekly Indemnity and Hospital Indemnity.
- Coverage for loss of life, loss of limbs or loss of use of limbs, etc. as per schedule.
- For members with dependent spouse and/or dependent children, family coverage as per schedule.
- 24-hour, 365-day coverage.
- Repatriation Benefit.
- Identification Benefit.
- Common Disaster Benefit.
- Education Benefit.
- Seat Belt Benefit.
- Hospital Indemnity Benefit.
- Day Care Benefit.
- Home Alteration and Vehicle Modification Benefit.
- Comatose Benefit.

- Rehabilitation Benefit.
- Home-Maker Weekly Indemnity.
- Family Transportation Benefit.
- Extended Family Benefit.
- Child Enhancement Benefit.
- Escalation Benefit.
- Workplace Modification.
- Cosmetic Disfigurement due to burn.
- Business Venture Benefit.
- Waiver of Premium if totally disabled prior to age 60.
- Can be continued to age 75. Coverage ceases the end of the month of the 75th birthday.
- Conversion option available when your insurance terminates.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Voluntary Accidental Death & Dismemberment was underwritten by Beneva, formally called SSQ Insurance Company Inc.
- The number enrolled in the Plan was 3,647.

OPTIONAL CRITICAL ILLNESS

This Plan provides a benefit to help you and your family cope with the financial stress of a critical illness.

Critical Illness (Summary)

- Coverage: Units of \$10,000 up to \$50,000 with no medical evidence of insurability (proof of health) for member / spouse.
- Additional amounts available to a maximum of \$300,000 medical evidence of insurability required (proof of health) for member / spouse.
- Lump sum tax free payment if diagnosed with one of the eligible critical illnesses. Once a benefit has been paid for a critical illness, the coverage terminates, and no additional premiums are payable.
- If member survives, coverage can be maintained for your eligible spouse and eligible dependent child(ren) as long as member still eligible for benefits under the NSTU Group Insurance Plans.
- 29 Conditions covered for member and spouse. Conditions covered under the extended coverage include:
 - Alzheimer's disease
 - Aortic surgery
 - Aplastic anemia
 - Bacterial meningitis
 - Benign brain tumour
 - Blindness (loss of sight in both eyes)

- Coma
- Coronary bypass
- Deafness (loss of hearing in both ears)
- Dilated cardiomyopathy
- Fulminant viral hepatitis
- Heart attack (myocardial infarction)
- Heart valve replacement
- HIV infection (occupationally acquired infection)
- Kidney failure
- Life-threatening cancer
- Loss of independent existence
- Loss of limbs
- Loss of speech
- Major burns (severe)
- Major organ failure (on waiting list)
- Major organ transplant
- Motor neuron disease Multiple sclerosis
- Muscular dystrophy
- Paralysis
- Parkinson's disease
- Primary pulmonary hypertension
- Stroke (cerebrovascular accident)
- 20 Conditions covered for dependent child(ren) – Coverage \$10,000. To provide additional security for parents, dependent children are covered for 20 illnesses and conditions, some of which are often diagnosed early in life. Conditions covered under the extended coverage include:
 - Aortic surgery
 - Benign brain tumour
 - Blindness (loss of sight in both eyes)
 - Cancer
 - Cerebral palsy
 - Coma
 - Congenital heart disease requiring surgery
 - Cystic fibrosis
 - Deafness (loss of hearing in both ears)
 - Down's syndrome
 - Heart value surgery
 - Kidney failure

Loss of limbs
Loss of speech
Major burns (severe)
Major organ failure (on waiting list)
Major organ transplant
Serious cerebral lesion
Serious mental deficiency
Spina bifida cystica

- Pre-existing conditions limitations clause: It is important to note that CI benefit has a 24-month pre-existing conditions limitations clause. This limitation states that “no benefit is payable for an illness or pre-existing condition for which the participant has received care, treatment or services, consulted a physician or taken medication that was prescribed to him/her, in the 24 months prior to the effective date of coverage, unless the illness in question was diagnosed at least 24 months after the effective date of the insurance of the participant, subject to other applicable provisions of this policy”. This provision applies only to the guarantee issue amount of \$50,000. If the insured member applies for a higher amount than the \$50,000 guarantee issue limit, the pre-existing exclusion will not apply.
- Benefits not payable for any life-threatening cancer made within 90 days following effective date and if diagnosed with one of the covered illnesses, there is a 30-day survival period.
- Coverage will commence at the first of the month coincident with or next following the date your signed application is received. If medical evidence required, the coverage takes effect the first of the month following approval by underwriting company.
- Covered until 75th birthday for member and spouse or the date the insurer pays a benefit for a covered illness. Dependent child(ren) covered until they are no longer eligible dependents or the date the insurer pays a benefit for a covered illness. Coverage for spouse and dependent child(ren) terminates upon the member’s death.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Critical Illness was underwritten by Desjardins Financial Security.
- The number enrolled in the Plan was 1,232

MANULIFE EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

Manulife Financial’s interactive online platform makes it easier to gain the support you need, when you need it, in a way that works best for you. Homewood Health, a national employee assistance provider since 1979 operates independently and its counsellors guarantee the privacy of all individuals who use its services. These services are available to active members, spouse and dependent child(ren). This benefit is subsidized by the NSTU Group Insurance Trust Fund.

Manulife Employee and Family Assistance program (EFAP) (Summary)

A. Services

1. Counselling services:

- Stress
- Marital/family/separation/divorce/custody issues
- Alcohol and drug abuse
- Personal adjustment problems
- Psychological disorders
- Anger management
- Retirement planning
- Aging parents/eldercare concerns
- Sexual harassment
- Gambling addiction
- Conflict resolution
- Bereavement
- Weight, smoking and general health issues

The counselling is designed to:

- provide support and understanding,
- help build coping skills, and
- teach ways to effectively manage issues and problems

2. Lifestyle and Specialty Coaching Services is designed to allow you take a proactive approach to every challenge and life transition with information and coaching from experts in their field.

These services include:

- Childcare and Parenting Caregiver Support Services
- Elder & Family Care Services
- Legal Advisory Services
- Financial Advisory Service
- Nutritional Support
- Career Counselling Service
- Retirement Planning Service
- Smoking Cessation Service
- Shift Worker Support
- Online tools / Courses
- Jumpstart your Wellness

3. Stress Solutions is designed to provide assistance for individuals suffering from stress.

4. Depression and Trauma Care Services provides assistance for individuals suffering from certain types of depression or have experienced any type of Traumatic event.

5. Grief and Loss Coaching – Grieving can be an overwhelming and complex process. Every individual reacts differently and experiences grief and loss in unique ways. Homewood's Grief and Loss Coaching Program helps you understand the grieving process by providing you with coaching

support and resources to help you manage through the range of emotions and difficulties one experiences when faced with a significant loss.

6. Experiencing Acts of Violence – The trauma caused by acts of violence can and most often will have a significant emotional impact on people. The combination of atrocity and magnitude of the event, coupled with its unpredictability, will often lead to an intense feeling of vulnerability for our own safety and the safety of others. The Experiencing Acts of Violence program helps develop recovery and coping strategies to help you through these traumatic times.

B. Access

1. By phone – 1-877-955-NSTU (6788)

This toll-free line is available 24 hours, seven days a week. For calls originating outside Canada, call 1-604-689-1717 collect for service in English. Pour service en français, appelez à frais virés au 1-514-875-0720.

Counselling can be provided in a way that is most convenient and comfortable: in-person, by phone, or through a secure online service.

2. Online

Easy access to online tools resources and support. Informative articles on a wide range of topics including mental health, stress, addiction, relationships, and lifestyle.

Online Cognitive Behavioral Therapy (CBT)

Health and Wellness Library

Access to all online features is available by visiting www.manulifeefap.com

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- Manulife EFAP was underwritten by Manulife Financial.
- The number enrolled in the Plan was 11,137.

CAREPATH – CHRONIC DISEASE PROGRAM

Chronic Disease Program (Summary)

- Carepath's Chronic Disease program is a healthcare navigation service that provides comprehensive and personalized support to you, your spouse, or dependent children in the event of illness or other health crisis.
- The program is led by nurse case managers, who act as partners and advocates for you and your family. They will help you understand your condition, test results and treatment and will follow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes. Once connected with a nurse case manager who is a specialist in your disease or condition, you will have a single point of contact to ensure continuity of care.
- You can email CarepathTM at info@carepath.ca or call them at 1-844-453-6788
- This benefit is subsidized by the NSTU Group Insurance Trust Fund
- The Chronic Disease Program services include:

- Comprehensive health assessment, including a review of medical records
- Explanation of diagnosis, tests and treatment, along with exploring alternative treatment or symptom management options
- Education on how to manage symptoms to minimize treatment side effects.
- Facilitate access to diagnosis tests, treatments, and clinical trials
- Ongoing virtual nursing support, health education, and coaching throughout navigation to ensure the individual has the information needed to make informed health care decisions
- Virtual second opinion when needed

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The number enrolled in the plan was 22,495.

CAREPATH – ELDER CARE PROGRAM

Elder Care Program (Summary)

The Elder Care Program provides members and their aging loved one's with support to address evolving elder care needs. They will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

Carepath will have an initial consultation assessment with you and/or your aging loved one and develop a personalized care plan based on your individual preferences and common senior health care needs.

A Nurse Case Manager will help you prepare for any upcoming medical appointment and give you information and services to promote safe and independent living. When staying at home is no longer a safe option, they will help you and your family find the right senior living facility, such as retirement homes, long-term care, and/or respite facilities.

The Elder Care Program can also help you and your family by:

- Providing information about hospice organizations and home care support services provided by local and respected organizations and assisting as needed.
- Providing information and access to local community resources (i.e., primary care physicians, physiotherapy, occupational therapy, speech-language pathology, dietitian services, meal delivery, transportation services) and volunteer organizations that can provide additional support.
- Helping navigate and accessing provincially and federally funded benefits, including other insurance benefits.
- One-on-one coaching about how to have difficult conversations in terms of aging care needs and life-changing moments, such as losing a spouse or moving into a retirement home.

Please note: The costs and fees associated with utilizing a recommended service will be the responsibility of the member/family using the service.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- This benefit is subsidized by the NSTU Group Insurance Trust Fund
- The number enrolled in the plan was 22,495.

CAREPATH – MENTAL HEALTH PROGRAM

Mental Health Program (Summary)

Offered through Carepath Digital Health, the Mental Health Program offers multiple levels of support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns, using distance technologies such as telephone and virtual resources (i.e., web portal, mobile app, email, and secure video call).

The Mental Health program offers two levels of support: navigation and counselling.

- Navigation is provided by qualified mental health clinicians, generally mental health nurses and clinical social workers, for those with mild to moderate distress. They provide assessment psychoeducation, supportive counselling, and coaching with the goal of enhancing self-care strategies and management of concerns. They ensure smoother integration with your existing circle of health/medical care and assistance in navigating the mental health care system.
- When navigation is not sufficient and psychotherapy is required for more complex needs, Carepath have advanced practitioners, including Masters/PhD prepared social workers, mental health nurses, or psychologists, each of whom has more than 10 years' experience in psychotherapy.
- They provide a structured return-to-work (RTW) component for those on sick leave/STD/LTD that addresses planning for RTW and maintaining wellness after RTW.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- This benefit is subsidized by the NSTU Group Insurance Trust Fund
- The number enrolled in the plan was 22,495.

HOME AND AUTO INSURANCE

The NSTU Group Insurance Trustees provide information on insurance services in the home and auto insurance sectors. The primary services provided by the NSTU Group Insurance Trustees in association with Home/Auto Insurance are the provision of a payroll deduction option, monitoring of claims to premiums and addressing member concerns.

In the Year 2023:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The number in the plan under Auto was 5,616.
- The number in the plan under Home was 4,352.

ENROLLMENT SUMMARY

Public School Members / APSEA Members / PSAANS Members / Nova Scotia Community College Members

INSURANCE PLANS ENROLLMENT

TOTAL CARE/MEDICAL (ACTIVE).....	10,225
TOTAL CARE/MEDICAL (RETIRED UNDER AGE 65)	1,529
TOTAL CARE/MEDICAL (RETIRED OVER AGE 65)	10,269
TOTAL CARE/DENTAL (ACTIVE).....	9,534
TOTAL CARE/DENTAL (RETIRED UNDER AGE 65)	1,292
TOTAL CARE/DENTAL (RETIRED OVER AGE 65).....	6,884
PROVINCIAL MASTER LIFE/AD&D (INCLUDES RETIRED MEMBERS UNDER AGE 65).....	12,568
RETIREE LIFE (\$3,000 – 954 & \$10,000 – 7,391)	8,345
LONG TERM DISABILITY.....	10,897
NSED TRAVEL PLAN	8,533
NSED TRIP CANCELLATION / INTERRUPTION PLAN	4,505
OPTIONAL LIFE INSURANCE	4,237
SPOUSAL LIFE INSURANCE.....	1,127
VOLUNTARY ACCIDENTAL DEATH AND DISMEMBERMENT	3,647
OPTIONAL CRITICAL ILLNESS.....	1,232
MANULIFE – EFAP	11,137
CAREPATH – CHRONIC DISEASE PROGRAM	22,495
CAREPATH – ELDER CARE PROGRAM.....	22,495
CAREPATH – MENTAL HEALTH PROGRAM.....	22,495
HOME/AUTO.....	HOME) 4,352 (AUTO) 5,616

CURRENT TRUSTEES

NSTU Appointees:

<i>Karen Nottage, Chair</i>	<i>Joël Chiasson</i>
<i>Wade VanSnick</i>	<i>Janie Lumsden</i>
<i>Krissy Brewer</i>	<i>Byron Butt</i>

Government Appointee:	NSCC Appointee:
<i>Sherman England</i>	<i>Bruce Spares</i>
<i>Andrew Coates</i>	

NSTU EXECUTIVE STAFF LIAISON OFFICER(S):

<i>Kyle Marryatt</i>	<i>Paul Boudreau</i>
----------------------	----------------------

REPORT TO ANNUAL COUNCIL 2024

ON RESOLUTION 2023-19

INTRODUCTION

Annual Council 2023 adopted the following resolution:

2023-19

ADOPTED

BE IT RESOLVED THAT the NSTU study ways to improve article 18 as a way to compare Nova Scotia to other jurisdictions for future considerations of asking package, specifically, the manner in which teachers are paid across Canada based on years of experience.

CSANE

Brief: To increase recruitment and retention of teachers, we need to remove barriers to encourage teachers to work in Nova Scotia. In some cases, teachers are being paid based on inaccurate documentation and are only able to apply for a pay raise that reflects their actual years of experience twice a year without retroactive pay according to article 18.02.

In the case where a teacher has not submitted the documents providing proof of years of experience from another province at the time of hire, they must wait until the following year to receive their proper rate, this without retroactive pay. It is important to ensure that employees are informed and given all forms regarding the recognition of years of experience at the time of either entry or return.

Resolution 2023-21 was directed to Staff to compile and report back to Annual Council 2024. Staff gathered information from CTF resource bank as well as several sister organizations.

Although the resolution refers to Article 18, the brief also refers to Article 16.07. This jurisdictional scan is provided in **Table 17 - when certification change salary increases can occur across canada**, below.

The information gathered was then shared with the Chair of the Negotiating Committee.

REVIEW OF CANADIAN TEACHER SALARIES

In tables 1 - 16, salaries are depicted by province / territory across Canada to compare “the manner in which teachers are paid across Canada based on years of experience.” Please note:

- that salaries differ by Board in some provinces and sample(s) provided were specified by region,
- that salaries differ by Teacher Association / Organization within a province, and
- the years may also differ, and have been listed for each.

Table 1 - Newfoundland & Labrador Salary Scale

SCHEDULE C: ANNUAL SALARY SCALE
September 1, 2021 - February 28, 2022

		1	2	3	4	5	6	7	8	9	10	11
			1*	2	3	4	5	6	7	8	9	10
Certificate Level	I	N/A	33414	34856	36297	37734						
	II	N/A	38608	40750	42895	45035	47177					
	III	N/A	43453	45596	47735	49878	52022	54161				
	IV	N/A	48599	51017	53439	55865	58291	60718	63142			
	V	N/A	55378	57828	60275	62724	65173	67619	70067	72517		
	VI	N/A	63164	65768	68371	70976	73580	76183	78788	81389	83993	
	VII	N/A	71429	74053	76675	79292	81913	84534	87153	89776	92396	95019

Emergency Supply - \$17178

*The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

SCHEDULE C: ANNUAL SALARY SCALE
March 1, 2022 - August 31, 2022

		1	2	3	4	5	6	7	8	9	10	11
			1*	2	3	4	5	6	7	8	9	10
Certificate Level	I	N/A	33748	35204	36660	38112						
	II	N/A	38994	41157	43324	45486	47649					
	III	N/A	43887	46052	48213	50377	52542	54702				
	IV	N/A	49085	51527	53973	56423	58874	61325	63773			
	V	N/A	55932	58406	60878	63351	65824	68295	70768	73242		
	VI	N/A	63795	66426	69055	71685	74316	76945	79576	82203	84833	
	VII	N/A	72143	74793	77441	80085	82732	85379	88024	90674	93320	95970

Emergency Supply - \$17349

*The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

Table 2 - Prince Edward Island Salary Scale

Salary Scales - Effective April 1, 2021 – August 31, 2021 (1%)

A. ACADEMIC:

Step	CIV	CV	CVA	CVI
1	\$50,337	\$57,211	\$60,650	\$64,079
2	\$52,736	\$59,905	\$63,485	\$67,065
3	\$55,082	\$62,601	\$66,383	\$70,115
4	\$57,442	\$65,274	\$69,227	\$73,167
5	\$59,855	\$68,007	\$72,082	\$76,163
6	\$62,212	\$70,699	\$74,935	\$79,203
7	\$64,617	\$73,412	\$77,831	\$82,188
8	\$66,967	\$76,106	\$80,680	\$85,240
9	\$69,455	\$78,932	\$83,674	\$88,401
10	\$72,750	\$82,679	\$87,645	\$92,598

1. Teachers holding Certificate II shall have the following salary: **\$49,300.**
2. Teachers holding Certificate III shall have the following salary: **\$58,350.**

Table 3 - Nova Scotia Salary Scale

Schedule D7 August 1, 2022

Position on Scale	VTPA	Year of Teaching	TCM TC1 TC2	TC3	VTCI TC4	VTCII TC5 ITC	VTCIII TC6 ATC1	VTCIV TC7 ATC2	TC8 ATC3
1	50936	1	51823	51823	50937	57112	63873	69515	74865
2	53334	2		51823	53335	60164	67257	72895	78246
3	55730	3		51823	55731	63210	70638	76279	81630
4	58127	4		51823	58128	66264	74022	79662	85013
5	60525	5		51823	60526	69314	77404	83043	88395
6	62921	6		51823	62923	72365	80785	86427	91776
		7		56327	65319	75412	84170	89810	95163
		8				78463	87552	93192	98545
		9				81514	90934	96572	101926

Table 4 - New Brunswick Salary Scale

SALARY PAYMENTS March 1, 2024 to August 31, 2024 BASED ON THE FOLLOWING GRID				TRAITEMENTS VERSÉS Du 1 ^{er} mars 2024 au 31 août 2024 SELON LE BARÈME SUIVANT			
STEP ÉCHELON	T.L./ BREVET	CI	CII	CIII	CIV	CV	CVI
A	42,527	42,527	42,527	45,156	55,956	61,496	67,034
B		42,527	42,527	47,788	58,872	64,658	70,457
C		42,527	45,156	50,433	61,759	67,820	73,894
D		42,527	47,788	53,066	64,658	70,988	77,311
E		45,156	50,433	55,703	67,555	74,151	80,729
F		47,788	53,066	58,338	70,457	77,311	84,144
G			55,703	60,973	73,355	80,473	87,593
H				63,600	76,251	83,641	91,015
I					79,151	86,793	94,435
J					82,055	89,954	97,860
K					83,286	91,303	99,328

1. Local Permit – 60% of Teacher's License
2. Local Permit I-VI – 85% of Certificate I-VI

1. Permis local – 60% du brevet d'enseignement
2. Permis local I à VI - 85% du Certificat I à VI

Table 5 - Quebec Salary Scale

For the periods concerned, the salary scale¹ applicable to a teacher is as follows:

Step ²	As of the 141 st workday of the 2019-2020 school year	As of the 141 st workday of the 2020-2021 school year	As of the 141 st workday of the 2021-2022 school year	As of the 139 th workday of the 2022-2023 school year
1	44 721	45 615	46 527	46 527
2	47 709	48 663	49 636	49 636
3	50 898	51 916	52 954	53 541
4	52 025	53 066	54 127	55 326
5	53 177	54 241	55 326	56 550
6	54 354	55 441	56 550	57 801
7	55 557	56 668	57 801	60 259
8	57 919	59 077	60 259	62 820
9	60 380	61 588	62 820	65 489
10	62 946	64 205	65 489	68 273
11	65 622	66 934	68 273	71 174
12	68 410	69 778	71 174	74 199
13	71 318	72 744	74 199	77 353
14	74 349	75 836	77 353	80 640
15	77 509	79 059	80 640	84 066
16	80 802	82 418	84 066	92 027
17	85 489	87 206	92 027	

Table 6 - Ontario Salary Scale 1 - AEFO

CSPGNO (57) - En vigueur le premier jour de l'année scolaire 2021-2022				
Échelon	A1	A2	A3	A4
0	46 588	49 624	53 773	56 240
1	49 437	52 756	57 439	60 488
2	52 286	55 886	61 104	64 734
3	55 134	59 018	64 768	68 984
4	57 984	62 147	68 432	73 232
5	60 829	65 279	72 097	77 478
6	63 679	68 409	75 760	81 725
7	66 526	71 541	79 426	85 976
8	69 374	74 671	83 090	90 222
9	72 224	77 801	86 755	94 470
10	75 071	80 931	90 418	98 717
11	77 920	84 063	94 084	102 965

Table 7 - Ontario Salary Scale 2 – OSSTF

YEARS	Group 1	Group 2	Group 3	Group 4
0	\$52,895	\$54,798	\$58,276	\$60,265
1	\$56,056	\$58,249	\$62,112	\$64,537
2	\$59,218	\$61,695	\$65,952	\$68,809
3	\$62,375	\$65,150	\$69,788	\$73,085
4	\$65,538	\$68,605	\$73,627	\$77,356
5	\$68,701	\$72,056	\$77,461	\$81,631
6	\$71,858	\$75,508	\$81,300	\$85,904
7	\$75,021	\$78,963	\$85,136	\$90,178
8	\$78,189	\$82,414	\$88,974	\$94,449
9	\$81,354	\$85,864	\$92,811	\$98,723
10	\$84,511	\$89,323	\$96,653	\$103,001

Table 8 - Ontario Salary Scale 3 – ETFO

Effective September 1, 2021					
Step	Cat A	Cat A1	Cat A2	Cat A3	Cat A4
0	46,016	49,744	52,054	56,302	60,294
1	48,441	52,371	54,816	60,086	63,564
2	51,264	55,417	58,000	64,083	67,456
3	54,077	58,461	61,191	68,073	71,361
4	57,286	61,929	64,784	72,286	75,889
5	60,490	65,391	68,410	76,486	80,419
6	62,662	68,856	72,014	80,694	84,942
7	65,820	72,333	75,609	84,900	89,482
8	68,974	75,801	79,218	89,102	94,004
9	72,131	79,261	82,823	93,313	98,535
10	75,285	82,728	86,421	97,523	103,064
11X	77,353				
11Y	78,595				
11Z	82,728				

Table 9 - Manitoba Salary Scale – Winnipeg Teachers’ Association

Years of Teaching Experience	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$40,154	\$44,495	\$48,171	\$58,017	\$62,198	\$65,862	\$69,707
1	41,516	45,910	50,446	60,789	64,978	69,241	72,433
2	43,517	48,189	52,436	64,101	68,301	72,565	75,789
3	45,514	50,477	55,624	67,439	71,622	75,887	79,650
4	47,536	52,773	58,964	70,858	75,055	79,239	83,719
5	49,534	55,281	62,302	74,373	78,559	82,977	87,775
6	51,504	59,852	68,206	77,884	82,071	86,899	91,835
7				81,396	85,590	90,815	95,934
8				84,504	89,199	94,728	100,047
9				89,579	94,578	100,263	105,609

Table 10 - Saskatchewan Salary Scale

to August 31, 2021 shall be determined by the application of the following schedule according to the regulations governing the classification of teachers and the provisions of Article 3.

Step	Class C	Class I	Class II	Class III	Class IV	Class V	Class VI
1	47661	47661	47661	47661	57150	60388	64340
2		49353	49353	49353	59703	63040	67111
3		51106	51106	51106	62372	65806	70001
4		52918	52918	52918	65159	68694	73015
5		54796	54796	54796	68071	71713	76161
6		56741	56741	56741	71115	74859	79440
7		58756	58756	58756	74292	78146	82861
8		60840	60840	60840	77612	81574	86429
9		63000	63000	63000	81081	85156	90153
10		65238	65238	65238	84704	88895	94004
11		67551	67551	67551	88491	92797	98085

Table 11 - Alberta Salary Scale - Edmonton

3.2.1 Effective September 1, 2018 teachers will be paid in accordance with the following salary grid.

	CATEGORY		
	FOUR YEARS TEACHER EDUCATION	FIVE YEARS TEACHER EDUCATION	SIX YEARS TEACHER EDUCATION
0	59,357	62,757	66,601
1	62,741	66,141	69,986
2	66,126	69,527	73,371
3	69,510	72,912	76,755
4	72,895	76,298	80,139
5	76,281	79,682	83,525
6	79,665	83,067	86,909
7	83,049	86,451	90,293
8	86,434	89,835	93,678
9	89,819	93,221	97,063
10	93,917	97,319	101,162

Tables 12 & 13 - British Columbia Salary Scale

School District No. 23 Central Okanagan

Teachers' Salary Grid

July 1 2021

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 49,769	\$ 53,381	\$ 57,321	\$ 58,705
1	\$ 52,175	\$ 56,437	\$ 60,578	\$ 62,034
2	\$ 54,583	\$ 59,492	\$ 63,837	\$ 65,363
3	\$ 56,991	\$ 62,549	\$ 67,095	\$ 68,691
4	\$ 59,398	\$ 65,604	\$ 70,352	\$ 72,020
5	\$ 61,806	\$ 68,658	\$ 73,610	\$ 75,349
6	\$ 64,215	\$ 71,714	\$ 76,866	\$ 78,677
7	\$ 66,622	\$ 74,770	\$ 80,124	\$ 82,006
8	\$ 69,029	\$ 77,826	\$ 83,382	\$ 85,335
9	\$ 71,436	\$ 80,881	\$ 86,639	\$ 88,663
10	\$ 76,807	\$ 87,302	\$ 93,501	\$ 95,681

School District No. 33 Chilliwack

Teachers' Salary Grid

July 1 2023

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0				
1	\$ 57,972	\$ 62,669	\$ 67,233	\$ 68,837
2	\$ 60,626	\$ 66,036	\$ 70,825	\$ 72,506
3	\$ 63,280	\$ 69,405	\$ 74,415	\$ 76,174
4	\$ 65,932	\$ 72,772	\$ 78,005	\$ 79,843
5	\$ 68,586	\$ 76,138	\$ 81,595	\$ 83,512
6	\$ 71,241	\$ 79,506	\$ 85,184	\$ 87,179
7	\$ 73,894	\$ 82,874	\$ 88,774	\$ 90,848
8	\$ 76,547	\$ 86,242	\$ 92,365	\$ 94,517
9	\$ 79,199	\$ 89,608	\$ 95,954	\$ 98,185
10	\$ 85,358	\$ 96,957	\$ 103,808	\$ 106,217

Table 14 - Yukon Salary Scale

Teacher Pay Grid Effective July 1, 2023 1.80% Increase to Salaries and Grids Annual Rates						
Years of Experience	Category II	Category III	Category IV	Category V	Category V Plus	Category VI
0	59,521	67,681	79,142	85,164	86,613	88,065
0.5	60,787	69,137	81,002	87,061	88,525	89,988
1	62,053	70,593	82,862	88,958	90,436	91,910
1.5	63,312	72,048	84,726	90,843	92,338	93,830
2	64,571	73,503	86,589	92,728	94,239	95,749
2.5	65,834	74,959	88,452	94,622	96,147	97,672
3	67,096	76,415	90,315	96,516	98,055	99,595
3.5	68,355	77,872	92,179	98,412	99,964	101,515
4	69,613	79,328	94,043	100,308	101,872	103,435
4.5	70,879	80,783	95,906	102,201	103,780	105,361
5	72,144	82,238	97,768	104,093	105,688	107,287
5.5	73,404	83,693	99,629	105,985	107,595	109,208
6	74,664	85,148	101,490	107,877	109,502	111,129
6.5	75,930	86,607	103,354	109,769	111,411	113,050
7	77,195	88,065	105,217	111,661	113,319	114,971
7.5	78,456	89,522	107,082	113,556	115,226	116,894
8	79,716	90,979	108,946	115,451	117,132	118,816
8.5	80,977	92,432	110,815	117,344	119,038	120,736
9	82,238	93,885	112,684	119,236	120,943	122,656
9.5	83,501	95,343	114,548	121,131	122,855	124,583
10	84,763	96,801	116,412	123,026	124,766	126,510

Table 15 - Northwest Territories Salary Scale

Effective the beginning of the 2022 school year

Step	Years of Experience	CATEGORY					
		1	2	3	4	5	6
1	0	70,515	74,333	78,341	84,669	89,131	92,913
2	1	73,336	77,306	81,473	88,056	92,696	96,630
3	2	76,134	80,253	84,579	91,412	96,228	100,313
4	3	78,953	83,226	87,713	94,798	99,796	104,029
5	4	81,817	86,245	90,895	98,237	103,415	107,803
6	5	84,735	89,322	94,138	101,741	107,104	111,648
7	6	87,717	92,465	97,451	105,321	110,873	115,578
8	7	90,768	95,680	100,838	108,982	114,728	119,595
9	8		98,974	104,307	112,733	118,677	123,710
10	9		102,350	107,867	116,577	122,722	127,928
11	10			111,514	120,521	126,875	132,255
12	11					131,129	136,694

Table 16 - Nunavut Salary Scale

Effective July 1, 2024 each step of the salary schedule be increased by 2.0%.

STEP	YEARS OF EXPERIENCE	LEVELS					
		1	2	3	4	5	6
1	0	69,659	73,429	77,391	83,643	88,049	91,786
2	1	71,713	75,621	79,747	86,848	90,017	95,365
3	2	73,774	77,743	82,102	90,054	95,065	98,944
4	3	75,835	79,900	84,457	93,258	98,573	102,521
5	4	77,891	82,057	86,815	96,463	102,085	106,098
6	5	79,952	84,215	89,169	99,672	105,588	109,677
7	6	82,010	86,378	91,527	102,878	109,096	113,257
8	7	84,073	88,532	93,883	106,082	112,607	116,836
9	8		90,693	96,241	109,284	116,114	120,417
10	9		92,845	98,592	112,490	119,614	123,994
11	10			100,952	115,699	123,126	127,567
12	11					126,630	131,151

WHEN CERTIFICATION CHANGE SALARY INCREASES CAN OCCUR ACROSS CANADA

The brief refers to Article 16.07

Change In Certification

16.06 The application for change in certification shall include either an official transcript or a copy of the teacher's letter to the institution requesting the official transcript.

16.07 For salary purposes, the classification of permit or certificate shall be effective as follows:

- (i) if all required documentation is received between and including March 1 to September 30, the classification shall be effective August 1 contained within the period March 1 to September 30;
- (ii) if all required documentation is received between and including October 1 to the last day of February, the classification shall be effective January 1 of the same school year.

Table 17 – When Certification Change Salary Increases Can Occur Across Canada

Number of times each year.

NL	When pay increases: monthly	(a) The classification of permit or certificate shall be effective on the first day of the month in which the teacher qualified for the classification by completing the necessary courses. (b) Teachers are responsible for providing all required documentation to the Registrar of TC within 90 calendar days of having obtained the higher qualifications. If not, the retroactive application of certificate change shall be to the first day of the month in which the teacher provided all required documentation.
NS	When pay increases: Twice per year	For salary purposes, a change in classification of a teaching permit or teacher's certificate is effective on the following dates: (a) August 1, if all required documentation is received between and including March 1 to Sept 30; (b) Jan 1 of the same school year, if all required documentation is received between and including October 1 to the last day of February.
PEI	When pay increases: once per year	A teacher who receives a higher level of certification during the course of the school year and who was actually qualified for such certification at the beginning of the school year shall be entitled to the higher salary as of the commencement of the school year, providing all required documentation is received by October 1.
NB	When pay increases: Twice per year	50.03 When an application for certification is received by the OTC April 1 - Oct 31 in any year, the certification shall be dated July 2 of that year provided the required coursework has been completed by Aug 30. 50.04 When an application for certification is received by Nov 1 – Mar 31 in any school year, the certification shall be dated Jan 2 of that school year provided the required coursework has been completed by Dec 31. 50.06 Payment of retroactive salary due under this Article shall be made no later than thirty (30) days after the Superintendent has received from the teacher concerned the certificate stating the change in the teacher's certification.
PQ	1?	b) an advancement in step shall be granted only once each school year. c) The advancement in step shall come into effect on the 101 st workday of the current year, retroactively, if need be. 1. If, on Jan 31 of the current school year, the teacher had completed the necessary studies for a new eval of their schooling; and 2. If they had provided, before April 1 of the current school year, the documents required. d) where applicable, retroactively resulting from such advancement shall be paid on the first payday of the month following the date on which the teacher receives new status. <i>(What if done in May? Aug 1? This is not stated in the agreement)</i>

ON	When pay increases: Twice per year	ETFO Toronto A Teacher's Grid Salary shall be determined as at Sept 1 of that year with proof of qualifications change before Sept 1, due by Dec 15. Salary change retroactive to September 1. Changes made prior to Jan 1, evidence due by June 1, retroactive to January 1
MB	When pay increases: 3 times per year	Evidence of new qualifications obtained - prior to Sept 1, filed in Sept/Oct, teacher shall reclassified as and from Sept 1 that year. - prior to June 1, filed by July 31 -> June 1 - prior to Jan 1, filed by end Feb -> Jan 1 Reclassification may be retroactive for limited period If a review of a person's salary classification results in the person being reclassified to higher classification, it may be made effective retroactively to the day the person was entitled, but no adjustment may be made for any period that precedes the day that is two years before the day the minister receives the person's written request for the reclassification.
SK	When pay increases: 3 times per year	The effective date of a teacher's reclassification is whichever of the following dates first occurs after the teacher has met the requirements for reclassification: (a) May 1; (b) September 1 or the school opening date, if the school opening date is before September 1; (c) January 1. (2) The date on which a teacher meets the requirements for reclassification is the date of the final test or examination that qualifies the teacher for the classification.
AB	When pay increases: Twice per year	The effective dates of adjustment to grid salaries for increased teacher education shall be the opening day of school in each school year and February 1 each year. Deadlines: A teacher must advise the School Division in writing if a further year of teacher education is acquired as verified by the TQS. Failure to do so or to provide proof of having applied to TQS by October 31 will result in the grid salary adjustment date to be the following February 1. Failure to advise the School Division in writing by March 31 will result in the grid salary adjustment being delayed until the opening day of school in the next school year.
BC	When pay increases: 3 times per year	Applications with all supporting documentation which are received in the TQS office - Nov 30 - Mar 31 effective Jan 1, all documentation by Dec 31 (Jan 31 for graduate degrees). - Mar 31 - June 30 effective May, if completed by Apr 30 (May 31 for graduate degrees). - June 30 - Nov 30 effective Sept 1, if completed by Aug 31 (Sept 30 for graduate degrees).
YK	<i>Information not available</i>	
NWT	When pay increases: When info rec'd	The effective date of any adjustment to salaries for increased teacher education is the date the TQS receives the notice referred to in (3) (which is when the teacher notifies the TQS in writing with appropriate documentation) (Same as Nunavut)
NV	When pay increases: When info rec'd	The effective date of any adjustment to salaries for increased teacher education is the date the TQS receives the notice referred to in (3) (which is when the teacher notifies the TQS in writing with appropriate documentation) (Same as NWT)

REPORT TO ANNUAL COUNCIL 2024

ON RESOLUTION 2023-21

INTRODUCTION

Annual Council 2023 adopted the following resolution:

2023-21 ADOPTED

BE IT RESOLVED THAT the NSTU conduct an environmental scan of the other Canadian jurisdictions in how teachers upgrade their licences for contractual pay increases. To report back at Annual Council 2024.

Halifax County

Brief: It only makes good sense, to periodically investigate what other teaching organisations across Canada have in their contracts. In particular, the requirement necessary to create a license increase or upgrade which leads to an increase in salary. This resolution will give direction and a timeline by which the NSTU can investigate the other contracts that exists among the teaching organizations across Canada. In order to see their contracts and potential benefits that could be negotiated regarding our licensing upgrading structure here in Nova Scotia.

Resolution 2023-21 was directed to Staff to compile and report back to Annual Council 2024. Staff gathered information from CTF resource bank as well as several sister organizations.

The certification information collected was reduced to start at the comparable level of Nova Scotia's Initial Teaching Certificate (ITC). Similar to Nova Scotia's Teacher Certification Regulations and structure, there are historical levels of certification in other provinces/territories that are seldom in use, such as our TC2 / TC3 / TC4 and thus not included as deemed not relevant to "upgrading."

While not requested, the compensation variances at the top step/year have also been provided from the agreements available from CTF resources and dates have been included in case it helps to further inform members. Unsurprisingly, there are differences from Nova Scotia's pay scale and so please note:

- In provinces such as Ontario, Manitoba, Alberta, and British Columbia that have multiple pay scales (usually by region or board), a sample was given with the region stated.
- In some regions, lower teacher certificates' yearly increments cease before higher level ones.

REVIEW OF CANADIAN TEACHER CERTIFICATION REGULATIONS

A summary of the number of certification upgrades available in each province/territory is provided in **Table 1: Summary Number of Certification Upgrades Available for Salary Increase across Canada**. Upon review, Nova Scotia has the most levels of certification. Six have one upgrade, five have 2, with Nova Scotia topping the list at 3.

The specific criteria to earn upgrades in each province have been summarized and compiled in **Table 2: A Jurisdictional Scan of Canadian Teaching Certification Requirements for Salary Increases**.

It is interesting to note that PEI, BC, YT, and NWT have all adopted a step between 5 and 6 which seem to mirror our options of certificate / diploma / Integrated program, where 6 is usually a master's degree for those jurisdictions.

Table 1: Summary Number of Certification Upgrades Available for Salary Increase across Canada

(Information from CTF resources: Provincial/Territorial Agreements, and Certification Regulations)

Summary # Certification Upgrades for Salary Increases Per Province/Territory in Canada												
After the equivalent of Nova Scotia's ITC												
Completed January 3, 2024												
NL	NS	PEI	NB	PQ	ON	MN	SK	AB	BC	YT	NWT	NUN
2	3	2	1		1	2	1	1	2	1	2	1

Table 2: A Jurisdictional Scan of Canadian Teaching Certification Requirements for Salary Increases

(Information from CTF resources: Provincial/Territorial Agreements, Certification Regulations, and most current salary tables available)

A Jurisdictional Scan of Canadian Teaching Certification Requirements for Salary Increases

Starting with the equivalent of Nova Scotia's ITC

Completed January 3, 2024

NEWFOUNDLAND & LABRADOR

CERTIFICATE LEVEL V:

Completion of any of the following Memorial Univ programs will satisfy the requirements for certification at level V:

- B.Ed. (Primary/Elementary)
- B.Ed. (Native and Northern)
- B.Ed. (Intermediate and Secondary) following a 4-year first degree
- B.Mus.Ed. following a 4-year first degree

CERTIFICATE LEVEL VI:

Option 1:

Complete another pre-approved degree, diploma, or certificate program of not less than 10 courses (30 credits).

Option 2:

Integrated Program of Studies: pre-approved 15 additional undergraduate credits and 12 graduate credits. The following rules apply to these courses:

- undergraduate courses must be completed at the 3000 level or above;
- undergraduate courses must be completed in subject areas of the provincial curriculum / education;
- graduate courses must be part of an approved master's degree program.

Option 3:

Complete the first 24 credits of study on a pre-approved master's degree program.

CERTIFICATE LEVEL VII:

Depends Level VI chosen. If option 1 or 2: complete the approved master's degree to attain level VII.

Option 3: the full master’s degree plus additional graduate study (determined by OTC) may be required to satisfy the requirements for certificate level VII.

Newfoundland & Labrador Annual Salary Scale March 1, 2022 – August 31, 2022			
	Certificate Level V	Certificate Level VI	Certificate Level VII
Year 9	73,242	82,203	90,674
Year 10		84,833	93,320
Year 11			95,970

NOVA SCOTIA

INITIAL TEACHER’S CERTIFICATE (ITC)

Meet at least 1 of the following qualifications:

- (a) completion of all of the following:
 - (i) at least 3 years of approved undergraduate studies,
 - (ii) at least 2 years of an approved program of professional studies, (*education training*)
 - (iii) an approved bachelor’s degree from a recognized university;
- (b) they hold a valid teacher’s certificate granted by an authority in a Canadian province or territory outside N.S.;
- (c) they hold a valid Bridging Teacher’s Certificate continued by subsection 36(1).

ADVANCED TEACHER’S CERTIFICATE 1

ITC plus completion of 1 of the following:

- (A) certificate program (B) degree program (C) integrated program, or
- (D) the Nova Scotia Instructional Leadership Program.

ADVANCED TEACHER’S CERTIFICATE 2

ATC1 plus completion of 1 of the following:

- (A) certificate program (B) degree program (C) integrated program, or
- (D) the Nova Scotia Instructional Leadership Program.

Advanced Teacher’s Certificate 3

ATC2 plus completion of 1 of the following:

- (A) certificate program (B) degree program (C) integrated program, or
- (D) the Nova Scotia Instructional Leadership Program.

And, if not completed as part of the requirements during ATC1 or ATC2, completion of a minimum of 6 credit hours of approved study in research methods or research literacy, or any combination of them;

And, if not completed as part of the requirements during ATC1 or ATC2, an approved graduate degree from a recognized university.

Nova Scotia Annual Salary Scale – August 1, 2022				
	Initial Teacher Cert (ITC)	ATC 1	ATC 2	ATC 3
Year 9	81,514	90,934	96,872	101,926

PRINCE EDWARD ISLAND 2

CERTIFICATE 5:

This has been interpreted to include a 4-year undergrad and 1-year B.Ed. as well as a 3-year undergrad and 2-year B.Ed. (150 hours)

CERTIFICATE 5A:

Requirement of an additional 30 credit hours in a teachable subject area at the 4th year or graduate level.

CERTIFICATE 6:

Still 180 credit hours, but 30 of those credits must be at the master’s level. The completion of a master’s is required.

CERTIFICATE 7 – no salary increase

This is the Cert 6 + an additional 30 credit hours resulting in another Master’s or a PhD.

Prince Edward Island Salary Scale April 1, 2022 – August 31, 2022			
	Certificate V	Certificate VA	Certificate Level VI
Year 10	82,679	87,645	92,598

NEW BRUNSWICK

TEACHER’S CERTIFICATE 6

(1) The following definitions apply in this section. “major” means 30 credit hours in 1 subject within the programs approved under paragraph 6(b) of the Act. (majeure) “minor” means 18 credit hours in 1 subject within the programs approved under paragraph 6(b) of the Act.

CERTIFICATE 6

(a) holds a TC 5 (or meets the requirements for TC5) and who:

- (i) completes an approved M.Ed. degree with 36 credit hours, of which 30 credit hours are at the 6000 level,
- (ii) completes 30 approved credit hours at the 6000 level that, together with the credit hours from the applicant’s undergraduate degree, lead to 1 additional major or 2 additional minors in subjects within the programs approved under paragraph 6(b) of the Act,
- (iii) completes 30 approved credit hours at the 6000 level that, together with the credit hours from the applicant’s undergraduate degree, lead to 1 additional minor in a subject within the programs approved under paragraph 6(b) of the Act and 9 credit hours in an area of concentration approved in advance by the Minister, or
- (iv) holds an approved master’s degree and completes 30 credit hours of approved undergraduate course work;

New Brunswick Salary Scale March 1, 2024 – August 1, 2024		
	Certificate V	Certificate VI
Step 11	91,303	99,328

QUÉBEC

Teachers in Québec are all paid the same with no upgrades such as ours.

Québec Salary Scale As of the 139th workday of 2022-2023	
	Certificate V
Step 16	92,027

ONTARIO

CATEGORY 3

Basic teacher training and any other studies used toward certification by the Ontario College of Teachers and

8. An acceptable undergraduate university degree plus an Honour Specialist qualification.

or

9. An acceptable 5-year undergraduate university degree.

or

10. An acceptable 4-year undergraduate university degree (first or second class standing).

or

11. An acceptable 4-year undergraduate university degree plus either a 3-part Specialist qualification or 2 additional approved full university degree credit courses (minimum B average).

or

12. An acceptable 3-year undergraduate university degree including 5 full university courses (minimum B average) in a single specified subject area or 8 full university courses (minimum B average) in 2 specified subject areas (4 full courses in each area) plus a 3-part Specialist qualification which is additional to the degree and basic teacher training.

or

13. An acceptable 3-year undergraduate university degree plus a 3-part Specialist qualification, plus either 2 additional approved full university degree-credit courses (minimum B average) or an acceptable diploma exclusive of both the degree and the Specialist qualification. The diploma must be directly related to the area of specialization and involve a minimum of one year of full-time study.

or

14. An acceptable 3-year undergraduate university degree plus a 3-part Specialist qualification, plus a second independent 3-part Specialist qualification.

or

15. An acceptable undergraduate university degree with the requirements of the Advanced Baccalaureate Credit (ABC) or Advanced Academic Accreditation (AAA).

or

16. Category A2 plus ONE of:

- a. 5 full additional approved university degree-credit courses (the minimum B average).
- b. 5 Additional Qualification (AQ) courses or approved equivalent courses.
- c. A combination of (a) and (b) to a total of five (5) courses.
- d. An ARCT or ATCM Diploma or approved equivalent.
- e. A Diploma from the Institute of Child Study.
- f. A 3-year Diploma from a CAAT, exclusive of the university degree and any previous category requirements.
- g. An acceptable completed post graduate master's degree additional to basic teacher training.

CATEGORY 4

Basic teacher training and any other studies used toward certification by the Ontario College of Teachers **and**

17. An acceptable 4-year undergraduate university degree (first or second class standing) plus an Honour Specialist qualification or an acceptable 4-year undergraduate degree (pass standing) and 2 additional approved full university degree-credit courses (minimum B average) plus an Honour Specialist qualification.

or

18. An acceptable undergraduate university degree with the requirements for the Advanced Academic Accreditation additional to basic teacher training plus an Honour Specialist qualification.

or

19. An acceptable undergraduate university degree with the requirements for the Advanced Baccalaureate Credit (ABC) or the Advanced Academic Accreditation (AAA) additional to basic teacher training plus a 3-part Specialist qualification, which is additional to the requirements for ABC or AAA and basic teacher training.

or

20. An acceptable 4-year undergraduate university degree (first or second class standing) plus a 3-part Specialist qualification, which is additional to the degree and basic teacher training.

or

21. An acceptable 4-year undergraduate university degree (first or second class standing) plus any acceptable master's or doctoral degree which is additional to the degree and basic teacher training.

or

22. An acceptable 4-year undergraduate university degree (pass standing) plus a 3-part Specialist qualification, which is additional to the degree and basic teacher training, plus either a second independent 3-part Specialist qualification, or 2 additional approved full university degree-credit courses (the minimum B average).

or

23. An acceptable 4-year undergraduate university degree (pass standing) plus a 3 part Specialist qualification, with an acceptable diploma exclusive of both the degree and the Specialist qualification. The diploma must be directly related to the area of specialization and involve a minimum of one year of full-time study.

Or

24. An acceptable 5-year undergraduate university degree (first or second class standing).

or

25. An acceptable 5-year undergraduate university degree (pass standing) plus an Honour Specialist qualification.

or

26. An acceptable 5-year undergraduate university degree plus a 3-part Specialist qualification.

or

27. An acceptable 5-year undergraduate university degree plus an acceptable master or doctoral.

or

28. An acceptable 3-year undergraduate university degree including 5 full university courses (minimum B average) in a single specified subject area or eight full university courses (minimum B average) in 2 specified subject areas (4 full courses in each area) plus a 3-part Specialist qualification, and an acceptable diploma exclusive of both the degree and the Specialist qualification. The diploma must be directly related to the area of specialization and involve a minimum of one year of full-time study.

or

29. An acceptable 3-year undergraduate university degree plus a 3-part Specialist qualification, plus 2 additional approved full university degree credit courses (the minimum B average) and an acceptable diploma exclusive of the degree, the Specialist qualification and the 2 additional full courses. The diploma must be directly related to the area of specialization and involve a minimum of one year of full-time study.

or

30. An acceptable 3-year undergraduate university degree including five full university courses (the minimum B average) in a single specified subject area or eight full university degree courses (the minimum B average) in 2 specified subject areas (4 full courses in each area) plus a 3 part Specialist qualification, which is additional to the degree and basic teacher training, plus a second independent 3 part 15 Specialist qualification.

or

31. An acceptable 3-year undergraduate university degree plus a 3 part Specialist qualification, plus 2 additional approved full university degree-credit courses (the minimum B average), plus a second independent 3 part Specialist qualification and the 2 full additional courses.

or

32. An acceptable undergraduate university degree with the requirements of the Advanced Baccalaureate Credit (ABC) or the requirements of the Advanced Academic Accreditation (AAA) plus the Additional Basic Qualifications in each of the Primary, Junior, Intermediate and Senior divisions in General Education.

or

33. Category A3 plus ONE of:

- a. 5 additional approved full university degree-credit courses (the minimum B average).
- b. 5 Additional Qualification courses or approved equivalent courses.
- c. A combination of (a) and (b) to a total of five (5) courses.
- d. An ARCT or ATCM Diploma or approved equivalent.
- e. A Diploma from the Institute of Child Study.
- f. A 3-year Diploma from a CAAT, exclusive of the university degree and any previous category requirements.
- g. An acceptable completed post graduate master’s degree additional to basic teacher training.

or

34. Category A2 plus a completed acceptable post graduate master’s degree, which is exclusive of any teacher training, plus ONE of:

- a. 2 (2) additional approved full university degree-credit courses (the minimum B average).
- b. 2 (2) Additional Qualification courses or approved equivalent courses.
- c. A combination of (a) and (b) to a total of 2 (2) full courses

Elementary Teachers Federation of ON in Toronto April 1, 2022 – August 31, 2022		
	Category A3	Category A4
Year 10	97,523	103,064
Association des enseignantes et des enseignants franco-ontariens in Conseil scolaire du grand nord 2021-2022		
	Category A3	Category A4
Year 11	94,084	102,965
Ontario Secondary Schools Teachers Fed in Ottawa/Carlton September 1, 2021		
	Category A3	Category A4
Year 10	96,653	103,001

MANITOBA

Despite any other provision of this regulation, a person who holds a permanent professional teaching certificate, or an approved equivalent, and a Ph. D. is included in **Class 7** for salary classification purposes.

CLASS 5 – 5 years of study

1. A 3-year bachelor’s degree or approved equivalent and one of the following:
 - (a) a 2-year B. Ed after-degree;
 - (b) an approved post-baccalaureate diploma or certificate and a one-year B.Ed.
 - (c) a 1-year graduate level degree and a one-year B.Ed.
2. All of the following:
 - (a) a 3-year bachelor’s degree or approved equivalent;
 - (b) a second bachelor’s degree or approved equivalent;
 - (c) 1-year B.Ed.
3. A 4-year B. Ed and one of the following:
 - (a) a second bachelor’s degree; (b) a one-year graduate level degree.
4. A 4-year bachelor’s degree or approved equivalent and at least one additional year of professional course work.

CLASS 6 – 6 years of study

1. A 4-year bachelor’s degree or approved equivalent and a 2-year B.Ed.
2. All of the following:
 - (a) a 3-year bachelor’s degree or approved equivalent;
 - (b) a one-year B. Ed;
 - (c) 2 approved post-baccalaureate diplomas or certificates.

3. The qualifications for Class 5, and one of the following that is in addition to the person's Class 5 qualifications:
- (a) a bachelor's degree;
 - (b) an approved post-baccalaureate diploma or certificate;
 - (c) a graduate level degree.

CLASS 7 – 7 years of study

1. If a person holds a master's degree as part of his or her being qualified for Class 6, the qualifications for Class 6 combined with (a) an additional bachelor's degree; or (b) an additional graduate level degree.
2. If a person does not hold a master's degree as part of his or her being qualified for Class 6, the qualifications for Class 6 combined with a master's degree.

Winnipeg Teachers Association April 1, 2022 – August 31, 2022			
	Class 5	Class 6	Class 7
Year 9	94,578	100,263	105,608

SASKATCHEWAN

CLASS V

2 degrees (based on number of credit hours); often a B. Ed and a BA

CLASS VI

B. Ed and a master's degree

Saskatchewan Salary Scale September 1, 2020 – August 31, 2021		
	Class V	Class VI
Step 11	92,797	98,085

ALBERTA

INTERIM PROFESSIONAL CERTIFICATION (IPC)

First apply for IPC while Alberta Education assesses qualifications. IPC allows you to teach in an Alberta accredited school and is valid for 3 years. When you meet all the requirements for Permanent Professional Certification (PPC), your school authority must recommend you for a permanent certificate.

PERMANENT PROFESSIONAL CERTIFICATION (PPC)

Does not expire, even if you leave the profession.

Teachers cannot apply to receive a PPC – they must be recommended by their employing school authority. A school authority is required to recommend a teacher for a PPC if a teacher working for them has successfully met requirements in the Certification of Teachers and Teacher Leaders Regulation.

To be eligible for a PPC, you must:

- have 2 years of full-time teaching (approximately 400 days equivalent) in an Alberta accredited school while holding a valid IPC
- received 2 successful, formal evaluations based on the knowledge, skills and attributes for permanent certification outlined in the Teaching Quality Standard.

5 YEARS TEACHER EDUCATION

6 YEARS TEACHER EDUCATION

Each faculty of education undergraduate level course will be assessed as .1 of a year. A graduate level course or its equivalent from a recognized institution will be assessed as .125 of a year. Courses must be relevant to the public school program.

Alberta Salary Scale (Edmonton Public) September 1, 2018		
	5 years of education	6 years of education
Step 11	97,319	101,162

BRITISH COLUMBIA

CATEGORY 5

The requirements for this category are one or more acceptable programs totalling 5 or more years of academic and professional studies. The requirements may be met with one of:

- a) An acceptable 5-year B Ed degree or an acceptable 4-year baccalaureate degree plus an acceptable professional program of teacher preparation; or,
- b) An acceptable 4-year B Ed degree plus either an acceptable graduate degree or an acceptable Integrated Program; or,
- c) An acceptable 3-year baccalaureate degree plus either an acceptable professional program of teacher preparation or an acceptable B Ed and either an acceptable Integrated Program or another acceptable degree; or,
- d) An acceptable 3-year baccalaureate degree plus an acceptable 2-year B Ed; or,
- e) A program of 5 or more years of study which contains not less than 150 acceptable semester credits (or their equivalent) including an acceptable degree and an acceptable professional program, and which meets the requirement for Professional Certification by the British Columbia College of Teachers. This option only applies to Professional Certificates issued by the BC College of Teachers between Sept 1, 2000, and March 31, 2008.
- f) All applicants holding an acceptable graduate degree and valid BC public school teaching certificate will be placed into a minimum of TQS category 5.

CATEGORY 5+

A. An employee with a Teacher Qualification Service (TQS) Category 5 and an additional 30 semester credits, or equivalent, as accepted by TQS;

- i. Credits must be equivalent to standards in BC's public universities in the opinion of the TQS.
- ii. Credits must be in no more than 2 (2) areas of study relevant to the BC public school system.
- iii. At least 24 semester credits of the total requirement of 30 semester credits, or equivalent, must be completed at the senior level.
- b. Post undergraduate diplomas agreed to by the TQS; or
- c. Other courses or training recognized by the TQS

CATEGORY 6

The requirements for this category are one of:

- a) – e) Category 5 followed by an acceptable graduate degree; or,
- f) An acceptable graduate degree that contains an initial teacher education program plus an acceptable 4-year baccalaureate degree plus an integrated program, or an acceptable 60 semester credit graduate degree that contains an initial teacher education program plus an acceptable 3-year baccalaureate degree plus an Integrated Program

British Columbia – Central Okanagan Salary Scale July 1, 2021			
	Category 5	Category 5+	Category 6
Step 10	87,302	93,501	95,681
British Columbia – Chilliwack July 1, 2023			
	Category 5	Category 5+	Category 6
Step 10	96,967	103,808	106,217

YUKON

Category V

Successful completion of five years of academic/professional training and possession of a Baccalaureate degree

Category V PLUS

An intermediate step between Category V and VI. Eligibility – completion of 30 approved credits, all acquired after January 1, 2006, in a relevant curriculum content area, or educational area such as curriculum and the methodology of instruction, assessment, multi-cultural education or special education.

Category VI

Successful completion of six years of academic/professional training and possession of a Master’s degree

Yukon Salary Scale July 1, 2023			
	Category 5	Category 5+	Category 6
Year 10	123,026	124,766	126,510

NORTHWEST TERRITORIES

Category V

5 years of education

Category V PLUS

An intermediate step between Category V and VI. Eligibility – completion of 30 approved credits, all acquired after January 1, 2006, in a relevant curriculum content area, or educational area such as curriculum and the methodology of instruction, assessment, multi-cultural education or special education.

Category Vi – 6 years of education

Northwest Territories Salary Scale – Beginning 2022 school year			
		Category 5	Category 6
Step 12	Year 11	131,129	136,694

NUNAVUT

Level 5

5 years of teacher education which includes at least one degree.

Level 6

Six years of teacher education which includes at least one degree.

(“teacher education” refers to years of post-secondary training and must include one year of study leading to the granting of a recognized teaching certificate. It may also include successfully completed years of university study up to a maximum of 6 years)

Nunavut Salary Scale – July 2024			
		Category 5	Category 6
Step 12	Year 11	126,630	131,151

REPORT TO ANNUAL COUNCIL 2024 ON RESOLUTION 2023-68

INTRODUCTION

Annual Council 2023 adopted the following resolution:

2023-68 **ADOPTED**

BE IT RESOLVED THAT the NSTU survey the membership about the existing structure of October Conference Day with the intent to maximize teacher engagement by restructuring the day and report the results back to Council 2024.

CSANE

Brief:

Teachers experience out of pocket expenses to attend the October Conference. As a result, many teachers are choosing to create their own professional development and stay on their school site. A survey by the NSTU could help gain some insight on various conference day structures that would help engage more participation. The NSTU could explore the structure of other conferences and create a survey with the intent of finding ways to better engage members. Some examples might include offering various locations and formats, maybe one major keynote speaker that is available to all professional associations to kickstart the day, etc.

Resolution 2023-68 was referred to the Professional Associations Coordinating Committee (PACC) for their consideration and action. The President of CSANE as well as the President of the Association des Enseignants Acadiens were invited to attend the February virtual meeting of PACC to offer background information for the committee members to consider in developing the survey. This was a timed item invitation for 30 minutes.

PACC developed a survey that was launched to be completed by NSTU Members by February 29th. The survey was promoted through advertisements in *The Teacher* and on the NSTU and Professional Learning social media channels.

REVIEW OF PROFESSIONAL ASSOCIATIONS (OCTOBER) CONFERENCE DAY STRUCTURE

Currently, there are twenty-one Professional Associations run by full-time teachers who are volunteer organizers from across the province.

Location: Many of the conferences are hosted in and around the metro Halifax area, with several options in different areas of the province. Some Professional Associations have been hosting concurrent conferences, using a satellite site format, for several years. Additionally, a fully virtual or hybrid conference remains an option for the Professional Associations whose volunteers can support the planning and hosting of this type of event.

Conference Fees: The fees to attend an annual conference are based on a teacher's membership category; the Professional Association Handbook states the following:

Conference Fees

Registration fees for conferences must be set for three categories of delegates:

- Professional Association Members (NSTU Members)
- Non-NSTU Members
- Substitute Teachers – By way of an Annual Council resolution, all Professional Associations are required to have a reduced conference fee for substitute teachers. That fee is to be published in conference materials.

Many Professional Associations also set special conference fees for such categories as student and retired teachers.

Conference Content: The Professional Associations are considered to be subject-matter enthusiasts and therefore, their decisions regarding the theme and content of their conference, including presenters is supported by the Nova Scotia Teachers Union. The Professional Association Executives and Conference Chairs serve as the planning committee for these conferences and gather to plan their conferences between 3 and 5 times per year.

Survey Development and launch

Striving for a balance between gathering necessary information and the time taken to complete the survey for our members, PACC decided on a five-question survey. The survey was comprised of the following questions and was translated by CSANE President, Isabelle Cotnoir.

The survey was available to members the week of February 26th to March 1st.

English Survey	Sondage en français
1. Have you attended the NSTU Annual Professional Associations Conference Day in the past? (yes/no)	1. Avez-vous déjà participé à la journée de conférence annuelle des associations professionnelles du NSTU ? (oui/non)
2. What are your most important considerations when deciding on which conference to attend? (select all that apply)	2. Quelles sont les critères les plus importantes lorsque vous décidez de la conférence à laquelle vous allez participer ? (Sélectionnez toutes les réponses qui s'appliquent)
<input type="checkbox"/> Theme	<input type="checkbox"/> Thème
<input type="checkbox"/> Keynote	<input type="checkbox"/> Discours d'ouverture
<input type="checkbox"/> Number of workshops	<input type="checkbox"/> Nombre d'ateliers
<input type="checkbox"/> Satellite conferences/sessions	<input type="checkbox"/> Conférences/sessions satellites
<input type="checkbox"/> Virtual option	<input type="checkbox"/> Option virtuelle
<input type="checkbox"/> Registration cost	<input type="checkbox"/> Coût d'inscription
<input type="checkbox"/> Subject area	<input type="checkbox"/> Sujet abordé
<input type="checkbox"/> Distance/Location	<input type="checkbox"/> Distance/lieu
<input type="checkbox"/> Other, please explain	<input type="checkbox"/> Autre, veuillez expliquer
3. If you did not participate in a Professional Associations conference on October 27, 2023, please indicate the factor(s) that contributed to your decision:	3. Si vous n'avez pas participé à une conférence d'une association professionnelle le 27 octobre 2023, veuillez indiquer le(s) facteur(s) qui ont contribué à votre décision :
<input type="checkbox"/> Location	<input type="checkbox"/> Lieu
<input type="checkbox"/> Illness	<input type="checkbox"/> Maladie
<input type="checkbox"/> Accessibility (please explain)	<input type="checkbox"/> Accessibilité (veuillez expliquer)
<input type="checkbox"/> Registration cost	<input type="checkbox"/> Coût de l'inscription
<input type="checkbox"/> Rate of reimbursement	<input type="checkbox"/> Taux de remboursement
<input type="checkbox"/> Preferred conference was at capacity	<input type="checkbox"/> La conférence préférée était pleine
<input type="checkbox"/> Other: Please explain...	<input type="checkbox"/> Autre : Veuillez expliquer...

<p>4. A) If you did not attend a PA conference on October 27th, what was the focus of your self-directed PD? (Short answer)</p> <p>B) Would you be willing to present at a future PA conference on this or another topic of interest? If so, please contact PL Staff Officer, Amanda O'Regan-Marchand (link name to email)</p> <p>5. If you were to volunteer as a member of a Professional Association, what suggestions might you offer for planning their conference? (up to 3)</p>	<p>4. A) Si vous n'avez pas assisté à une conférence d'une association professionnelle, le 27 octobre, quel était le sujet de votre formation continue autodirigée ? (Réponse courte)</p> <p>B) Seriez-vous prêt à présenter une conférence future d'une association professionnelle sur ce sujet ou un autre sujet d'intérêt ? Si oui, veuillez contacter Amanda O'Regan-Marchand, Cadre de direction de l'apprentissage professionnel.</p> <p>5. Si vous étiez membre bénévole d'une association professionnelle, quelles suggestions pourriez-vous faire pour l'organisation de sa conférence ? (jusqu'à 3)</p>
---	--

Data Gathered

Over 1250 members completed this survey in English and in French. This level of participation allows the Professional Associations Coordinating Committee to be confident that the data reflects a regional representation of our members.

The following responses were received for the **English Survey**:

Question 1 – Attendance at Conference

98.5% of the respondents stated that they had attended a conference in the past.

Question 2 – Considerations for Choosing a Conference

1. Subject area (71.49%)
2. Distance/location (68.63%)
3. Theme (42.13%)
4. Keynote (31.70%)
5. Number of workshops (24.46%)
6. Registration cost (21.49%)
7. Virtual option (11.70%)
8. Satellite sites (3.83%)
9. Other (shown below, * indicates multiple similar responses)

<ul style="list-style-type: none"> ▪ I am part of a professional association, so I go to the one that I help organize/I choose our conference ▪ I prefer speakers over workshops so that I can relax and "not think" like I do all week in the classroom ▪ To be honest for the last 7-8 years I have been presenting on conference day. If I am not doing sessions all day i will take in a session when I am off. But otherwise I haven't really been solely a participant in a while. ▪ I will almost always pick music as we never get any other PD opportunities. ▪ Opportunities to spend time on teacher wellness and a good lunch provided (not boxed lunches) ▪ Field trips 	<ul style="list-style-type: none"> ▪ Current topics addressed and speakers I would not be able to see otherwise ▪ Online option via zoom or similar ▪ Session topics and availability* ▪ End time ▪ Selection or choices available of a variety of sessions* ▪ Hands-on “doing” component* ▪ Relevance to new content that we are supposed to be teaching* ▪ Mental Health ▪ Pertinence to my teaching and what I went to learn* ▪ Parking available* ▪ Applicability to the reality/complexity of schools, classrooms, students, current expectations/needs in teaching ▪ take home material to use right away in the classroom
--	--

Question 3 – Factors not to Attend a Conference 2023:

1. Preferred conference was full (21.9%)
2. Location (21.48%)
3. Registration cost (19.52%)
4. Rate of reimbursement (11.43%)
5. Illness (8.10%)
6. Accessibility (2.38%)
7. Other (Specific Responses: (113)-Fifty-one of these responses indicated that the respondent did attend conference as there was not an n/a option available in the question.)

Common themes among the responses included:

- Cost of attending conference including registration and travel;
- Lack of interest in offerings
- Chose to collaborate with a colleague/staff
- Was asked to stay at school
- On leave from assignment
- Lack of virtual option in English conference

Specific comments will be shared with PACC and the Professional Associations.

Question 4 A) – Self-Directed PD:

Members who did not attend a conference noted that their independent PD focused on the following: (* indicates multiple similar responses)

<ul style="list-style-type: none"> ▪ I focused on the grading principles progression chart to help move towards more equitable practices ▪ UFLI* ▪ None, term percentage, did other days ▪ Developing teaching materials with a diversity focus ▪ I went because I was denied. And very frustrated by that because the expectation this year was to begin to teach a new literacy program, I requested that and as still denied!!!! ▪ Fact Fluency* for combined grade ▪ Student development ▪ Autism ▪ Our school Humanities department drafted a grand writing plan (long-term, levelled planning for our students) ▪ Building Thinking Classrooms ▪ Social-emotional learning ▪ Math Program Preparation with new to me resources, making me able to get started immediately with the program. ▪ I normally attend the AST Conference at Hfx West, but it would be amazing for an IB Conference to be offered ▪ Implementing my Professional Growth Plan re: Inquiry Based Learning 	<ul style="list-style-type: none"> ▪ Tech integration in the classroom/Setting up apps that can be used in the classroom (Boddle, Code.org, Knowledgehook, etc.), creating lessons for writing units, math fluency lessons/ planning, ▪ Wellness ▪ It seems we are never approved for self-directed PD ▪ Organize classroom ▪ Course development ▪ Creating standards for grade levels and examples of application for the classroom and in partnership with colleagues ▪ AI in education ▪ Explicit teaching ▪ Trauma and Resilience ▪ Topic related to student needs ▪ Indigenous Studies ▪ Curriculum alignment* ▪ reading strategies ▪ Social Justice in Music Education ▪ Medical leave* ▪ Wilson reading systems ▪ Literacy ▪ Assessment strategies* ▪ Student-centered activities ▪ EAL
--	--

Question 4 B) – Willing to Present at a future conference

Some of those respondents who indicated they would present shared their contact information as well as session topics, which will be shared with the PACC and Professional Association leaders.

YES	MAYBE	No
82	17	417

Question 5 – Conference Planning Suggestions:

This specific information will be shared with the PA Leaders. Trends were evident in the responses and major themes included:

Cost/Conference Fee:

Feedback included:

- Conferences should not include a fee;
- PAs could be reimbursed directly from Article 60 according to how many members attended their conferences
- Process for reimbursement is far too cumbersome

Location and Accessibility:

Feedback related to this topic included:

- Exploring virtual/hybrid options;
- Having more conferences within JR<
- Providing conferences outside of HRM
- Ensuring accessibility of venue, including, but not limited to, availability of parking

Conference Content:

Feedback related to this topic included:

- Practical and relevant content that could be implemented right away
- Workshops connected to current initiatives/curriculum updates
- Time for networking, collaboration and to create materials
- Inviting teachers to present in lieu of keynote speakers
- Invest in high quality keynote speakers
- Consider a combined conference where teachers from different subject areas could have time to connect and build their networks
- Ensure that time for workshop is suitable for the activity

Conference Registration Process:

Feedback related to this topic included:

- Open conference registration at a different time
- Have QR codes on site to receive receipts the morning of in lieu of lines
- Ensure that technology is reliable for registration and access of information

Conference Planning Recognition

Several of the responses indicated a recognition of, and appreciation for, the work of the Professional Association Executives and conference planning teams for their time and effort in organizing and hosting their annual conference. This feedback also included that the participants felt more prepared to meet the needs of their students following their attendance at the various conferences they attended. Overall, these responses indicate the following:

- More education is needed for members regarding with work of the Professional Associations in planning conference day. Specifically, the planning, coordinating presenters and logistical considerations of venue and catering, and not the least of which is that these are also full-time teacher volunteers.
- Education on the part of the employer in terms of the process for reimbursement.

Résultats du survol en français :

36 membres ont complété le survol en Français.

Question 1 – La Participation à La Conférence Annuelle :

Tous les répondants ont indiqué qu'ils ont assisté aux conférences annuelles des associations professionnelles.

Question 2 – Critères importants pour choisir la conférence à laquelle participer

Par ordre croissant d'importance :

1. sujet abordé (77.78%)
2. Thème (59.26%)
Distance/lieu (59.26%)
3. Option Virtuelle (37.04%)
4. Conférences/Sessions (29.63%)
5. Nombre d'ateliers (29.63%)
6. Discours d'Ouverture (7.41%)
7. Autre (7.41%)

Réponses individuelles :

- Conférencier
- Je trouve que souvent il n'y a pas beaucoup d'options qui focus sur ce que j'enseigne (secondaire 11 et 12, math, chimie et physiques) donc je choisis d'habitude juste ce qui m'applique

Question 3 – Les Facteurs qui ont contribué à la décision de ne pas assister à une conférence:

Par ordre croissant du nombre de réponses :

1. Autre (veuillez voir les réponses individuelles notées ci-dessous)
2. Accessibilité/Lieu/Maladie/Conférence préférée était pleine (nombre de réponses égales)

Réponses individuelles :

- (6) 4 des réponses indiquaient que les répondants ont assisté à la conférence (la question manquait une option « sans objet »)
- En congé du travail
 - Assisté à une autre conférence

Question 4 A) – formation continue autodirigée

Il y avait onze réponses individuelles à cette question : 4 des réponses indiquaient que les répondants ont assisté à la conférence (la question manquait une option « sans objet »)

- Santé mentale
- Planification des évaluations
- L'éducation en plein air
- J'ai présenté à une conférence cette année

Question 4 B) – prêt à présenter une conférence future d'une association professionnelle

OUI	PAS CERTAIN	NON
1	2	14

Question 5 –Les Suggestions de Planification pour la conférence:

Les détails spécifiques seront partagés avec le CCAP ainsi que les chefs des associations professionnelles. Les réponses présentaient les thèmes suivants :

- Le sujet des frais d'inscription a été abordé parmi les réponses au sondage en Français aussi.
- Les sessions actives et pratiques en salle de classe
- Les personnes disponibles pendant la journée pour répondre aux questions des délégués.
- Les options virtuelles
- Demander aux participants leurs besoins en formation
- Les ressources disponibles en français

Changes Already being considered Ahead of Conference 2024

- A QR code included on posters linked to details regarding the reimbursement and refund process.
- Collaboration with appropriate staff to support informing members of the current processes for reimbursement from their Regional Article 60 committees/CSAP.
- The opening of conference registration will be later in September to allow for Beta testing of the conference registration as well as the webpages.
- A start time for registration that is later in the day is also being explored to balance access for members along with NSTU technical support.

The time of day at which registration begins will be adjusted to allow for a balance between access and the need to be available on the technical end in case any issues arise. The date will be confirmed by PACC following their meeting on May 10th.

The Information gathered from this survey will be shared with the Professional Associations Coordinating Committee and with the Professional Association Leaders during their monthly Fireside Chats. A detailed review is planned for the Annual Professional Associations Leaders Conference in November 2024 for consideration planning Conference 2025.

NOVA SCOTIA TEACHERS UNION



**FINAL REPORT
AD HOC COMMITTEE ON
NSTU GOVERNANCE**

Presented to the Provincial Executive
February 29, 2024

FINAL REPORT

AD HOC COMMITTEE ON NSTU GOVERNANCE

Table of Contents

SECTION #	TITLE	PAGE #
1.00	Executive Summary.....	200
2.00	<i>Shaping Our Future</i> Recommendations	201
2.01	Recommendation 1 – Provincial Executive Structure	201
2.02	Recommendation 2 – Local/Regional Structure	201
2.03	Recommendation 5 – Mandated Local Committees.....	202
3.00	Strategic Planning Report Recommendations – NSTU Governance	202
3.01	Recommendation V-1 – Provincial Executive Structure.....	202
3.02	Recommendation V-2 – Local/Regional Structure.....	203
3.03	Recommendation V-4 – Mandated Local Committees	203
4.00	Ad Hoc Committee on NSTU Governance	204
4.01	Terms of Reference for the Ad Hoc Committee.....	204
4.02	Composition of the Ad Hoc Committee	204
4.03	Meeting dates of the Ad Hoc Committee	205
5.00	Provincial Executive Governance Models	205
5.01	Provincial Executive Motion Flowing from Report Regarding Section 5.....	205
5.02	Model I – Provincial Executive (Status Quo).....	206
5.03	Alternative Model – Table Officers	207
5.04	Model II – Alternative Provincial Executive Structure	207
5.05	Model III – Alternative Provincial Executive Structure	208
5.06	Model IV – Alternative Provincial Executive Structure	209
5.07	Model V – Alternative Provincial Executive Structure	210
5.08	Model VI – Alternative Provincial Executive Structure	211
5.09	Definition of Equity-Deserving for Designated Seats for Alternative Provincial Executive Structures ...	212
6.00	Local/Regional Structure Models	212
6.01	Provincial Executive Motion Flowing from Report Regarding Section 6.....	212
6.02	Model I – Local/Regional Structure (Status Quo)	212
6.03	Model II – Alternative Local/Regional Structure	213

6.04	Model III – Alternative Local/Regional Structure.....	216
7.00	Mandated Local Committees	216
7.01	Provincial Executive Motion Flowing from Report Regarding Section 7.....	216
7.02	Model I – Mandated Local Committees (Status Quo).....	216
7.03	Model II – Alternative Mandated Local Committees.....	217
Appendix A	Amendments Required for Alternative Provincial Executive Structure Models	217
	Section 1	217
	Section 2	222
	Section 3	226
	Section 4	231
	Section 5	236
	Section 6	241
	Section 7	245
Appendix B	Summary of Alternative Provincial Executive Structure Models One-Pager	247
Appendix C	By-Law Amendments Required for Alternative Local/Regional Structures Models	248
	Section 1	248
	Section 2	248
	Section 3	248
Appendix D	Amendments Required to Local Model Constitution for Model II – Alternative Mandated Local Committees	249

FINAL REPORT

AD HOC COMMITTEE ON NSTU GOVERNANCE

1.00 Executive Summary

The mandate of the Ad Hoc Committee was to propose alternative models to the governance structure of the organization. The Committee has fashioned 5 possible alternative models for the structure of the Provincial Executive, 2 possible alternative models for the structure of Locals and Regions, and 1 possible alternative model for mandated Local Committees.

The Provincial Executive created the Ad Hoc Committee on NSTU Governance following recommendations flowing from the October 2022 report on the Strategic Plan. These recommendations come out of Membership's response during the strategic planning process to Grant Thornton's December 2020 report – *Shaping Our Future*. Grant Thornton was engaged to conduct an audit following Council Resolution 2018-07:

***BE IT RESOLVED THAT** an external party be hired to conduct an audit of NSTU's governing structure in order to identify increased efficiencies and the results be reported back to Annual Council 2019.*

Before delving into the work of the Ad Hoc Committee it is important to review the pertinent details from *Shaping Our Future* and the Strategic Planning Report. After a quick review of those two pieces this report summarizes the mandate and composition of the Ad Hoc Committee before proposing alternative models to the structure of the NSTU.

The terms of reference for the Ad Hoc Committee were established by the Provincial Executive at their February 2023 meeting; however, the Committee did not initiate their work until the fall of 2023 because the first call for interested Members failed to have enough interest from every region. The Provincial Executive populated the Committee in June of 2023 and the Committee began its work in September of 2023. The Committee had an aggressive timeline to complete its work prior to deadlines for Council 2024.

Respectfully Submitted

Line Murphy

Chair – Ad Hoc Committee on NSTU Governance

On behalf of the Committee

February 29, 2024

2.00 Shaping Our Future Recommendations

In December of 2020, Grant Thornton filed their final report entitled *Shaping Our Future* regarding its audit of NSTU's governing structure in order to identify increased efficiencies. This audit was directed by Annual Council 2018. Grant Thornton provided 5 recommendations, 3 of which ultimately were directed to the Ad Hoc Committee to propose models for implementation. These 3 recommendations are related to the Provincial Executive Structure, the Local/Regional Structure, and mandatory Local committees. The full report from Grant Thornton can be found by following the link below:

<https://nstu.blob.core.windows.net/nstuwebsite/ShapingOurFuture.pdf>

2.01 Recommendation 1 – Provincial Executive Structure

Grant Thornton's recommendations regarding the Provincial Executive are outlined here (see the full report for greater details and reasoning):

NSTU should align the size of its executive governance structure (i.e., Provincial Executive) to comparable unions in Nova Scotia and comparable public sector educational organizations across the country. This would serve to reduce the size of PE from its current level of 23 members down to a range of between 12 and 15 members. Compared to the existing status quo, this will have a positive impact on:

- a. *PE costs (a potential savings of approximately \$66,000, assuming all costs are variable based on number of members, and the size is reduced from 23 to 15)*
- b. *Volunteer time (a reduction of 8 members would reduce total PE volunteer time by approximately 1,440 hours)*
- c. *Efficiency of operations*

With the reduction in size of PE, the organization would need to determine how seats on the governing body are allocated. To align seat allocation with the comparable organizations included in Appendix C, it is recommended that NSTU continue to allocate a seat to each of the following two positions: President and Vice-President. Recognizing the importance of regional voices, suggested allocation of the remaining PE seats could entail:

- a. *One representative from each of the seven RRCs*
- b. *One representative from CSANE*
- c. *One representative from APSEA*
- d. *Remaining seats be allocated based on either:*
 - i) *Proportional representation of the membership by RRC size, and/or*
 - ii) *Representation of minority or oppressed groups*

2.02 Recommendation 2 – Local/Regional Structure

Grant Thornton made recommendations regarding Local/Regional structure; each are outlined here (see the full report for greater details and reasoning):

1. **Reduce the number of Locals** – *Given the current significant spending on Locals, and the challenges related to volunteer succession, the NSTU should consider reducing the number of Locals. Particular consideration should be given to Locals where the number of members is significantly less than others. Possible approaches could include:*
 - a. *Reduce the number of Locals to align with the RRCs/Regions. The NSTU could reduce the number of Locals to align with the RRCs, with additional Locals for CSANE and APSEA. This would result in a total of nine Locals. This approach would significantly reduce the spending required to support the Local structure and would also reduce the number of volunteers required at the Local level, positively impacting the existing risk of succession planning and lack of volunteers. This type of alignment with the Regional Centres for Education is consistent in approach to the previous alignment with the School Boards. However, we recognize that this approach will also result in some Locals (e.g., HRM) being significantly larger than others. This could lead to an excessive workload for volunteers in those larger Locals, as well as the risk that one Local could have the strongest voice at the Local level, and possible control over decisions made by Annual Council based on delegate representation.*
 - b. *Merge small Locals with larger Locals in their geographic area. This approach would have some positive impact on the demand for volunteers, particularly in smaller Locals where there are challenges in obtaining a sufficient number of volunteers. However,*

financial savings would be minimal, and this type of merging process would need to consider a fair proportionate representation on the Executive from the previously unmerged Locals. When implementing this type of change, it's important to consider the potential resistance from members who may not feel like they would get the same level of service from a larger Local or may believe that their voice would be lost. Communication to members, well in advance of any change, is important. This will engage them in the change management process. Part of this communication should include transparency regarding the benefits to members, as well as the challenges that a reduction in the number of Locals could present and the plans to overcome those challenges.

2. **Outcomes and service levels** – Independent of the union's decision regarding the number of Locals, the organization should strongly consider clearly defining the specific outcomes required from each Local from the funds provided. The organization is also encouraged to consider requiring regular reporting back from each Local on these defined outcomes. This would improve service delivery, as well as consistency of services delivered between varying Locals through increased accountability.

Additionally, the NSTU should consider reviewing the current level of funding provided to Locals. This is of particular importance given that it's a significant portion of the overall spending by the union, and spending should be focused on the priorities identified by members as part of this engagement. It would be beneficial to determine how much Local funding was focused on those priority areas, and whether funding provided is being spent on services of lower priority that could be redirected elsewhere.

3. **Clarity of roles and responsibilities** – The NSTU should clearly define the roles and responsibilities of each governance body. This should be done to ensure that members can understand the purpose of each part of the governance structure at a glance, how they relate to each other, and who they should contact regarding common member issues, questions or concerns. This documentation could be posted on the website, in a location that can be readily accessible to members, and could also form part of a member orientation package.

2.03 Recommendation 5 – Mandated Local Committees

Grant Thornton's recommendation regarding mandated Local Committees is outlined here (see the full report for greater details and reasoning):

Consideration should be given to streamlining the number of Local committees. This recommendation should be evaluated independently of recommendation (#2) (To reduce the number of Locals) and irrespective of the decision associated with recommendation (#2).

3.00 Strategic Planning Report Recommendations – NSTU Governance

In October of 2022, the NSTU Executive Director filed his final report from the strategic planning process with the Provincial Executive. From the NSTU Governance section of the plan there are 4 recommendations which specifically reference the *Shaping Our Future* recommendations. Three of these (V-1, V-2, and V-4) were ultimately directed to the Ad Hoc Committee to propose models for implementation. The full report from the Strategic Plan can be found by following the link below:

<https://nstu.blob.core.windows.net/nstuwebsite/data/StrategicPlanning/StrategicPlanningFinalReport-Oct2022.pdf>

From the Strategic Planning Report, it was clear that there is varying appetite for considering changes to the NSTU governance structure that will reduce the demand on volunteers, increase effectiveness, and reduce financial costs. It is also clear that there is a very real concern that changes should not adversely impact the ability of Members to engage with their Union either provincially, regionally, or locally. What follows are 3 recommendations from the strategic planning process along with a brief reasoning for these recommendations.

3.01 Recommendation V-1 – Provincial Executive Structure

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the size of the NSTU Provincial Executive. Nearly 2/3 (65%) of respondents either agreed or strongly agreed with this recommendation, with fewer than 1/5 (18%) of Members disagreeing or strongly disagreeing.

Response on Shaping Our Future Recommendation 1

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	50	77	113	276	173	3
% Response	7.2%	11.1%	16.3%	39.9%	25.0%	0.4%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-1 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, the Provincial Executive develop a set of resolutions for consideration by Annual Council 2024 addressing alternative governance models regarding composition, size, and election processes of the Provincial Executive. It is further recommended that the task of developing these models be directed to an ad hoc committee of local/regional leaders and provincial executive members who sit on the Governance & Policy Committee.

3.02 Recommendation V-2 – Local/Regional Structure

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the number of Locals. Nearly half (48%) of respondents either agreed or strongly agreed with this recommendation with just over a 1/3 (35%) disagreeing or strongly disagreeing.

Response on Shaping Our Future Recommendation 2

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	105	137	115	199	132	4
% Response	15.2%	19.8%	16.6%	28.8%	19.1%	0.6%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-2 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, an ad hoc committee of local/regional leaders and Provincial Executive members that serve on the Governance & Policy Committee develop a set of recommendations for the consideration of the Provincial Executive by October of 2023, regarding the composition, size, boundaries, and election processes for Locals. It is further recommended that the task of developing any resolutions flowing from the ad hoc committee’s recommendation be directed to the Governance and Policy Committee for consideration by Annual Council 2024.

3.03 Recommendation V-4 – Mandated Local Committees

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the number of mandated Local committees. Overall support for this idea was only marginal with just over half (56%) of respondents either agreeing or strongly agreeing with this recommendation. However, a greater number of members had no opinion versus opposing the concept.

Response on Shaping Our Future Recommendation 5

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	41	91	168	269	121	2
% Response	5.9%	13.2%	24.3%	38.9%	17.5%	0.3%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-4 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, an ad hoc committee of local/regional leaders review the number, mandate, and composition of mandated Local committees through NSTU Operational Procedures in an attempt to ease the volunteer expectations on Local members. To be presented to the Provincial Executive for their consideration December of 2023.

4.00 Ad Hoc Committee on NSTU Governance

4.01 Terms of Reference for the Ad Hoc Committee

At their February 22, 2023 meeting the Provincial Executive set the Terms of Reference for the Ad Hoc Committee on NSTU Governance. The mandate of the Committee mirrors the 3 recommendations (V-1, V-2, and V-4) of the Strategic Plan. The Terms of Reference are as follows:

I. Mandate

Using the *Shaping Our Future* recommendations and feedback attained through the strategic planning process, the ad hoc committee shall:

- a. develop a set of alternative governance models regarding composition, size, and election processes of the Provincial Executive;
- b. develop a set of recommendations regarding the composition, size, boundaries, and election processes for Locals; and,
- c. develop a set of recommendations regarding the number, mandate, and composition of mandated Local committees through NSTU Operational Procedures in an attempt to ease the volunteer expectations on Local members.

II. Composition

- a. The Committee shall consist of nine (9) Local/Regional Leaders and three (3) Provincial Executive Members who serve on the Governance and Policy Committee.
- b. The nine (9) Local/Regional Leaders shall be individuals who sit on Local Executives and/or Regional Representative Councils and shall be selected through recommendation by the Nominating Committee and appointed by the Provincial Executive.
- c. The three (3) Provincial Executive Members shall be selected through recommendation of the Governance and Policy Committee and appointed by the Provincial Executive. The Chair shall be selected from amongst the Governance and Policy Committee members.
- d. Every reasonable effort will be made to ensure the Ad Hoc Committee Membership consists of the following:
 - i. an Active Member from each of the seven (7) Regions as well as a Member from CSANE and a Member from APSEA;
 - ii. gender balance; and,
 - iii. equity balance for under-represented groups.

III. Meeting Frequency

The work of the Ad Hoc Committee should be completed by the October 2023 Provincial Executive meeting in order for the Executive to have time to act on recommendations prior to Annual Council 2024. It is anticipated that the Ad Hoc Committee can fulfill its mandate in six (6) meetings.

4.02 Composition of the Ad Hoc Committee

The Provincial Executive, at their June 1, 2023 meeting, selected the following individuals to serve on the Committee:

- Line Murphy (Provincial Executive – CSANE), Chair
- Andrew McCara (Provincial Executive – APSEA)
- Phil Samson (Provincial Executive – Inverness-Richmond)
- Alicia Mills (Strait Region)
- Andrea Heans (Halifax Region)
- Joanne Richardson-Landry (Annapolis Region)
- Mai-Ling Storm (South Shore Region)
- Marilyn MacDougall (Cape Breton-Victoria Region)
- Shannon Roy (Chignecto Central Region)

- Sue Larivière Jenkins (CSANE)
- Nick Wilson (Tri-County Region) (appointed by the Provincial Executive at their September 2023 meeting due to a resignation prior to the Ad Hoc Committee's initial meeting)
- Louis Robitaille, Executive Staff Liaison

4.03 Meeting dates of the Ad Hoc Committee

The Ad Hoc Committee on NSTU Governance met on September 25, 2023, October 23, 2023, November 27, 2023, January 12, 2024, and February 9, 2024.

In order to fulfill its mandate, the Committee reviewed the *Shaping Our Future* Report, the Strategic Planning Report, the 2005 NSTU Structure Review Report, CTF/FCE member organization Executive composition, and the CTF/FCE member organization fee structure; further, the Committee held discussions with the NSTU Financial Officer and the Executive Staff Officer on BIPOC Engagement and Advocacy.

Following the mandate, the Ad Hoc Committee developed several governance models for the Provincial Executive, Locals/Regions, and mandated Local committees. The Ad Hoc Committee does not endorse any specific model(s) and sees merit in each. Consideration must be given in the rollout of any of the alternative models, in particular regarding phasing in periods. Any alternative model for the Provincial Executive will require amendments to NSTU By-Laws and approval of Annual Council. The authority to set the boundaries for Locals rests with the Provincial Executive; however, one proposed alternative model would require amendments to NSTU By-Laws that would require approval from Annual Council as well as amending the NSTU Operational Procedures. The authority to adopt the alternative model for mandated Local committees rests with the Provincial Executive and the Ad Hoc Committee sees no need to seek endorsement from Annual Council.

5.00 Provincial Executive Governance Models

The Ad Hoc Committee determined 6 models for the Provincial Executive structure for consideration, the first is simply status quo plus 5 alternative structures. Each of the alternative structures include a reduction in the size of the Executive and 3 of the alternatives include designated seats for equity-deserving Members. The order in which the models are presented is not intended to indicate preference or priority in any manner.

Changes to the structure, voting procedure, and duties of the Provincial Executive (Table Officers and Regional Members) would require changes to the NSTU By-Laws and Operational Procedures. All amendments to NSTU By-Laws require approval from Council at a 2/3 majority vote level. Operational Procedures would only be amended once (if) Council approves By-Law amendments.

The proposed alternate models would require some sort of phase-in as changes in positions are contemplated and implemented. Likely the phase-in required would be just over a year and possibly phase-in over 2 years. For clarity, it is anticipated that if any one of the alternative models for the Provincial Executive structure is adopted at Annual Council 2024 that amendments to the By-Laws would take effect August 1st, 2025, and the full effects of these changes would only become fully realized August 1st, 2026. The 2025-2026 school year would have a half step towards implementation.

Finally, if ultimately an alternate Provincial Executive structure is chosen by Annual Council, but the existing Local/Regional structure is maintained, then modifications to the duties of Regional Executive Members must be considered because of the workload implications. Basically, expecting 1 Provincial Executive Member to attend Executive and General meetings for 2 to 4 Locals as well as RRC meetings is a substantial burden for any volunteer.

5.01 Provincial Executive Motion Flowing from Report Regarding Section 5

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Provincial Executive Structure:

MOTION REQUIRED TO IMPLEMENT A RANKED VOTE AT COUNCIL

THAT THE FOLLOWING BE FORWARDED TO ANNUAL COUNCIL 2024:

THAT A RANKED VOTE ON THE SIX (6) POSSIBLE MODELS FOR THE STRUCTURE OF THE PROVINCIAL EXECUTIVE BE CONDUCTED AT ANNUAL COUNCIL 2024 AS A TIMED ITEM ON THE AGENDA USING A PROCESS OF ELIMINATION. THE SIX (6) MODELS TO BE PRESENTED AS:

1. MODEL I – STATUS QUO.
2. MODEL II – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND NINE (9) REGIONAL MEMBERS.
3. MODEL III – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS.
4. MODEL IV – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND TWO (2) DESIGNATED MEMBERS.
5. MODEL V – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND THREE (3) DESIGNATED MEMBERS.
6. MODEL VI – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS WITH FIVE (5) OF THE REGIONAL MEMBERS’ POSITIONS BEING RESERVED FOR EQUITY-DESERVING MEMBERS.

Discussion on the Report to be a timed item at Council with an opportunity for questions and answers. The vote would have the least popular Model eliminated each round until either Status Quo achieves a majority vote or one of the Alternative Models achieves a 2/3 majority vote. If/once an Alternative Model is selected, then one Resolution to amend By-Law Article III – The Provincial Executive would be considered by Council. The Provincial Executive then approved 5 motions to forward 5 Resolutions to Annual Council regarding the necessary By-Law amendments to implement each of the Alternative Models.

5.02 Model I – Provincial Executive (Status Quo)

The first model structure is simply status quo, no changes to the current structure of the Provincial Executive. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration.

A costing of the current structure was conducted in order to compare to the alternative models proposed in this report. Not included in this costing, or that of the alternative models, that has an impacted on the overall budget are line 5.10 – Conferences & Workshops and line 5.20 – Substitute Costs. These two lines are difficult to cost and vary significantly from year to year.

Model I – Status quo, no change to the current structure. President, First Vice-President, and 21 Regional Members, sometimes a Past President				
Current Cost:	4/5 TO + 21 RM (2 also TO)	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	22	\$11,000.00
	Executive Meetings	4550	23	\$104,650.00
	Attendance Annual Council	720	23	\$16,560.00
	Attendance Leadership	580	23	\$13,340.00
	Honoraria	2400	22	\$52,800.00
	EI on Honoraria	65	22	\$1,430.00
	Regional Elections	310	21	\$6,510.00
	In Local Expenses	1190.5	21	\$25,000.50
	Total Cost			<u>\$231,290.50</u>
	Total with Past President			<u>\$240,040.50</u>

5.03 Alternative Model – Table Officers

The proposed change in the composition of the Table Officers could be implemented independent of the other models detailed in this section. All the alternative models to the structure of the Provincial Executive include a reduction in the number of Table Officers to 3 positions (President, Vice-President, and Secretary-Treasurer) along with changes in duties and method of election for the Vice-President and Secretary-Treasurer. This aligns with CTF/FCE affiliate members of similar size including Manitoba Teachers' Society (MTS) and Saskatchewan Teachers' Federation (STF), and it would be one more Officer than the Newfoundland and Labrador Teacher Association (NLTA).

Each alternative model would have the NSTU President elected by universal suffrage of the entire Membership as currently done, with 100% release to fulfill the duties of the office, and continue the same duties as outlined currently for this position. The Vice-President would be elected at Annual Council by the Voting Delegates of Council as currently done for the First Vice-President, possibly be given some amount of release time to fulfill the duties of the office, and have the same or similar duties as the current duties assigned to the First Vice-President and Second Vice-President. The Secretary-Treasurer would be elected at Annual Council by the Voting Delegates of Council, which is a variance from the current practice, possibly be given some amount of release time to fulfill the duties of the office, and have the same duties as outlined currently for the position of Secretary-Treasurer but without the extra responsibilities associated with being a Regional Provincial Executive Member. Term of office for Vice-President would remain the same and double for the Secretary-Treasurer, 2-year term with a maximum of 2 consecutive terms. The Table Officers and election process would be as follows:

- NSTU President – elected by majority vote by universal suffrage of the entire membership.
- NSTU Vice-President – elected by majority vote by voting delegates at Annual Council.
- NSTU Secretary-Treasurer – elected by majority vote by voting delegates at Annual Council.

The cost of implementing this independently from any of the proposed alternative models would be an increase in the budget by 1 Provincial Executive Member. This cost would be **\$8,815** for Communication allowance, Executive Meetings, Attendance Annual Council, Attendance Leadership, Honoraria, and EI on Honoraria.

5.04 Model II – Alternative Provincial Executive Structure

Model II for the Provincial Executive structure would have a total of 12 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 9 Regional Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait
- (ix) Tri-County

Term of office for Regional Members and method of election would remain the same as current practice, 2-year term with a maximum of 2 consecutive terms elected by universal suffrage by Members from within the Region. Local and Regional duties may vary depending on any changes to the Local/Regional structures of the organization. If the Local/Regional structure of the organization remains the same, then the duties of Regional Members would see Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be **\$125,685.50** as calculated below:

Model II – total of 12 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 9 Regional Members.

Cost: 3 TO + 9 RM	Cost Per Head	# Members	Cost per Item
Communication allowance	500	11	\$5,500
Executive Meetings	4550	12	\$54,600
Attendance Annual Council	720	12	\$8,640
Attendance Leadership	580	12	\$6,960
Honoraria	2400	11	\$26,400
EI on Honoraria	65	11	715
Regional Elections	310	9	\$2,790
In Local Expenses	1190.5	0	0
Total Cost			<u>\$105,605.00</u>
Cost Saving			<u>\$125,685.50</u>

5.05 Model III – Alternative Provincial Executive Structure

Model III for the Provincial Executive structure would have a total of 17 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 14 Regional Members.

The number of Regional Members reduced to 14 – Regions and number of Members as follows:

- | | |
|---|-----------|
| (i) Annapolis Valley | 2 members |
| (ii) Atlantic Provinces Special Education Authority (APSEA) | 1 member |
| (ii) Cape Breton-Victoria | 2 members |
| (iv) Chignecto | 2 members |
| (v) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) | 2 members |
| (vi) Halifax | 2 members |
| (vii) South Shore | 1 member |
| (viii) Strait | 1 member |
| (ix) Tri-County | 1 member |

Term of office for Regional Members and method of election would remain the same as current practice, 2-year term with a maximum of 2 consecutive terms elected by universal suffrage by Members from within the Region. Local and Regional duties may vary depending on any changes to the Local/Regional structures of the organization. If the Local/Regional structure of the organization remains the same, then the duties of Regional Members would see Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be **\$80,060.50** as calculated below:

Model III – total of 17 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 14 Regional Members.

Cost: 3 TO + 14 RM	Cost Per Head	# Members	Cost per Item
Communication allowance	500	16	\$8,000
Executive Meetings	4550	17	\$77,350
Attendance Annual Council	720	17	\$12,240

Attendance Leadership	580	17	\$9,860
Honoraria	2400	16	\$38,400
EI on Honoraria	65	16	\$1,040
Regional Elections	310	14	\$4,340
In Local Expenses	1190.5	0	0
Total Cost			<u>\$151,230.00</u>
Cost Saving			<u>\$80,060.50</u>

5.06 Model IV – Alternative Provincial Executive Structure

Model IV for the Provincial Executive structure would have a total of 14 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above, 9 Regional Members as outlined in model II, and 2 designated seats for equity-deserving Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait
- (ix) Tri-County

The 2 designated seats on the Provincial Executive for Members identifying as equity-deserving. One individual from the Halifax Region and one from outside of the Halifax Region. These 2 members to be elected at Annual Council by all Voting Delegates of Council. Term of office to be consistent with Regional Members, 2-year term with a maximum of 2 consecutive terms. Terms to be staggered to allow for continuity, the first year 1 to be elected to a 1-year term, determined by lottery. Duties to be similar to Regional Provincial Executive Members but with no Local or Regional duties. The cost savings of implementing this alternative model would be **\$108,055.50** as calculated below:

Model IV – total of 14 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer), 9 Regional Members, and 2 designated seats elected at Council.				
Cost:	3 TO + 9 RM + 2 DS	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	13	\$6,500
	Executive Meetings	4550	14	\$63,700
	Attendance Annual Council	720	14	\$10,080
	Attendance Leadership	580	14	\$8,120
	Honoraria	2400	13	\$31,200
	EI on Honoraria	65	13	845
	Regional Elections	310	9	\$2,790

In Local Expenses	1190.5	0	0
Total Cost			<u>\$123,235.00</u>
Cost Saving			<u>\$108,055.50</u>

5.07 Model V – Alternative Provincial Executive Structure

Model V for the Provincial Executive structure would have a total of 15 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above, 9 Regional Members as outlined in model II, and 3 designated seats for equity-deserving Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait
- (ix) Tri-County

The 3 designated seats on the Provincial Executive for Members identifying as equity-deserving. These 3 Members to be elected Regionally by universal suffrage from within the Region – one from each of the following Regions:

- (i) South-West (incorporating the geographical regions of Annapolis Valley, South Shore, and Tri-County)
- (ii) Central (incorporating the geographical region of Halifax)
- (iii) North-East (incorporating the geographical regions of Cape Breton Victoria, Chignecto, and Strait)

CSANE and APSEA NSTU Members eligible to run in their given geographical Region, APSEA Members employed outside of Nova Scotia eligible to run in the North-East geographical Region. Term of office to be consistent with Regional Members, 2-year term with a maximum of 2 consecutive terms. Terms to be staggered to allow for continuity, the first year 1 to be elected to a 1-year term, determined by lottery. Duties to be similar to Regional Provincial Executive Members but with no Local or Regional duties. The cost savings of implementing this alternative model would be **\$98,310.50** as calculated below:

Model V – total of 15 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer), 9 Regional Members, and 3 designated seats elected regionally.				
Cost:	3 TO + 9 RM + 3 DS	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	14	\$7,000
	Executive Meetings	4550	15	\$68,250
	Attendance Annual Council	720	15	\$10,800
	Attendance Leadership	580	15	\$8,700
	Honoraria	2400	14	\$33,600
	EI on Honoraria	65	14	910

Regional Elections	310	12	\$3,720
In Local Expenses	1190.5	0	0
Total Cost			<u>\$132,980.00</u>
Cost Saving			<u>\$98,310.50</u>

5.08 Model VI – Alternative Provincial Executive Structure

Model VI for the Provincial Executive structure would have a total of 17 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 14 Regional Members as outlined in model III; however, where 5 of the Regional Members are designated seats.

The number of Regional Members reduced to 14 – Regions and number of Members as follows:

- (i) Annapolis Valley 2 members
- (ii) Atlantic Provinces Special Education Authority (APSEA) 1 member
- (ii) Cape Breton-Victoria 2 members
- (iv) Chignecto 2 members
- (v) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) 2 members
- (vi) Halifax 2 members
- (vii) South Shore 1 member
- (viii) Strait 1 member
- (ix) Tri-County 1 member

Each Region that has 2 Provincial Executive Members shall have one of those seats designated for Members identifying as equity-deserving. Term of office to be consistent with all other Regional Members, 2-year term with a maximum of 2 consecutive terms. Duties to be the same as all other Regional Provincial Executive Members including having Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be \$80,060.50 as calculated below:

Model VI – total of 17 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 14 Regional Members where 5 Regional Members are designated seats.			
Cost: 3 TO + 14 RM (5 also DS)	Cost Per Head	# Members	Cost per Item
Communication allowance	500	16	\$8,000
Executive Meetings	4550	17	\$77,350
Attendance Annual Council	720	17	\$12,240
Attendance Leadership	580	17	\$9,860
Honoraria	2400	16	\$38,400
EI on Honoraria	65	16	\$1,040
Regional Elections	310	14	\$4,340
In Local Expenses	1190.5	0	0
Total Cost			<u>\$151,230.00</u>
Cost Saving			<u>\$80,060.50</u>

5.09 Definition of Equity-Deserving for Designated Seats for Alternative Provincial Executive Structures

There are 3 alternative Provincial Executive structures that propose designated seats for equity-deserving Members. In a review of sister organizations within CTF/FCE affiliates there are 3 organizations that designate seats on their executive board for equity-deserving members. These are British Columbia Teachers' Federation (BCTF) with 2 designated seats out of a total of 12 seat on their executive, Elementary Teachers' Federation of Ontario (ETFO) with 3 designated seats out of a total of 14 seats on their executive, and Nunavut Teachers' Association (NTA) with 1 designated seat out of a total of 10 seats on their executive. Each of these organizations define what they mean by equity-deserving for their own circumstances in the following fashion:

- BCTF – one (1) seat is designated for a Member who identifies as Aboriginal, and one (1) seat is designated for a Member who identifies as racialized.
- ETFO – one (1) Vice-President position designated for a woman, one (1) seat designated for a woman who is also First Nation, Métis, or Inuit (FNMI), Member with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning Member, or racialized Member, and one (1) seat designated for a Member who is FNMI, Member with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning Member, or racialized Member.
- NTA – one (1) seat is designated for a Member who identifies as Inuit.

The definition of equity-deserving is unique to the organization; however, the Ad Hoc Committee believes it is important to have a clear definition. The Committee is suggesting 2 possible definitions for the NSTU as follows:

- A Member who identifies as Mi'kmaw, First Nation, Métis, or Inuit; Black, African Nova Scotian, or African ancestry; a person of colour or racialized.
- A Member who identifies as Mi'kmaw, First Nation, Métis, or Inuit; Black, African Nova Scotian, or African ancestry; a person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.

6.00 Local/Regional Structure Models

The Ad Hoc Committee determined 3 models for the Local/Regional structure for consideration, the first is simply status quo plus 2 alternative structures. The order in which the models are presented is not intended to indicate preference or priority in any manner.

Authority to set Local boundaries rests with the Provincial Executive through NSTU By-Law Article III – Provincial Executive, 8 – Duties, (c) (viii) reads: *determine the boundaries of the Locals*. Also in NSTU By-Law is Article IV – Local Governance, 1 – NSTU Locals, (a) that reads: *Active Members may, with the consent of the Provincial Executive, form a Local*. Both indicating the Provincial Executive as the body that sets the boundaries of a Local. However, one of the proposed alternative models would remove the necessity of having Regional Representative Councils, NSTU By-Law Article V – Regional Governance would become redundant as would NSTU Operational Procedure 16 – Regional Representative Council. Depending on the model chosen, amendments may be required to NSTU By-Laws and Operational Procedures.

The proposed alternate models would require some sort of phase-in as changes in officers at the Local and Regional level are contemplated and implemented. Likely the phase-in required would be over a period of a year or more.

6.01 Provincial Executive Motion Flowing from Report Regarding Section 6

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Local/Regional Structures.

MOTION REQUIRED TO POSTPONE DISCUSSION REGARDING SECTION 6 OF THE REPORT

THAT CONSIDERATION OF SECTION 6.00 – LOCAL/REGIONAL STRUCTURE MODELS FROM THE AD HOC COMMITTEE ON NSTU GOVERNANCE REPORT BE POSTPONED TO THE FALL OF 2024 FOLLOWING CONSULTATION WITH LOCAL AND REGIONAL LEADERSHIP.

6.02 Model I – Local/Regional Structure (Status Quo)

The first model structure is simply status quo, no changes to the current structure of Locals or RRCs. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration. Current structure of 22 Locals and 7 Regional Representative Councils.

6.03 Model II – Alternative Local/Regional Structure

The first alternative model would have Local boundaries equated to current regional employers with a hierarchy of Sub-locals similar to the current structure of the CSANE Local. If implemented, there would no longer be a need for Regional Representative Councils and this structure would be redundant. Current duties/responsibilities of RRCs to fall to the Local along with the current Local duties/responsibilities. Sub-locals will be committees of their given Local, Locals will be committees of the NSTU answerable to Council and its Executive. The model would have 9 NSTU Locals with a system of 24 sub-Locals as follows:

- (i) Annapolis Valley Local
 - (a) Annapolis Sub-local
 - (b) Hants West Sub-local
 - (c) Kings Sub-local
- (ii) Atlantic Provinces Special Education Authority Local (APSEA Local)
- (iii) Cape Breton-Victoria Local
 - (a) Cape Breton District Sub-local
 - (b) Northside Victoria Sub-local
- (iv) Conseil syndical acadien de la Nouvelle-Écosse Local (CSANE Local)
 - (a) Central Region Sub-local
 - (b) North-East Region Sub-local
 - (c) South-West Region Sub-local
- (v) Chignecto Local
 - (a) Colchester East-Hants Sub-local
 - (b) Cumberland Sub-local
 - (c) Pictou Sub-local
- (vi) Halifax Local
 - (a) Dartmouth Sub-local
 - (b) Halifax City Sub-local
 - (c) Halifax County Sub-local
- (vii) South Shore Local
 - (a) Lunenburg County Sub-local
 - (b) Queens Sub-local
- (viii) Strait Local
 - (a) Antigonish Sub-local
 - (b) Guysborough County Sub-local
 - (c) Inverness Sub-local
 - (d) Richmond Sub-local
- (ix) Tri-County Local
 - (a) Digby Sub-local
 - (b) Shelburne County Sub-local
 - (c) Yarmouth Sub-local

Each Local would be mandated to have an Executive to consist of the following officers:

- (i) Local President,
- (ii) Provincial Executive Member(s) (depending on adoption of proposed alternative models this could be one individual or more),
- (iii) First Vice-President,
- (iv) Secretary,
- (v) Treasurer, and
- (vi) Members-at-Large with a designated number from each of the Sub-locals (1 to 3 from each Sub-local, the exact number to be left to the discretion of the Local, as stipulated by their Constitution as duly ratified by the Provincial Executive) (depending on the Local this would mean 4 to 12 individuals).

Each Sub-local would elect 1 Member to serve as Vice-President of the Sub-local, this individual to serve as a Member-at-Large on the Local. Each Sub-local would elect 0 to 2 additional Members to sit on the Local Executive as Members-at-Large. From the Local Members-at-Large the Local Executive would select various Vice-Presidents of the Local at the discretion of the Local, as stipulated by their Constitution as duly ratified by the Provincial Executive. For example, a Member-at-Large from a given Sub-local could also serve as the Local's Vice-President of Professional Development.

Each Local would be mandated to set Standing Committees, with a Local Executive Member as Chair, as follows:

- (a) Economic Welfare Committee,
- (b) Grievance Committee,
- (c) Management/Teacher Committee (or Teacher/Management Committee depending on Regional Agreement),
- (d) Negotiating Committee (this may be the same as the Economic Welfare Committee or a sub-section of the same),
- (e) Professional Development Fund Committee (PDFC),
- (f) Finance Committee, and
- (g) Nominating Committee.

Each Local would be mandated to assign, from amongst its Executive, an individual to serve on the Class Climate Review Team. Each Local may be mandated to assign, from amongst its Executive, individuals to serve in such functions as: Equity Contact, New Member Contact, Resolutions Contact, Status of Women Contact, and Substitute Teacher Contact.

Implementing this Model would make reference to Regional Representative Councils in NSTU By-Law and Operational Procedures redundant. These would be rescinded. NSTU Operational Procedures already contemplates the concept of Sub-locals so no amendments would be required to implement a sub-local structure.

The Ad Hoc Committee felt very strongly that if this model were to be implemented that the duties of the Local Presidents would require at least some amount of release time from teaching duties. Currently, the following Local Presidents have arranged release with the indicated percentage of release: Cape Breton District Local at 50%, Colchester-East Hants Local at 20%, Dartmouth Local at 60%, Halifax City Local at 100%, Halifax County Local at 100%, and Kings Local at 30%. Release time must be negotiated with the regional employer and there is no guarantee of release. Though there is no guarantee of release, the following table gives an approximate percentage of release time based on Local cost savings with the elimination of RRCs. Certainly, any given Local could negotiate different amounts of release and release for more than one individual based on the individual Local's finances and priorities. Beyond Local revenues from the Local rebate shown in the table below each Local would also have revenue from EI rebates that vary but are approximately 70% of a Local's NSTU rebate. The following illustrates approximate percentages of release that could be afforded from the cost savings of the elimination of RRC structures. Currently, neither APSEA Local or CSANE Local pay into the RRC structure as neither of these Locals have RRC structures.

CURRENT REGIONS/ MODEL II LOCALS	CURRENT LOCALS/ MODEL II SUB-LOCALS	MARCH 2023 LOCAL#	CURRENT REGIONAL#/ MODEL II LOCAL#	MODEL II LOCAL REBATE	COST SAVINGS OF ELIMINATING RRCS	APPROXIMATE %RELEASE FROM COST SAVINGS
Annapolis Valley	Annapolis	163	975	\$124,313	\$12,431.25	30.00%
	Hants West	174				
	Kings	638				
APSEA (min rebate based on 200 members)	APSEA	78	78	\$25,500	\$0.00	6.00%
Cape Breton-Victoria	Cape Breton District	643	904	\$115,260	\$11,526.00	30.00%
	Northside-Victoria	261				
Chignecto	Colchester-East Hants	780	1510	\$192,525	\$19,252.50	50.00%
	Cumberland	308				
	Pictou	422				
CSANE	Central Region					
	North-East Region	581	581	\$79,078	\$0.00	20.00%
Halifax	South-West Region					
	Dartmouth	726	4039	\$514,973	\$51,497.25	100.00%
	Halifax City	1076				
Halifax County	2237					
South Shore	Lunenburg County	432	528	\$67,320	\$6,732.00	20.00%
	Queens	96				
	Antigonish	203				
Strait	Guysborough County	60	497	\$63,368	\$6,336.75	20.00%
	Inverness	175				
	Richmond	59				
Tri-County	Digby	111	500	\$63,750	\$6,375.00	20.00%
	Shelburne	133				
	Yarmouth	256				
	TOTAL	9612	9612	\$1,230,530	\$114,150.75	293.00%

Each Local would send their President and First Vice-President to the biannual Local Presidents Conferences hosted by the NSTU President. This would be similar to current practice for APSEA and CSANE as neither of these two Locals have an RRC Chair.

6.04 Model III – Alternative Local/Regional Structure

The second alternative model would set a minimum size (number of members) that if a Local were to have fewer than this set number the Local would have to amalgamate with a neighbouring Local within the same RCE. The number to be 200 members as of a certain date. The exception to this rule would be APSEA Local, who has fewer than 200 members but does not have any other Local with the same employer. If this were to be implemented using December 2023 Member Registry numbers, this would mean the following 15 Locals:

- (i) Annapolis, Kings, and Hants West – would need to amalgamate likely named Annapolis Valley Local
- (ii) Atlantic Provinces Special Education Authority Local (APSEA) – remain unchanged
- (iii) Antigonish and Guysborough County – would need to amalgamate likely names Antigonish-Guysborough Local
- (iv) Cape Breton District Local – remain unchanged
- (v) Colchester-East Hants Local – remain unchanged
- (vi) Conseil syndical acadien de la Nouvelle-Écosse Local (CSANE) – remain unchanged
- (vii) Cumberland Local – remain unchanged
- (viii) Dartmouth Local – remain unchanged
- (ix) Digby, Shelburne County, and Yarmouth – would need to amalgamate likely named Tri-County Local
- (x) Halifax City Local – remain unchanged
- (xi) Halifax County Local – remain unchanged
- (xii) Inverness and Richmond – would need to amalgamate likely named Inverness-Richmond Local
- (xiii) Lunenburg County and Queens – would need to amalgamate Likely named South Shore Local
- (xiv) Northside Victoria Local – remain unchanged
- (xv) Pictou Local – remain unchanged

Regional Representative Councils would still be required in certain areas – namely Cape Breton-Victoria, Chignecto, Halifax, and Strait. Any amalgamation that made the RRC redundant for that Region would result in the elimination of the RRC for that Region; further, any new Local created by such an amalgamation would no longer have 10% of their Local rebate deducted to help fund RRCs. Local amalgamation that resulted in the elimination of an RRC may consider a system of sub-locals similar to Model II.

Implementing this Model would not require any amendments to NSTU By-Laws or Operational Procedures. This could be done, by motion, by the Provincial Executive.

7.00 Mandated Local Committees

7.01 Provincial Executive Motion Flowing from Report Regarding Section 7

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Local/Regional Structures.

MOTION REQUIRED TO POSTPONE DISCUSSION REGARDING SECTION 7 OF THE REPORT

THAT CONSIDERATION OF SECTION 7.00 – MANDATED LOCAL COMMITTEES MODELS FROM THE AD HOC COMMITTEE ON NSTU GOVERNANCE REPORT BE POSTPONED TO THE FALL OF 2024 FOLLOWING CONSULTATION WITH LOCAL AND REGIONAL LEADERSHIP.

7.02 Model I – Mandated Local Committees (Status Quo)

The first model for mandated Local committees is simply status quo, no changes to the current Local Constitutions as mandated by the Provincial Executive. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration.

7.03 Model II – Alternative Mandated Local Committees

Only one alternative model was considered by the Ad Hoc Committee, this model would reduce the number of mandatory Local committees, expand the examples of possible additional committees, and expand the list of local executive contact people for various roles.

This Model would reduce the number of mandated Local committees to 2 committees, those being a Finance Committee and a Nominating Committee. Locals would be allowed to designate other committees at their discretion. Locals would be mandated to assign Local Executive Members to serve as contacts for various portfolios, these to include – Equity Contact, New Member Contact, Resolutions Contact, Status of Women Contact, and Substitute Teacher Contact.

Implementing the change would require a change to the Model Local Constitution in the NSTU Operational Procedures. Locals could adjust their list of committees over time at their own discretion.

Appendix A

Amendments Required for Alternative Provincial Executive Structure Models

Implementation of any By-Law amendments would require a Resolution to Annual Council as outlined below. Changes to Operational Procedures would only change with the implementation of the By-Law changes. Effective dates of Resolutions should be timed for 15 months following the Annual Council where the decision is made. For example, if a proposed alternative model is adopted by Annual Council 2024 the implementation of the amendments should be effective August 1st, 2025. Full implementation may require more than a year, an interim step in August 2025 and full implementation as of August 1st, 2026. This is to allow time for adjusting the composition of the Executive. Any amendments to NSTU Operational Procedures flowing from changes to By-Laws would need to come into effect at the same time (August 1st, 2025).

SECTION 1

By-Law Amendments as Required for Model II – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model II – Alternative Provincial Executive Structure for three (3) Table Officers and nine (9) Regional Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the **Secretary-Treasurer** ~~Immediate Past-President~~, and ~~twenty-one (21)~~ **nine (9)** Regional Members.
- (b) **One Regional Member shall be elected from each of the following Regions** ~~The number of Regional Members and the regions from which they shall be elected are as follows:~~
 - (i) Annapolis Valley
 - (ii) Atlantic Provinces Special Education Authority (APSEA)
 - (iii) Cape Breton Victoria
 - (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
 - (v) Chignecto
 - (vi) Halifax
 - (vii) South Shore
 - (viii) Strait
 - (ix) Tri-County
 - (i) ~~Annapolis/Hants West/Kings~~ 2 Members

(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

- (a) The Table Officers of the Union shall be:
 - (i) the President,
 - (ii) the **First** Vice-President, **and**
 - (iii) the **Second** Vice-President,
 - (iv) the Secretary-Treasurer, **and**
 - (v) the **Immediate Past**-President.
- (b) Table Officers are Members of the Provincial Executive.
- (c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
- (b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
- (c) The President may call a Special Meeting of the Provincial Executive.
- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.

- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The **First Vice-President and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President, or Secretary-Treasurer~~ shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No **First Vice-President** shall serve for more than two (2) consecutive terms as the **First Vice-President**. A **First Vice-President** may be re-elected as **First Vice-President** once absent from the Provincial Executive in this capacity for a full term of office.
- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- (~~f~~) ~~The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- (~~g~~) ~~The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (~~h~~) ~~The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (~~ig~~) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (~~jh~~) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the **First Vice-President** shall perform the duties of the President.
- (b) In the temporary absence of the **First Vice-President**, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the **First Vice-President**.
- (c) In the temporary absence of the ~~Second Vice-President~~ or the **Secretary-Treasurer**, the duties will be performed by a fellow **Table Officer** **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive**.
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The **First Vice-President** shall assume the office as Acting President until a by-election is held.
 - b. If the **First Vice-President** is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The **First Vice-President** shall assume the office as President for the remainder of the term.
 - b. If the **First Vice-President** is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of **First Vice-President** **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - cb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.~~

- b. If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.
- (d) For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
- (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
 - (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
 - (viii) determine the boundaries of the Locals;
 - (ix) publish a magazine or other official publications;
 - (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
 - (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 2

By-Law Amendments as Required for Model III – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model III – Alternative Provincial Executive Structure for three (3) Table Officers and fourteen (14) Regional Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

(a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the **Secretary-Treasurer** Immediate Past-President, and twenty-one (21) **fourteen (14)** Regional Members.

(b) The number of Regional Members and the regions from which they shall be elected are as follows:

- (i) **Annapolis Valley** **2 members**
- (ii) **Atlantic Provinces Special Education Authority (APSEA)** **1 member**
- (iii) **Cape Breton-Victoria** **2 members**
- (iv) **Chignecto** **2 members**
- (v) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)** **2 members**
- (vi) **Halifax** **2 members**
- (vii) **South Shore** **1 member**
- (viii) **Strait** **1 member**
- (ix) **Tri-County** **1 member**
- (i) ~~Annapolis/Hants West/Kings~~ ~~2 Members~~
- (ii) ~~Antigonish/Guysborough~~ ~~1 Member~~
- (iii) ~~Atlantic Provinces Special Education Authority (APSEA)~~ ~~1 Member~~
- (iv) ~~Cape Breton Industrial~~ ~~2 Members~~
- (v) ~~Colchester/East Hants~~ ~~1 Member~~
- (vi) ~~Conseil syndical acadien de la Nouvelle-Écosse (CSANE)~~ ~~2 Members~~
- (vii) ~~Cumberland~~ ~~1 Member~~
- (viii) ~~Dartmouth~~ ~~1 Member~~
- (ix) ~~Digby/Shelburne/Yarmouth~~ ~~2 Members~~
- (x) ~~Halifax City~~ ~~2 Members~~
- (xi) ~~Halifax County~~ ~~2 Members~~
- (xii) ~~Inverness/Richmond~~ ~~1 Member~~
- (xiii) ~~Lunenburg County/Queens~~ ~~1 Member~~
- (xiv) ~~Northside Victoria~~ ~~1 Member~~
- (xv) ~~Pictou~~ ~~1 Member~~

- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

- (a) The Table Officers of the Union shall be:
 - (i) the President,
 - (ii) the ~~First~~ Vice-President, **and**
 - (iii) ~~the Second Vice-President,~~
 - (iv) the Secretary-Treasurer, **and**
 - (v) ~~the Immediate Past-President.~~
- (b) Table Officers are Members of the Provincial Executive.
- (c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
- (b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
- (c) The President may call a Special Meeting of the Provincial Executive.
- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President, or Secretary-Treasurer~~ shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- ~~(f) The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig)** Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh)** A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
- (c) In the temporary absence of the ~~Second Vice-President~~ ~~or the~~ Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:

- (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
- (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - cb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.~~
- (d) For a vacancy in the office of ~~Second Vice-President or Secretary-Treasurer~~, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.

- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
 - (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
 - (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
 - (viii) determine the boundaries of the Locals;
 - (ix) publish a magazine or other official publications;
 - (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
 - (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 3

By-Law Amendments as Required for Model IV – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers, nine (9) Regional Members, and two (2) Designated Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the **Secretary-Treasurer** ~~Immediate Past-President~~, and ~~twenty-one (21)~~ **nine (9) Regional Members, and two (2) Designated Members.**
- (b) **One (1) Regional Member shall be elected from each of the following Regions** ~~The number of Regional Members and the regions from which they shall be elected are as follows:~~
 - (i) **Annapolis Valley**
 - (ii) **Atlantic Provinces Special Education Authority (APSEA)**

(iii) **Cape Breton Victoria**

(iv) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)**

(v) **Chignecto**

(vi) **Halifax**

(vii) **South Shore**

(viii) **Strait**

(ix) **Tri-County**

(i) ~~Annapolis/Hants West/Kings~~ 2 Members

(ii) ~~Antigonish/Guysborough~~ 1 Member

(iii) ~~Atlantic Provinces Special Education Authority (APSEA)~~ 1 Member

(iv) ~~Cape Breton Industrial~~ 2 Members

(v) ~~Colchester/East Hants~~ 1 Member

(vi) ~~Conseil syndical acadien de la Nouvelle-Écosse (CSANE)~~ 2 Members

(vii) ~~Cumberland~~ 1 Member

(viii) ~~Dartmouth~~ 1 Member

(ix) ~~Digby/Shelburne/Yarmouth~~ 2 Members

(x) ~~Halifax City~~ 2 Members

(xi) ~~Halifax County~~ 2 Members

(xii) ~~Inverness/Richmond~~ 1 Member

(xiii) ~~Lunenburg County/Queens~~ 1 Member

(xiv) ~~Northside Victoria~~ 1 Member

(xv) ~~Pictou~~ 1 Member

(c) **Two (2) Designated Members to be elected from amongst equity-deserving Members, equity-deserving as defined in NSTU Operational Procedures. One (1) individual from the Halifax Region and one (1) from outside of the Halifax Region.**

(ed) A Provincial Executive Member must be an Active Member of the NSTU.

(de) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

(a) The Table Officers of the Union shall be:

(i) the President,

(ii) the **First** Vice-President, **and**

(iii) ~~the Second Vice-President;~~

(iv) ~~the Secretary-Treasurer, and~~

(v) ~~the Immediate Past-President.~~

(b) Table Officers are Members of the Provincial Executive.

(c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers:~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
- (b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
- (c) The President may call a Special Meeting of the Provincial Executive.
- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The **First Vice-President and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (d) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.
- (d) **The Designated Members shall be elected by a plurality vote conducted at Annual Council following the process outlined in Operational Procedures.**

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members **or Designated Member** shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member **or Designated Member** shall serve for more than two (2) consecutive terms as a Regional Member **or Designated Member**. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office. **A Designated Member may be re-elected as a Designated Member once absent from the Provincial Executive in this capacity for a full term of office.**
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President,~~ **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No **First Vice-President** shall serve for more than two (2) consecutive terms as the **First Vice-President**. A **First Vice-President** may be re-elected as **First Vice-President** once absent from the Provincial Executive in this capacity for a full term of office.

- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- ~~(f) The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the **First Vice-President** shall perform the duties of the President.
- (b) In the temporary absence of the **First Vice-President**, the **Second Vice-President Secretary-Treasurer** shall perform the duties of the **First Vice-President**.
- (c) In the temporary absence of the **Second Vice-President or the Secretary-Treasurer**, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The **First Vice-President** shall assume the office as Acting President until a by-election is held.
 - b. If the **First Vice-President** is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The **First Vice-President** shall assume the office as President for the remainder of the term.
 - b. If the **First Vice-President** is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.

- (c) For a vacancy in the office of ~~First Vice-President~~ **or Secretary-Treasurer** the following shall apply:
- (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - cb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.
 - b. If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.
- (d) ~~For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
 - (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;

- (v) issue a post-Council press release;
- (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 4

By-Law Amendments as Required for Model V – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers, nine (9) Regional Members, and three (3) Designated Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the **Secretary-Treasurer** Immediate Past-President, and ~~twenty-one (21)~~ **nine (9)** Regional Members, **and three (3) Designated Members.**
- (b) **One (1) Regional Member shall be elected from each of the following Regions** ~~The number of Regional Members and the regions from which they shall be elected are as follows:~~
 - (i) **Annapolis Valley**
 - (ii) **Atlantic Provinces Special Education Authority (APSEA)**
 - (iii) **Cape Breton Victoria**
 - (iv) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)**
 - (v) **Chignecto**
 - (vi) **Halifax**
 - (vii) **South Shore**
 - (viii) **Strait**
 - (ix) **Tri-County**
 - (i) ~~Annapolis/Hants West/Kings~~ 2 Members
 - (ii) ~~Antigonish/Guysborough~~ 1 Member
 - (iii) ~~Atlantic Provinces Special Education Authority (APSEA)~~ 1 Member

(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

(c) **Three (3) Designated Members to be elected from amongst equity-deserving Members, equity-deserving as defined in NSTU Operational Procedures. One (1) Designated Member shall be elected from each of the following Regions:**

(i) **South-West (incorporating the geographical regions of Annapolis Valley, South Shore, and Tri-County)**

(ii) **Central (incorporating the geographical region of Halifax)**

(iii) **North-East (incorporating the geographical regions of Cape Breton Victoria, Chignecto, and Strait)**

With CSANE and APSEA NSTU Members eligible to run in their given geographical Region and APSEA Members employed outside of Nova Scotia eligible to run in the North-East geographical Region.

(ed) A Provincial Executive Member must be an Active Member of the NSTU.

(de) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

(a) The Table Officers of the Union shall be:

(i) the President,

(ii) the **First** Vice-President, **and**

(iii) the ~~Second~~ Vice-President;

(iv) the Secretary-Treasurer, **and**

(v) ~~the Immediate Past-President.~~

(b) Table Officers are Members of the Provincial Executive.

(c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

(a) A majority of the Provincial Executive shall constitute quorum.

(b) There shall be at least six (6) regular meetings of the Provincial Executive each year.

(c) The President may call a Special Meeting of the Provincial Executive.

(d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.

- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The **First Vice-President and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.
- (d) **The Designated Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (c), following the process outlined in Operational Procedures for Regional Members.**

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members **or Designated Member** shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member **or Designated Member** shall serve for more than two (2) consecutive terms as a Regional Member **or Designated Member**. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office. **A Designated Member may be re-elected as a Designated Member once absent from the Provincial Executive in this capacity for a full term of office.**
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President, or Secretary-Treasurer~~ shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- (~~f~~) ~~The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~

- ~~(g) The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
- (c) In the temporary absence of the ~~Second Vice-President~~ or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~

- b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
- a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
- cb. A by-election shall be held at Annual Council to complete the term of office.
- (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
- a. The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.
- b. If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.
- (d) ~~For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
- (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;

- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 5

By-Law Amendments as Required for Model VI – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers and fourteen (14) Regional Members with five (5) of the Regional Members' positions being reserved for Equity-Deserving Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the **Secretary-Treasurer** Immediate Past-President, and ~~twenty-one (21)~~ **fourteen (14)** Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) **Annapolis Valley** **2 members**
 - (ii) **Atlantic Provinces Special Education Authority (APSEA)** **1 member**
 - (iii) **Cape Breton-Victoria** **2 members**
 - (iv) **Chignecto** **2 members**
 - (v) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)** **2 members**
 - (vi) **Halifax** **2 members**
 - (vii) **South Shore** **1 member**
 - (viii) **Strait** **1 member**
 - (ix) **Tri-County** **1 member**
 - (i) ~~Annapolis/Hants West/Kings~~ ~~2 Members~~
 - (ii) ~~Antigonish/Guysborough~~ ~~1 Member~~
 - (iii) ~~Atlantic Provinces Special Education Authority (APSEA)~~ ~~1 Member~~
 - (iv) ~~Cape Breton Industrial~~ ~~2 Members~~
 - (v) ~~Colchester/East Hants~~ ~~1 Member~~

(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

(c) **Each Region listed in 1. (b) that has two (2) Regional Members shall have one (1) of those seats designated for an equity-deserving Member, equity-deserving as defined in NSTU Operational Procedures.**

(cd) A Provincial Executive Member must be an Active Member of the NSTU.

(de) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

(a) The Table Officers of the Union shall be:

- (i) the President,
- (ii) the **First Vice-President, and**
- (iii) ~~the Second Vice-President,~~
- (iv) the Secretary-Treasurer, **and**
- (v) ~~the Immediate Past-President.~~

(b) Table Officers are Members of the Provincial Executive.

(c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

(a) A majority of the Provincial Executive shall constitute quorum.

(b) There shall be at least six (6) regular meetings of the Provincial Executive each year.

(c) The President may call a Special Meeting of the Provincial Executive.

(d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.

(e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.

(f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.

(g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.

(h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).

- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The **First Vice-President and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (dc) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President, or Secretary-Treasurer~~ shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No **First Vice-President** shall serve for more than two (2) consecutive terms as the **First Vice-President**. A **First Vice-President** may be re-elected as **First Vice-President** once absent from the Provincial Executive in this capacity for a full term of office.
- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- (f) ~~The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- (g) ~~The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (h) ~~The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the **First Vice-President** shall perform the duties of the President.
- (b) In the temporary absence of the **First Vice-President**, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the **First Vice-President**.

- (c) In the temporary absence of the ~~Second Vice-President or the Secretary-Treasurer~~, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First Vice-President or Secretary-Treasurer~~ the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - cb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.
 - b. If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.
- (d) For a vacancy in the office of ~~Second Vice-President or Secretary-Treasurer~~, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.

(ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
- (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
 - (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
 - (viii) determine the boundaries of the Locals;
 - (ix) publish a magazine or other official publications;
 - (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
 - (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 6

Operational Procedures Amendments as Required for Alternative Table Officers

These amendments could be implemented independent of other proposed models for Provincial Executive structure reform. What follows is draft language to amend the NSTU Operational Procedures to accomplish the Alternative Model for the Table Officers:

NSTU OPERATIONAL PROCEDURES

1. ANNUAL COUNCIL PROCEDURES

C. COUNCIL PROCEDURES

- I. At Annual Council the Table Officers (President, **Vice-President**, and Secretary-Treasurer; ~~two (2) Vice-Presidents, and Past President~~) and the Executive Director shall sit at the head table. Provincial Executive Members shall sit at the head table during the Opening Session until immediately following the singing of the National Anthem, at which time they will be excused and allowed to sit with their Locals.

4. COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

J. Personnel Committee

I. Mandate

The Executive Director is the senior administrator of the NSTU; is responsible to the President and the Provincial Executive; and is solely responsible for the general day-to-day administration of the NSTU including hiring of and assigning duties to the staff of the organization. The Committee shall act as a small, functional working group to assist the Executive Director, specifically the Committee shall:

- a. review program area requirements, aims, and objectives, in particular, examine staff deployment and relative workload and make recommendations to the Executive Director regarding same;
- b. develop and review policies and procedures regarding the human resources of the NSTU and make recommendations to the Executive Director regarding same;
- c. recommend to the Provincial Executive for their ratification a candidate to hire for the position of Executive Director, where the Provincial Executive has decided to conduct a search for candidates;
- d. prepare and conduct negotiations with the various classifications of staff and present asking packages and tentative agreements to the Provincial Executive for their ratification; and,
- e. follow the procedures outlined in Operational Procedures 17 – Staffing & Human Resources.

II. Composition and Term

- a. The Committee shall consist of four (4) Provincial Executive Members, one of which will be the ~~Second~~ Vice-President (who shall serve as Chair).
- b. Provincial Executive Members appointed to the Committee shall serve renewable one (1) year terms.
- c. The NSTU President is a full voting member of the Committee, exercising ex officio power, and should participate as regularly as possible.
- d. The Executive Director shall serve on the Committee, consistent with the roles and responsibilities of the office.
- e. A quorum of the Committee shall be three (3) Members.
- f. The Provincial Executive should make every reasonable attempt to ensure a carry-over of at least one (1) member from year-to-year.

III. Meeting Frequency

The Committee shall meet regularly and report at least semi-annually to the Provincial Executive.

IV. Training

There shall be a training session at the beginning of each year for all members of the Committee.

6. BOARDS, FOUNDATIONS, AND TRUSTEES OF THE NSTU

D. Teachers' Pension Board

I. Composition and Term

- a. The NSTU representatives on the Nova Scotia *Teachers' Pension Board* consist of:
 - i. the NSTU President;
 - ii. ~~the Immediate Past President, or~~ a person designated by the Provincial Executive;
 - iii. the Executive Director; and,
 - iv. an Executive Staff Officer responsible for pension matters.
- b. In the event that a *Teachers' Pension Board* member named for office is unable to serve, then the NSTU shall appoint a replacement on a temporary or permanent basis.

II. Pension Board Representation

The Executive Staff liaison to the *Teachers' Pension Board* is named designate to the NSTU Pension Committee.

9. ELECTION PROCEDURES

D. Elections Conducted at Annual Council – **First Vice-President, Secretary-Treasurer, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegates**

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of ~~First~~ Vice-President,
 - ii. **office of Secretary-Treasurer,**
 - iii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iiii. members serving on the Discipline Committee,
 - v. members serving on the Professional Committee, and
 - vi. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.
- f. Nominations for the office of ~~First~~-Vice-President **and Secretary-Treasurer** shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.
- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

V. Financial

- a. Campaign spending by or on behalf of each ~~First~~ Vice-Presidential **or Secretary-Treasurer** Candidate may not exceed one thousand five hundred dollars (\$1,500).
- b. Campaign spending by or on behalf of each committee or CTF delegate candidate may not exceed one hundred dollars (\$100).

- c. Candidates are solely responsible for all campaign spending.
- d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
- e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
- f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
- g. **First Vice-Presidential Candidates'** financial statement reports shall be published in *The Teacher*.
- h. Secretary-Treasurer Candidates' financial statement reports shall be published in *The Teacher*.**

VI. Candidates' Publicity

- a. Each Candidate shall be permitted to have an insert in an issue of *The Teacher* prior to council. The insert to include:
 - i. one (1) head and shoulder photograph;
 - ii. a one hundred and fifty (150) word biography of personal, educational, and career achievements; and,
 - iii. a platform of objectives, not to exceed six hundred (600) words for **First Vice-Presidential or Secretary-Treasurer** Candidates and not to exceed three hundred (300) words for all other Candidates.
- b. The Candidate's material for the insert must be forwarded to *The Teacher* at least fifteen (15) business days prior to publication.
- c. Inserts will appear in *The Teacher* in alphabetical order by office.
- d. **First Vice-Presidential and Secretary-Treasurer** Candidates shall have two (2) opportunities to have inserts in *The Teacher* in subsequent issues.

VII. Election of **First Vice-President and Secretary-Treasurer**

- a. A candidate must obtain a majority of the votes cast to be elected as the **First Vice-President or Secretary-Treasurer** of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.
- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of **First Vice-President or Secretary-Treasurer**, the decision shall be by lottery. (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Independent Chair of Council)

VIII. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, **First Vice-Presidential or Secretary-Treasurer** Candidates may attend Annual Council at the expense of the Union.
- b. A Provincial All Candidates' Forum shall be held during the Opening Session of Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to twenty (20) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.
- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

15. PROVINCIAL EXECUTIVE

E. Table Officers' Responsibilities

- I. Provide recommendations to the Provincial Executive on matters that arise between Provincial Executive meetings.
- II. Facilitate the business of the NSTU.
- III. Review agendas for Provincial Executive meetings.
- IV. Recommend items for closed sessions for Provincial Executive meetings.
- V. Prepare recommendations for a schedule of Provincial Executive meetings.
- VI. Approve benevolent fund requests.
- VII. Process general funding requests and make recommendations to the Provincial Executive.
- VIII. Prepare Provincial Executive Planning agenda.
- IX. Report on Canadian Teachers' Federation activities.
- X. In the event that the NSTU President is serving as a CTF Vice-President, NSTU representation to the CTF Board of Directors in the place of the NSTU President, shall be the **First Vice-President**, or if unable to attend, the **Secretary-Treasurer Second Vice-President**.
- XI. Report on CAPTTO activities.
- XII. Such other duties as requested by the Provincial Executive.
- XIII. ~~The NSTU Past President shall act in an advisory capacity to the NSTU President and shall perform such duties and exercise such powers as may be delegated to them from time-to-time by the NSTU President and/or the Provincial Executive.~~

18. STAFFING & HUMAN RESOURCES

C. Secondment of Staff

- I. Only Active Members of the Nova Scotia Teachers Union may be seconded.
- II. The Provincial Executive, on the recommendation of the Executive Director, shall make the decision as to whether to supplement staffing levels through secondment, and if so, the duration of the appointment.
- III. Individuals may be seconded to supplement the work of the permanent staff of the Union; to increase the staff available to the Union when the demand exceeds the capacity of the permanent staff; or to respond to a specific need of the organization.
- IV. Individuals may be seconded to provide a service or program over a period of weeks; to serve as a resource person or liaison with a Union committee or group; or to initiate and/or implement a specific program, project, or task on behalf of the Union.
- V. Candidates for secondment shall be identified through periodic placement of advertisement in *The Teacher*, through the NSTU Webmail, and through the NSTU Website. The purpose in advertising is to solicit expressions of interest in performing a staff function in various aspects of Union work.
- VI. Interested individuals shall be requested to complete an application form that is held for a period of one (1) year. Seconded individuals shall be selected from the existing file.
- VII. Individuals shall be seconded through recommendation by the Executive Director to the President and **Second Vice-President** (Chair of the Personnel Committee).

D. Program Reviews and Staff Evaluations

- I. The Executive Director, as senior administrator of the NSTU, is responsible for conducting program reviews and staff evaluations.

- II. Complaints pertaining to performance by an individual Professional Executive Staff Officer shall be handled at the administrative level. Except in unusual circumstances, a complaint should first be made, in writing, to the individual Professional Executive Staff Officer involved. If the complainant is not satisfied with the response from the Staff Officer, then the complainant may refer the complaint, in writing, to the Executive Director. The Executive Director has the explicit authority to conduct an investigation and to consult legal counsel for advice. The Executive Director's response to the complaint shall be final.
- III. Complaints pertaining to performance by the Executive Director shall be handled at the senior Executive level. Except in unusual circumstances, a complaint should first be made, in writing, to the Executive Director. If the complainant is not satisfied with the response from the Executive Director, then the complainant may refer the complaint, in writing, to the **Second** Vice-President (Chair of the Personnel Committee). The **Second** Vice-President has the explicit authority to conduct an investigation and to consult legal counsel for advice.

SECTION 7

Operational Procedures Amendments as Required for Model IV – Alternative Provincial Executive Structure

What follows is draft language to amend the NSTU Operational Procedures to accomplish Model IV – Alternative Provincial Executive Structure for the Designated Members.

NSTU OPERATIONAL PROCEDURES

9. ELECTION PROCEDURES

D. Elections Conducted at Annual Council – First Vice-President, Secretary-Treasurer, Designated Members of the Provincial Executive, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegates

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of First Vice-President,
 - ii. **office of Secretary-Treasurer,**
 - iii. **Designated Members on the Provincial Executive,**
 - iiii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iiiv. members serving on the Discipline Committee,
 - ivi. members serving on the Professional Committee, and
 - vii. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.
- f. Nominations for the office of **First-Vice-President and Secretary-Treasurer** shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.
- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

V. Financial

- a. Campaign spending by or on behalf of each **First Vice-Presidential or Secretary-Treasurer** Candidate may not exceed one thousand five hundred dollars (\$1,500).
- b. Campaign spending by or on behalf of each committee, **Designated Member on the Provincial Executive**, or CTF delegate candidate may not exceed one hundred dollars (\$100).
- c. Candidates are solely responsible for all campaign spending.
- d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
- e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
- f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
- g. **First Vice-Presidential** Candidates' financial statement reports shall be published in *The Teacher*.
- h. **Secretary-Treasurer Candidates' financial statement reports shall be published in *The Teacher*.**

Appendix B – Summary of Alternative Provincial Executive Structure Models One-Pager

Model I Status Quo PE	Model II Alternative PE	Model III Alternative PE	Model IV Alternative PE	Model V Alternative PE	Model VI Alternative PE
Up to 5 Table Officers 21 Regional Members (2 of which are Table Officers) Total – 23/24	3 Table Officers 9 Regional Members Total – 12	3 Table Officers 14 Regional Members Total – 17	3 Table Officers 9 Regional Members 2 Designated Members Total – 14	3 Table Officers 9 Regional Members 3 Designated Members Total – 15	3 Table Officers 14 Regional Members (5 which are Designated) Total – 17
Table Officers (4/5) President First Vice-President Second Vice-President Secretary-Treasurer Past-President	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer
Regional Members (21) (i) Annapolis/Hants West/Kings (2) (ii) Antigonish/Guysborough (1) (iii) APSEA (1) (iv) Cape Breton District (2) (v) Colchester/East Hants (1) (vi) CSANE (2) (vii) Cumberland (1) (viii) Dartmouth (1) (ix) Digby/Shelburne/Yarmouth (2) (x) Halifax City (2) (xi) Halifax County (2) (xii) Inverness/Richmond (1) (xiii) Lunenburg/Queens (1) (xiv) Northside Victoria (1) (xv) Pictou (1)	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (14) (i) Annapolis Valley (2) (ii) APSEA (1) (iii) Cape Breton-Victoria (2) (iv) Chignecto (2) (v) CSANE (2) (vi) Halifax (2) (vii) South Shore (1) (viii) Strait (1) (ix) Tri-County (1)	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (14) (i) Annapolis Valley (2) (ii) APSEA (1) (iii) Cape Breton-Victoria (2) (iv) Chignecto (2) (v) CSANE (2) (vi) Halifax (2) (vii) South Shore (1) (viii) Strait (1) (ix) Tri-County (1)
Designated Members (0) No allowance for Designated Members	Designated Members (0) No allowance for Designated Members	Designated Members (0) No allowance for Designated Members	Designated Members (2) Elected at Council by Voting Delegates (i) inside HRM (ii) outside HRM	Designated Members (3) Elected Regional from (i) South-West (ii) Central (iii) North-East	Designated Members (5) Elected Regional from (i) Annapolis Valley (ii) Cape Breton-Victoria (iii) Chignecto (iv) CSANE (v) Halifax
\$231,290.50 (cost) \$240,040.50 (cost with Past President)	\$105,605.00(cost) \$125,685.50 (cost savings)	\$151,230.00 (cost) \$80,060.50 (cost savings)	\$123,235.00 (cost) \$108,055.50 (cost savings)	\$132,980.00 (cost) \$98,310.50 (cost savings)	\$151,230.00 (cost) \$80,060.50 (cost savings)

Appendix C – By-Law Amendments Required for Alternative Local/Regional Structures Models

No By-Law or Operational Procedure amendments would be required to implement either of the alternative models in this section. By-Laws and Operational Procedures could be amended at a later date.

SECTION 1

By-Law Amendments as Required for Model II – Alternative Local/Regional Structure

Though not required to implement this model, if this model is implemented then NSTU By-Law Article V – Regional Governance would be redundant and should be rescinded.

SECTION 2

Operational Procedure Amendments as Required for Model II – Alternative Local/Regional Structure

Though not required to implement this model, if this model is implemented then NSTU Operational Procedure 16 – Regional Representative Council would be redundant and should be rescinded.

SECTION 3

Model III – Alternative Local/Regional Structure

No By-Law or Operational Procedure amendments would be required to implement Model III or following adoption of this model.

Appendix D – Amendments Required to Local Model Constitution for Model II – Alternative Mandated Local Committees

What follows is draft language to amend the Local Model Constitution to accomplish Model II – Alternative Mandated Local Committees:

LOCAL CONSTITUTION MODEL

Article IV *Local Executive*

Role: Planning, and implementation of the policies and directives of the Provincial Executive.

[1] The Local Executive includes the following from the Active Membership of the Local:

- (a) President
- (b) First Vice President

NOTE:

The Local Executive must include a President and First Vice President as outlined in NSTU By-Law. The Local has the ability to have other Executive Members, the typical would be such Executive positions as:

- Secretary
- Treasurer
- Immediate Past President
- Vice President – Communications (Public Relations, Public Affairs)
- Vice President – Professional Development,
- other Vice Presidents with designated roles, and possibly
- Member(s)-at-Large.

Executive positions should be listed here following (b). Once the Local Membership decides on their structure through adoption of a Constitution duly ratified by the Provincial Executive this should be the Executive structure for the Local.

[2] Local Executive Members are expected to fully attend as well as actively participate in all meetings of the Local.

[3] Local Executive Members are responsible to fairly represent Local Executive decisions when speaking on issues addressed by the Local Executive.

[4] The President and First Vice-President shall serve as Members of the Regional Representative Council.

~~[5] A Member of the Local Executive shall be designated as the New Member Contact Person.~~

~~[6] A Member of the Local Executive shall be designated as the Substitute Teacher Contact Person.~~

[5] A Member of the Local Executive shall be designated as the Contact Person for the following functions:

- (a) Equity
- (b) New Member
- (c) Resolutions
- (d) Status of Women
- (e) Substitute Teacher

Article VI
Committees

[1] The Local Executive establishes the following Standing Committees.

- (a) Finance
- (b) Nominating
- ~~(c) Communications (Public Relations/Public Affairs)~~
- ~~(d) Professional Development~~
- ~~(e) Resolutions~~
- ~~(f) New Member~~

NOTE:

The Local Executive must establish the committees already listed in the model. The Local has the ability to establish other committees, the typical would be such committees as:

- **Communications**
- **Member Engagement**
- **New Member**
- **Professional Development**
- **NSTU Leadership Development**
- **Public Relations/Public Affairs**
- **Public Relations/Political Action**
- **Resolutions**
- Social
- Substitute Teachers
- Equity
- Status of Women, and
- other committees as deemed desirable by the Local.

Additional committees should be listed here following ~~(f)~~. Once the Local Membership decides on their structure through adoption of a Constitution duly ratified by the Provincial Executive this should be the committee list for the Local.

[2] The Local Executive shall appoint members to each Standing Committee on an annual basis.

[3] The Local Executive may appoint *ad hoc* committees as circumstances dictate.

[4] All Standing Committees of the Local shall be chaired by a Local Executive Member.

[5] The Local Treasurer shall chair the Finance Committee.

Nova Scotia Teachers Union
IT Infrastructure Review

Current State Analysis and Future State Planning
Summary Report

If you would like to review the full Report, please go to the following link: https://nstu.blob.core.windows.net/nstuwebsite/NSTU_IT_Infrastructure_Review_-_Final_Report_FULL.pdf

March 1st, 2024

 **Nova Scotia Teachers Union**

 **MARA CONSULTING**


Private and Confidential

To review the full report: https://nstu.blob.core.windows.net/nstuwebsite/NSTU_IT_Infrastructure_Review_-_Final_Report_FULL.pdf

Agenda	
	Project Overview
	Current State Analysis
	Future State Planning
	Priority Recommendations
	Summary
	Questions / Discussion
	2

Project Overview





Project Overview

The NSTU IT Infrastructure Review is an important organizational initiative aimed at improving the NSTU IT services through an understanding of the existing IT environment paired with an envisioning of a future state model to address risks, unmet requirements and any known deficiencies. The scope of services under review include the **NSTU webmail, NSTU website, NSTU member registry, NSTU electronic voting system, conference registration and file sharing.**

Alignment

- Set Project Scope
- Establish Project Governance and Communications
- Agree on Project Schedule

Current State Discovery

- Document and Assess Current State IT Infrastructure
- Members' and Staff Perspective
- Risk Assessment

Future State Envisioning

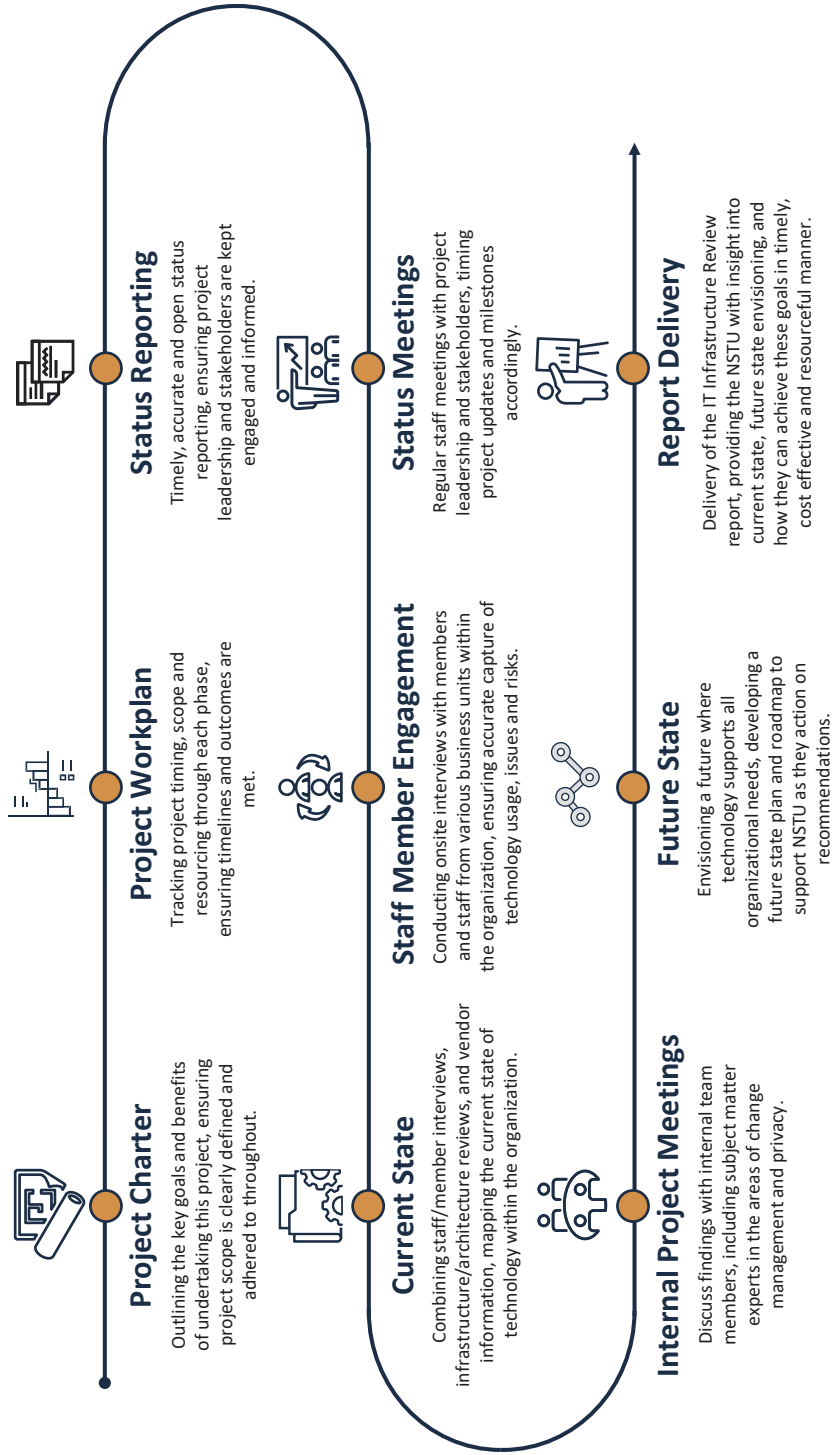
- Define Future State IT Infrastructure and Services based on risks, gaps and opportunities
- Develop Recommendations for Each Service Area

Roadmap Development

- Develop IT Roadmap based on prioritized recommendations

4

Project Roadmap




Current State Analysis

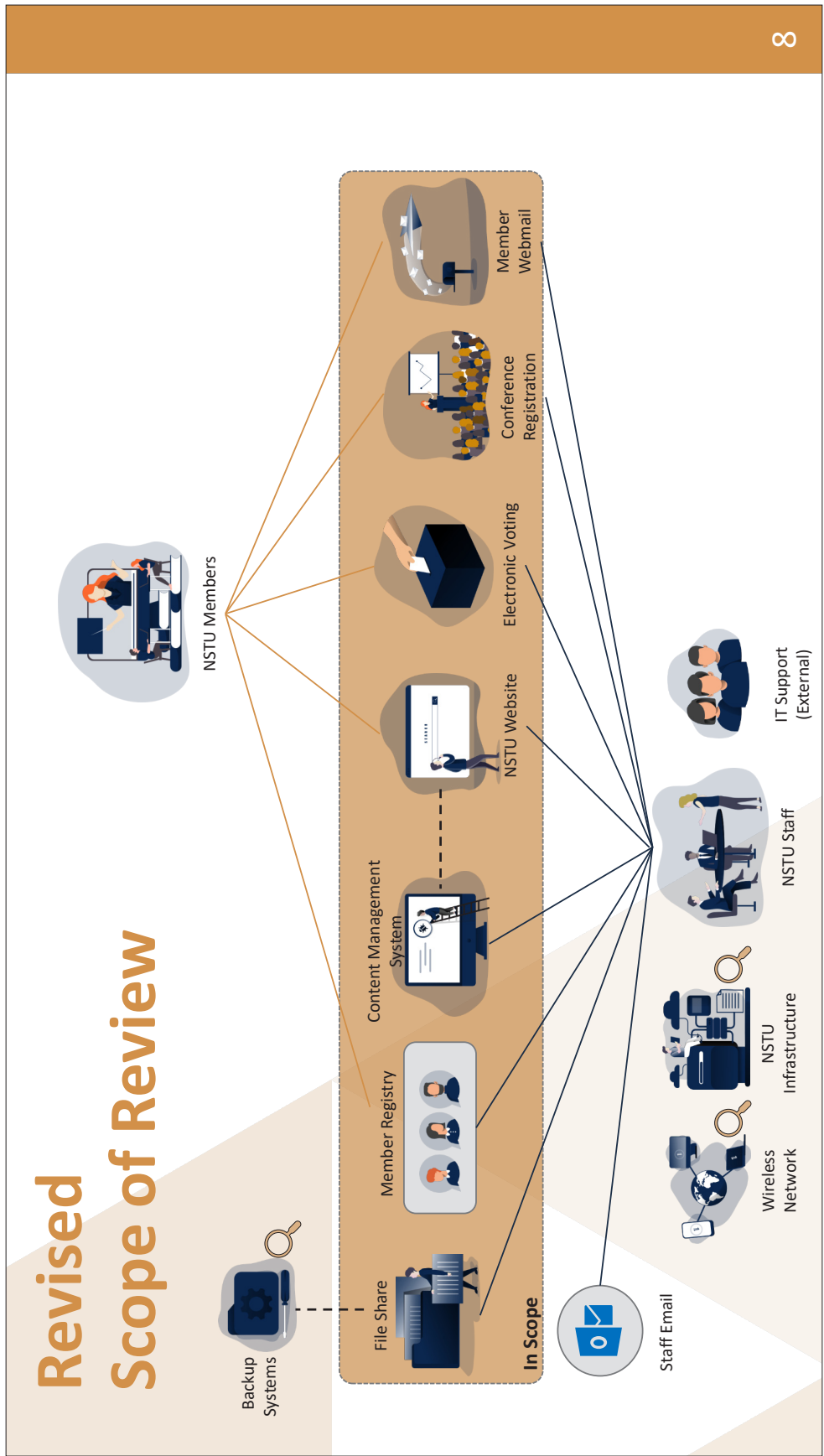


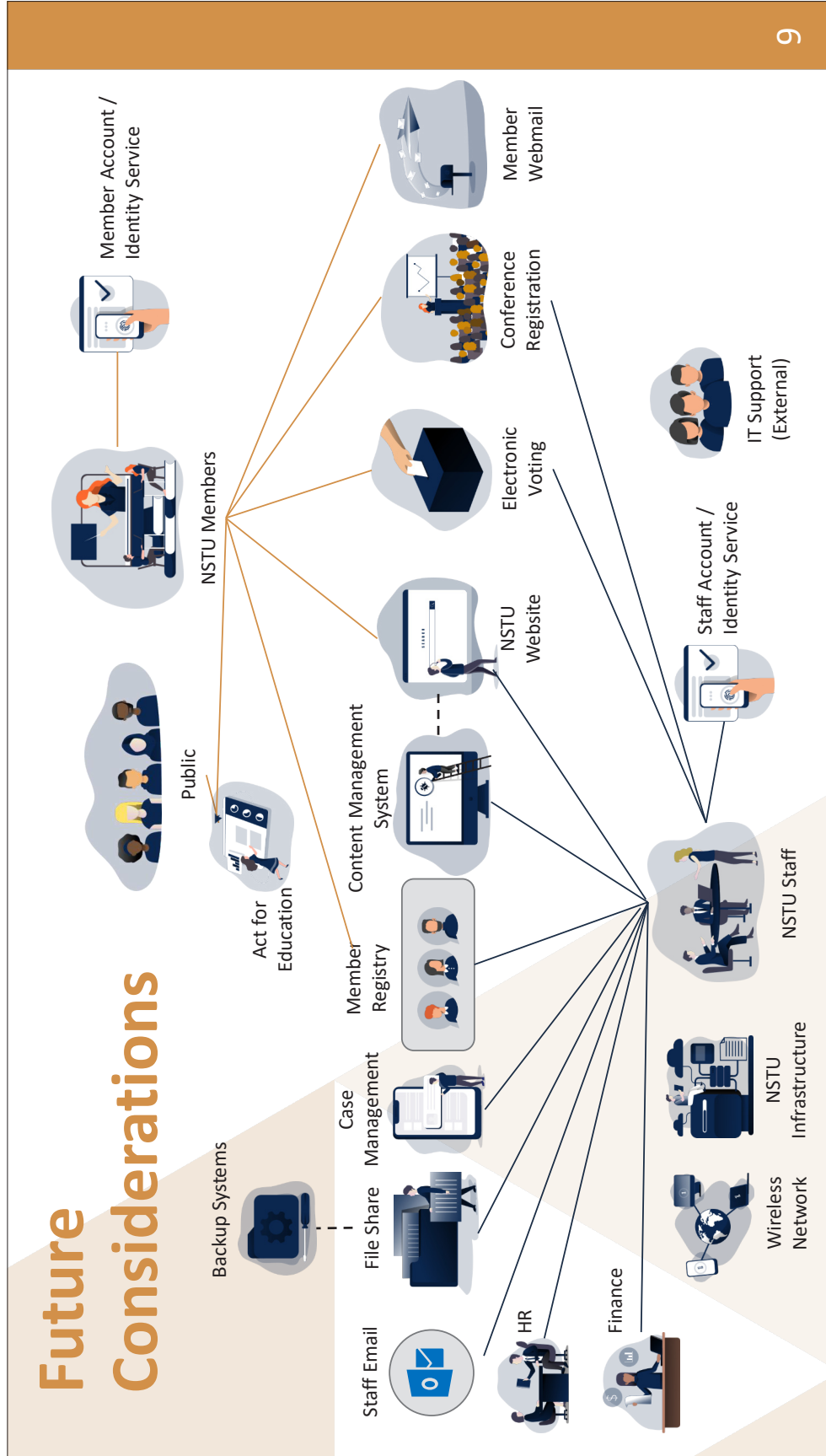
- Scope of Review
- Current State Assessment of IT Services
- Summary of Current State Assessment

Interviews Conducted

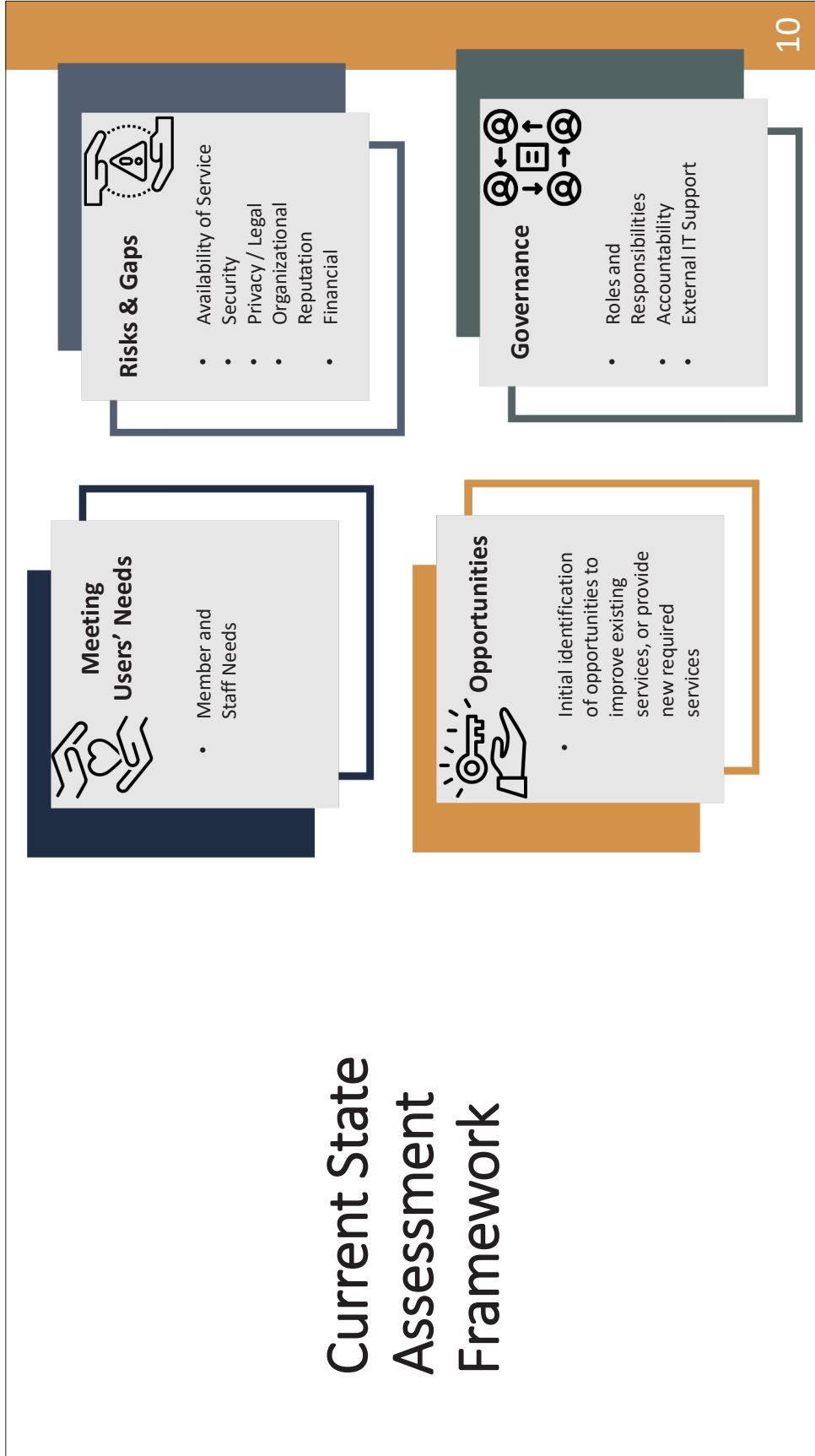


1	Executive Director	6	IT Administrator
2	Executive Staff Officer – Member Services/Technology Management	7	Communications and Public Affairs Officer
3	Human Resources Officer	8	Coordinator Public Relations and Communications
4	Financial Officer	9	Research, Policy and Governance
5	President (Members)	10	Assistant Executive Director





Current State Assessment Framework



Key Observations

The following key observations were documented during the review of the existing NSTU IT Services Infrastructure

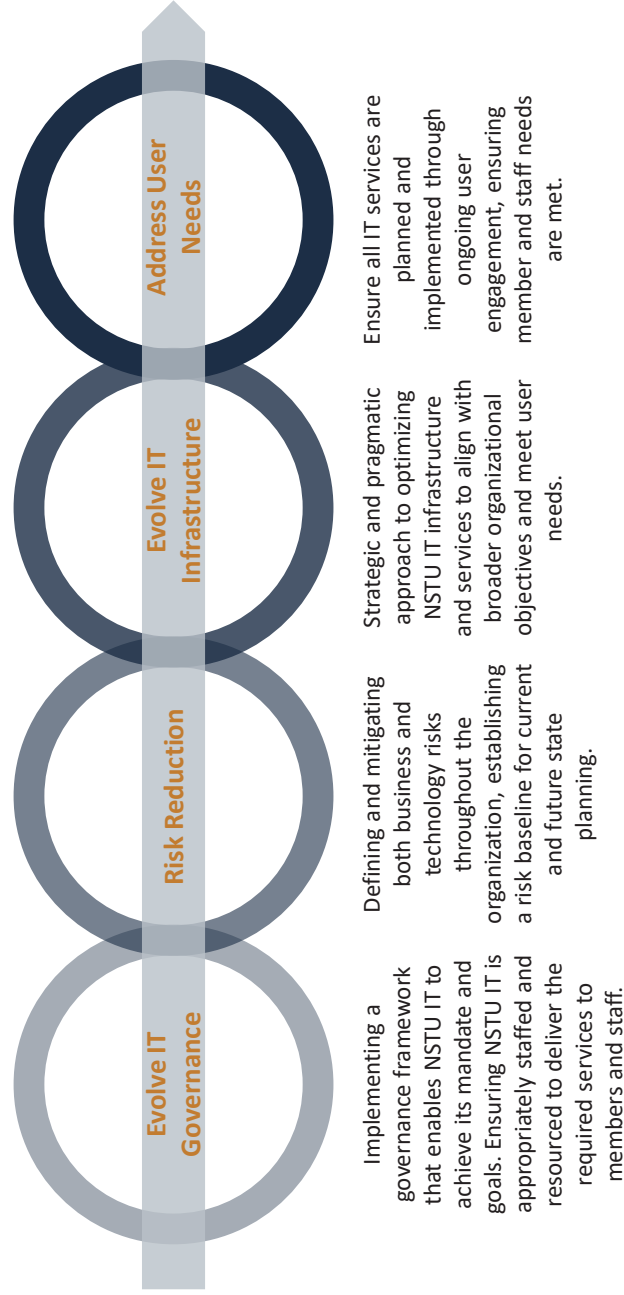
1. Large and growing NSTU IT service portfolio managed and delivered through significant efforts of undersized 1 (full time equivalent) person IT team and external IT vendor/partners
2. Growing portfolio and demand for IT Services will require investment in planning, design, implementation and support
3. Existing corporate IT, security and privacy risks require mitigation
4. IT roles, responsibilities, accountabilities require clear definition and staffing with formal vendor agreements
5. IT services satisfaction among members is generally low, as evidenced through membership surveys, despite committed efforts of small IT staff
6. NSTU staff are underserved by current portfolio of IT services in support of their work



NSTU IT Roadmap

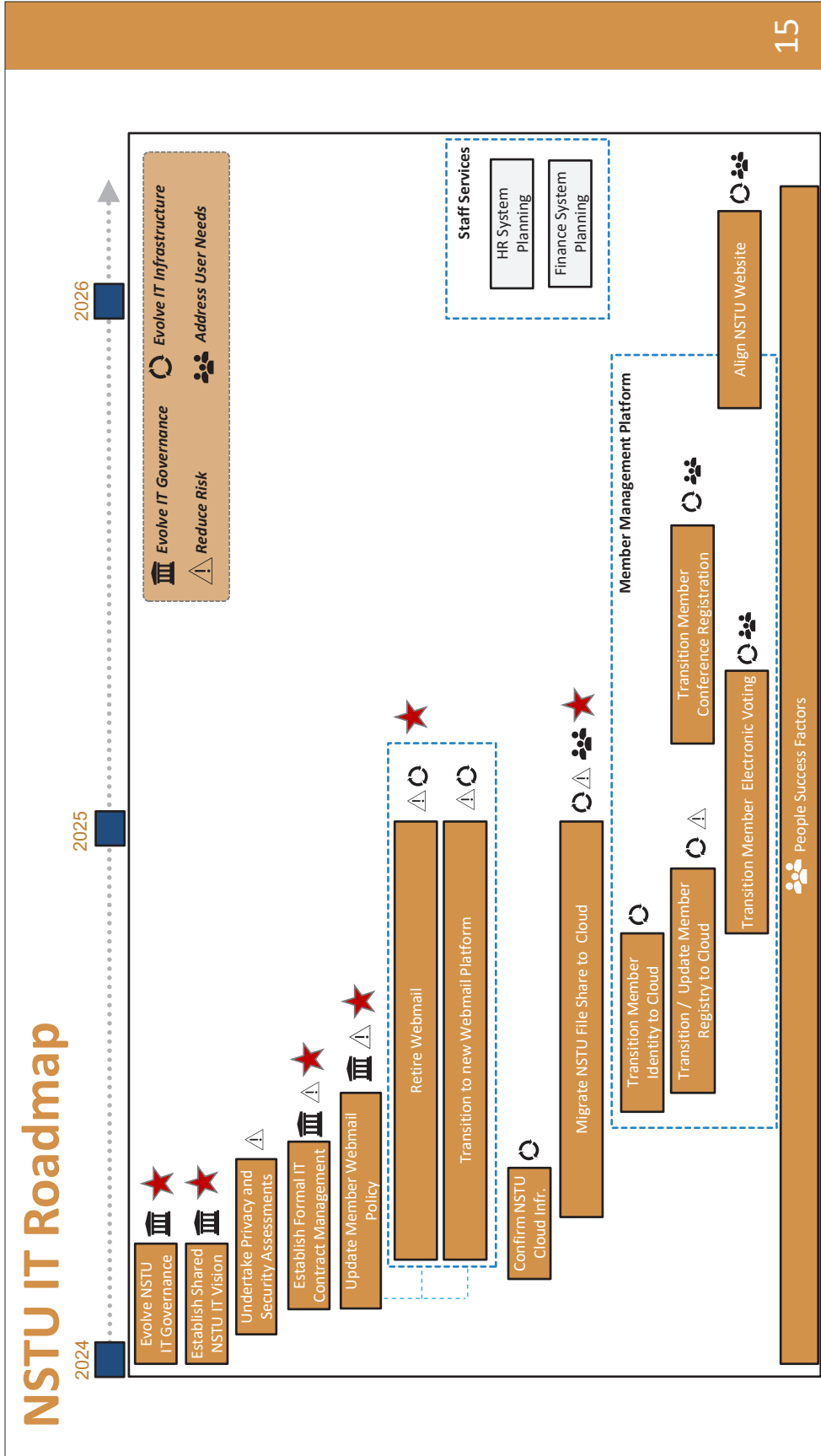


NSTU IT Roadmap Framework



NSTU IT Principles

- 01** IT Services are user and business driven
- 02** IT Services follow a security and privacy by design approach
- 03** IT Services follow a cloud first approach
- 04** IT Planning should limit custom or proprietary solutions
- 05** IT Planning should leverage existing investments where appropriate
- 06** Minimize the overall IT footprint, use shared platforms where possible



Priority Recommendations

Investment in staff, IT resources and services to address the following priority recommendations

1. Establish IT Governance and Resourcing
2. Manage Priority Risk Areas
3. Address Member Needs
4. Address Staff Needs



Priority Recommendations

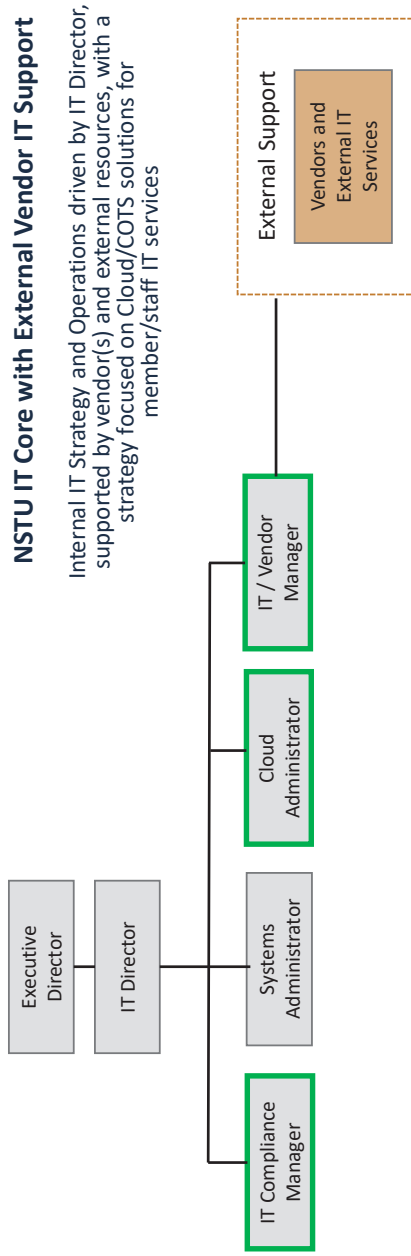
1. **Establish IT Governance and Resourcing**
 - Formalize IT Vision, Standards and Policies
 - Formalize IT roles and responsibilities
 - Formalize IT Partner roles, responsibilities, contracts



Priority Recommendations

1. Establish IT Governance and Resourcing

- Formalize IT Vision, Standards and Policies
- **Formalize IT roles and responsibilities**
- **Formalize IT Partner roles, responsibilities, contracts**



= new roles

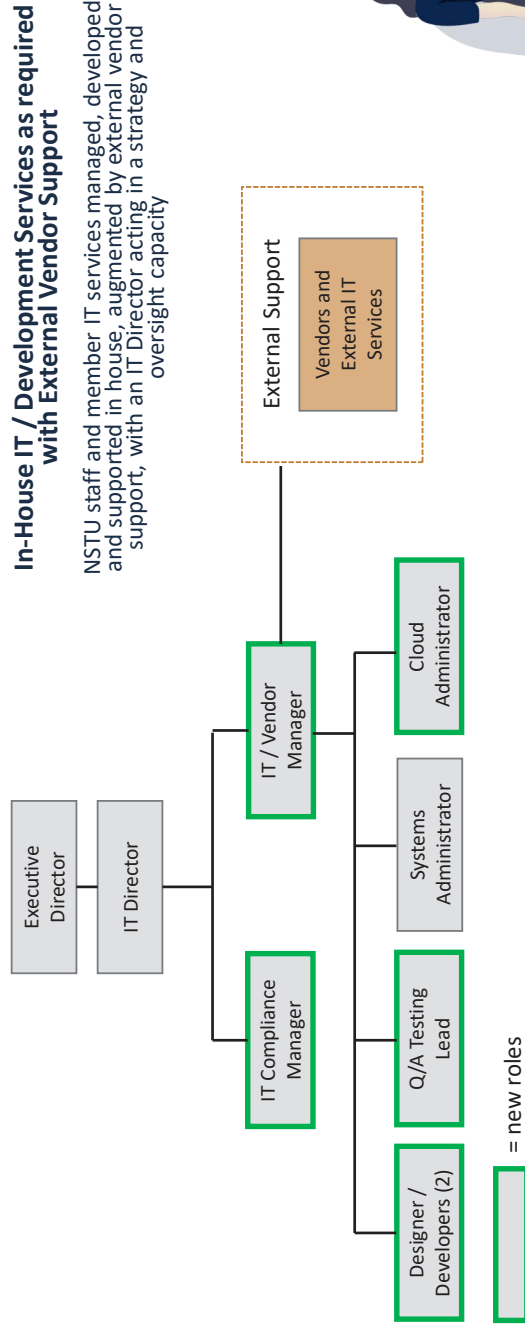
Estimated investment of at least \$450,000 annually in additional fully loaded staff roles (based on Robert Half Salary 2023/24 Survey)



Priority Recommendations

1. Establish IT Governance and Resourcing

- Formalize IT Vision, Standards and Policies
- **Formalize IT roles and responsibilities**
- **Formalize IT Partner roles, responsibilities, contracts**



Priority Recommendations

2. Manage Priority Risks

- **Address Webmail risks**
 - Remove member webmail as member benefit
 - Execute member webmail de-commissioning / migration to personal email
 - Requires communication, change management and support services

- **Address file share risks**
 - Develop and implement file share security model
 - Evaluate and Plan migration to cloud (OneDrive)
 - improve security (formal RBAC, single sign-on, audit/logging, availability)
 - improve user experience
 - realize benefits from M365 investment
 - shared platform – improved collaboration
 - Requires technical cloud migration with change management support services



Priority Recommendations

3. Address Member Needs

- Undertake member management platform product research and evaluation focusing on consolidated platform of:
 - Member registry
 - Conference registration
 - Member e-voting
- Provide members with the opportunity to support research and evaluation
- Proactively engage members through IT Service changes and planning
- Requires member platform product research and evaluation services



Priority Recommendations

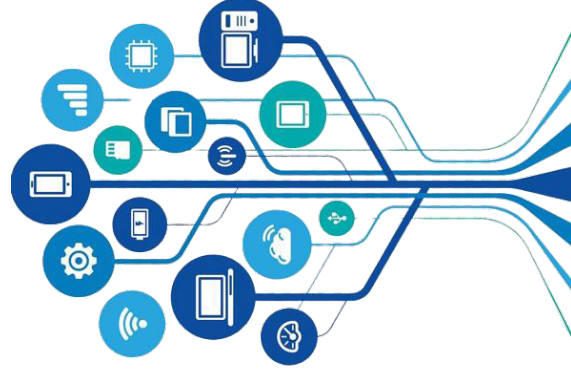
4. Address Staff Needs

- Undertake staff services discovery to understand and document staff IT service needs with a consideration for
 - Case Management services
 - Finance services
 - HR services
- Provide staff with the opportunity to support research and evaluation
- Proactively engage staff through IT Service changes and planning
- Requires staff IT services product research and evaluation services



Summary

- The portfolio of NSTU IT Services is large and growing based on evolving **member and staff needs**
- IT Services are managed and delivered by an **effective but understaffed IT Team** with support from external IT vendors
- An increasing demand for IT Services from staff and members is placing more pressure on current NSTU IT team
- Existing and prevailing IT, security and privacy risks require mitigation
- **Investment is required to appropriately staff the NSTU IT team** to address the increasing demand for services and address existing risks



Questions and Discussion



Trevor Cook | Managing Principal, Technology Strategy & Transformation
trevorcook@maraconsulting.ca

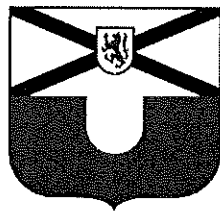
Stuart Lake | Senior Consultant, Cybersecurity & Technology
stuartlake@maraconsulting.ca

Hilary Carter | Change Management Consultant
hilarycarter@maraconsulting.ca

maraconsulting.ca



Financial Package



Annual Council
May 3 – May 5, 2024

FINANCIAL PACKAGE

Table of Contents

	Colour	Page
Audited Financial Statements August 1, 2022 – July 31, 2023	White	1
Explanatory Notes – Revenue & Expenditures General Fund – Actuals – August 1, 2022 to July 31, 2023	White	FP-21
Draft Operating Budget – August 1, 2024 to July 31, 2025	Green	FP-27
Schedule #1 – Council	Green	FP-28
Schedule #2 – Executive Operations	Green	FP-29
Schedule #3 – Affiliate Consultation	Green	FP-29
Schedule #4 – Professional Development	Green	FP-30
Schedule #5 – Committees & Meetings	Green	FP-31
Schedule #6 – Conferences/Workshops	Green	FP-32
Schedule #7 – Counselling Services	Green	FP-32
Schedule #8 – Expenses – Programs & Operations	Green	FP-32
Schedule #9 – Leadership Development & Outreach	Green	FP-33
Schedule #10 – Programs & Services	Green	FP-33
Schedule #11 – Study & Research Grants	Green	FP-33
Schedule #12 – Public Relations	Green	FP-34
Schedule #13 – Employee Benefits	Green	FP-34
Explanatory Notes – Draft Operating Budget 2024-2025 Background Information	Green	FP-35
Notes: Draft Operating Budget	Green	FP-36
Alternate Budget Notes: Alternate Budget	Gold	FP-40
	Gold	FP-41

FINANCE AND PROPERTY COMMITTEE

2023-2024

Peter Day

Sharon Midwinter

Nick Wilson

Jodie MacIlreith

Thérèse Forsythe

Melanie Waye

Simon Wilkin

Steve Brooks

Ryan Lutes

Secretary-Treasurer

Executive Member

Digby

Halifax County

Kings

Financial Officer

Assistant Executive Director

Executive Director

President

Nova Scotia Teachers Union
Financial Statements
July 31, 2023

DRAFT

Contents

	<u>Page</u>
Independent Auditor's Report	1 - 2
Statement of Operations	3
Statement of Financial Position	4
Statement of Changes in Members' Equity	5
Statement of Cash Flows	6
Notes to the Financial Statements	7 - 14
Detailed Statement of Revenue and Expenditures - General Fund	15
Schedule of Affiliate Consultation Expenses	16
Schedule of Professional Development Expenses	16
Schedule of Committee and Meeting Expenses	17
Schedule of Conference Expenses	18
Schedule of Leadership Development and Outreach Expenses	18
Schedule of Programs and Services Expenses	18
Schedule of Professional Association Expenses	19
Schedule of Property Expenses	20
Schedule of Transfers to Property and Equipment Fund	20

Independent auditor's report

To the members of the
Nova Scotia Teachers Union

Opinion

We have audited the financial statements of Nova Scotia Teachers Union ("NSTU"), which comprise the statements of operations, changes in members' equity and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Nova Scotia Teachers Union as at July 31, 2023, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the NSTU's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the NSTU or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the NSTU's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the NSTU's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the NSTU's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the NSTU to cease to continue as a going concern; and
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Halifax, Canada
DATE

Chartered Professional Accountants

Nova Scotia Teachers Union
Statement of Operations
As at July 31

	2023					2022	
	General	Health Care Benefit	Property & Equipment	Reserve	Service Benefit	Total	Total
Revenue							
Membership fees	\$ 8,856,276	\$ -	\$ -	\$ -	\$ -	\$ 8,856,276	\$ 8,707,823
Investment income	75,376	-	-	827,585	(748)	902,213	(773,109)
Other income	397,169	-	4,254	-	-	401,423	778,364
Total revenue	9,328,821	-	4,254	827,585	(748)	10,159,912	8,713,078
Deduct transfer payments	1,737,643	-	-	-	-	1,737,643	1,697,134
Revenue after transfer payments	7,591,178	-	4,254	827,585	(748)	8,422,269	7,015,944
Expenditures							
Council and executive	757,321	-	-	-	-	757,321	1,083,964
Programs and services							
Administrative support	327,663	68,528	-	155,617	115,360	667,168	623,009
Services to members	1,731,576	-	-	-	-	1,731,576	947,737
Communication and public relations	524,392	-	-	-	-	524,392	545,805
Staffing	3,828,104	-	-	-	-	3,828,104	3,681,813
Property expenses	274,774	-	251,145	-	-	525,919	489,153
Total expenditures	7,443,829	68,528	251,145	155,617	115,360	8,034,479	7,371,481
Excess (deficiency) of revenue over expenditures	\$ 147,349	\$ (68,528)	\$ (246,891)	\$ 671,968	\$ (116,108)	\$ 387,790	\$ (355,537)

DRAFT

Nova Scotia Teachers Union
Statement of Financial Position
As at July 31

	2023					2022
	General	Health Care Benefit	Property & Equipment	Reserve	Service Benefit	Total
Assets						
Current						
Cash	\$ 80,943	\$ -	\$ -	\$ 12,398	\$ -	\$ 93,341
Receivables	382,771	-	-	-	-	382,771
Prepays	63,374	-	-	-	-	63,374
Investments (Note 3)	1,538,192	-	-	266,500	-	1,804,692
	<u>2,065,280</u>	<u>-</u>	<u>-</u>	<u>278,898</u>	<u>-</u>	<u>2,344,178</u>
Long term investments (Note 4)	-	-	-	23,277,338	53,791	23,331,129
Property and equipment (Note 5)	-	-	5,138,523	-	-	5,138,523
Intangible assets (Note 6)	-	-	64,910	-	-	64,910
Other properties (Note 8)	-	-	48,064	-	-	48,064
	<u>\$ 2,065,280</u>	<u>\$ -</u>	<u>\$ 5,251,497</u>	<u>\$ 23,556,236</u>	<u>\$ 53,791</u>	<u>\$ 30,926,804</u>
						<u>\$ 30,532,058</u>
Liabilities						
Current						
Payables and accruals	\$ 872,282	\$ -	\$ -	\$ -	\$ -	\$ 872,282
Deferred contributions (Note 7)	-	-	80,799	-	-	80,799
Accrued benefit liability (Note 9, 10)	-	1,341,340	-	-	624,700	1,966,040
Due to local facilities account (Note 8)	-	-	48,064	-	-	48,064
	<u>872,282</u>	<u>1,341,340</u>	<u>128,863</u>	<u>-</u>	<u>624,700</u>	<u>2,967,185</u>
						<u>3,058,519</u>
Members' equity (deficiency)						
General Fund (Page 5)	1,192,998	-	-	-	-	1,192,998
Health Care Benefit Fund (Page 5)	-	(1,341,340)	-	-	-	(1,341,340)
Property and Equipment Fund (Page 5)	-	-	5,122,634	-	-	5,122,634
Reserve Fund (Page 5)	-	-	-	23,556,236	-	23,556,236
Service Benefit Fund (Page 5)	-	-	-	-	(570,909)	(570,909)
	<u>1,192,998</u>	<u>(1,341,340)</u>	<u>5,122,634</u>	<u>23,556,236</u>	<u>(570,909)</u>	<u>27,959,619</u>
	<u>\$ 2,065,280</u>	<u>\$ -</u>	<u>\$ 5,251,497</u>	<u>\$ 23,556,236</u>	<u>\$ 53,791</u>	<u>\$ 30,926,804</u>
						<u>\$ 30,532,058</u>

Contingency (Note 11)

NSTU President _____

NSTU 1st Vice President _____

Nova Scotia Teachers Union
Statement of Changes in Members' Equity
As at July 31

2023						
	<u>General</u>	<u>Health Care Benefit</u>	<u>Property & Equipment</u>	<u>Reserve</u>	<u>Service Benefit</u>	<u>Total</u>
Balance, beginning of year	\$ 1,741,770	\$ (1,346,414)	\$ 4,673,404	\$ 22,884,268	\$ (479,488)	\$ 27,473,540
Excess (deficiency) of revenue over expenditures	147,349	(68,528)	(246,891)	671,968	(116,108)	387,790
Inter fund transfers	(696,121)	-	696,121	-	-	-
Health Care benefit revaluation	-	73,602	-	-	-	73,602
Service benefit fund revaluation	-	-	-	-	24,687	24,687
Balance, end of year	<u>\$ 1,192,998</u>	<u>\$ (1,341,340)</u>	<u>\$ 5,122,634</u>	<u>\$ 23,556,236</u>	<u>\$ (570,909)</u>	<u>\$ 27,959,619</u>

2022						
	<u>General</u>	<u>Health Care Benefit</u>	<u>Property & Equipment</u>	<u>Reserve</u>	<u>Service Benefit</u>	<u>Total</u>
Balance, beginning of year	\$ 2,246,759	\$ (1,688,838)	\$ 3,418,232	\$ 23,838,820	\$ (431,777)	\$ 27,383,196
Excess (deficiency) of revenue over expenditures	930,390	(68,980)	(180,207)	(954,552)	(82,190)	(355,539)
Inter fund transfers	(1,435,379)	-	1,435,379	-	-	-
Health Care benefit revaluation	-	411,404	-	-	-	411,404
Service benefit fund revaluation	-	-	-	-	34,479	34,479
Balance, end of year	<u>\$ 1,741,770</u>	<u>\$ (1,346,414)</u>	<u>\$ 4,673,404</u>	<u>\$ 22,884,268</u>	<u>\$ (479,488)</u>	<u>\$ 27,473,540</u>

DRAFT

Nova Scotia Teachers Union
Statement of Cash Flows
For the year ended July 31

	2023					
	General	Health Care Benefit	Property & Equipment	Reserve	Service Benefit	Total
Operating activities						
Increase (decrease) in fund balances from operations	\$ 147,349	\$ (68,528)	\$ (246,892)	\$ 671,968	\$ (116,108)	\$ 387,789
Interfund transfers	(696,121)	-	696,121	-	-	-
Amortization of property and equipment and intangible assets	-	-	251,145	-	-	251,145
Realized and unrealized investment gains	-	68,528	-	(820,918)	116,108	(636,282)
Deferred contributions recognized	-	-	(4,253)	-	-	(4,253)
Change in non-cash working capital (Note 13)	234,156	-	-	-	-	234,156
Cash generated from (used for) operating activities	(314,616)	-	696,121	(148,950)	-	232,555
Investing activities						
(Purchase) sale of investments, net	(533,592)	-	-	155,616	-	(377,976)
Purchase of property and equipment	-	-	(781,173)	-	-	(781,173)
Cash (used for) generated from investing activities	(533,592)	-	(781,173)	155,616	-	(1,159,149)
Deferred contributions received	-	-	85,052	-	-	85,052
Cash used for financing activities	-	-	85,052	-	-	85,052
Change in cash	(848,208)	-	-	6,666	-	(841,542)
Cash, beginning of year	929,151	-	-	5,732	-	934,883
Cash, end of year	\$ 80,943	\$ -	\$ -	\$ 12,398	\$ -	\$ 93,341

	2022					
	General	Health Care Benefit	Property & Equipment	Reserve	Service Benefit	Total
Operating activities						
Increase (decrease) in fund balances from operations	\$ 930,392	\$ (68,980)	\$ (180,207)	\$ (954,552)	\$ (82,190)	\$ (355,537)
Interfund transfers	(1,435,379)	-	1,435,379	-	-	-
Amortization of property and equipment and intangible assets	-	-	180,207	-	-	180,207
Realized and unrealized investment gains	-	68,980	-	796,465	82,190	947,635
Change in non-cash working capital (Note 13)	144,268	-	-	-	-	144,268
Cash generated from (used for) operating activities	(360,719)	-	1,435,379	(158,087)	-	916,573
(Purchase) sale of investments, net	500,626	-	-	159,822	-	660,448
Purchase of property and equipment	-	-	(1,435,379)	-	-	(1,435,379)
Cash (used for) generated from investing activities	500,626	-	(1,435,379)	159,822	-	(774,931)
Financing activities						
Debt repayments	-	-	-	-	-	-
Management fees and taxes	-	-	-	-	-	-
Cash used for financing activities	-	-	-	-	-	-
Increase (decrease) in cash and cash equivalents	139,907	-	-	1,735	-	141,642
Cash and cash equivalents, beginning of year	789,244	-	-	3,997	-	793,241
Cash and cash equivalents, end of year	\$ 929,151	\$ -	\$ -	\$ 5,732	\$ -	\$ 934,883

Nova Scotia Teachers Union

Notes to the Financial Statements

For the year ended July 31, 2023

1. Nature of organization and basis of presentation

The Nova Scotia Teachers Union (NSTU or Union) was organized in 1895-96 to unify and elevate the teaching profession in the Province. Its programs are directed towards improving the quality of education offered to our young people. The Union is a labour organization and, under the provisions of section 149 of the Income Tax Act, is exempt from paying income taxes.

These financial statements only include the statement of financial position and results of operations of the General Fund, Health Care Benefit Fund, Reserve Fund, Property and Equipment Fund and Service Benefit Fund. They do not include the results of operations or the statement of financial position of the various Locals, Regional Representative Councils and Professional Associations. However, this related party information has been provided in Note 12 to the financial statements.

2. Significant accounting policies

Basis of accounting

These financial statements have been prepared in accordance with Canadian Accounting Standards for Not-For-Profit Organizations under Part III of the CPA Handbook. The significant policies are as follows:

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the year. Significant items subject to management estimates include allowance for doubtful accounts, fair value of investments, useful lives of intangible assets, useful lives of property and equipment and significant assumptions used in the calculation of the accrued benefit liability. Actual results could differ from those reported. Estimates are regularly reviewed by management and adjusted as required.

Fund accounting

The Union applies fund accounting in the preparation of the financial statements. Under fund accounting, resources are classified for accounting and reporting purposes into funds in accordance with specified activities or objectives.

The Union has classified accounts with similar characteristics into major funds as follows:

Unrestricted

The General Fund accounts for the operating activities of the Union. This fund reports primarily membership fees which are recognized when earned over the course of the school year. The fees are used to fund the programs and services of the Union.

Internally restricted

The Health Care Benefit Fund accounts for the obligation relating to post retirement health care benefits to eligible employees.

The Property and Equipment Fund accounts for the purchase and amortization of property and equipment and the funding for them. Cash held in this fund is restricted for property and equipment purchases.

The Reserve Fund accounts for the income earned on investments held by the fund and for any distributions approved by the members.

The Service Benefit Fund accounts for the contributions received from the General Fund to provide for payment of service awards to executive and professional services staff upon retirement.

Nova Scotia Teachers Union
Notes to the Financial Statements
For the year ended July 31, 2023

2. Summary of significant accounting policies (continued)

Cash

Cash includes cash on hand, balances of banks net of overdrafts.

Property and equipment

Property and equipment are recorded at their original cost and subsequently measured at cost less accumulated amortization. Amortization is reported in the Property and Equipment Fund. Property and equipment, other than land, are amortized over their estimated useful lives. Management reviews estimates of the useful lives and continued service potential of property and equipment and adjusts the estimates as required. Management regularly reviews assets for impairment and adjusts as necessary.

Property and equipment are amortized over the estimated useful life of the asset using the straight-line method. The range of the estimated useful lives of each category of property and equipment is shown below expressed in years.

Building	50	years
Building improvements	20	years
HVAC	20	years
Office furniture and equipment	5	years
Parking lot	7	years

Intangible assets

Purchased and developed intangible assets are recorded at cost and subsequently measured at cost less accumulated amortization. Amortization is reported in the Property and Equipment Fund. All intangible assets have limited lives and are amortized over their estimated useful lives. Amortization of purchased and developed intangible assets begins in the year usage commences. Management regularly reviews estimates of the useful lives of intangible assets and adjusts the estimates as required. Management also reviews the assets for impairment and adjusts as necessary.

Intangible assets are amortized over the estimated useful life of the asset using the straight-line method. The estimated useful lives of each category of intangible asset is shown below expressed in years.

Website/Database	5	years
------------------	---	-------

Deferred capital contributions

Deferred capital contributions represent contributions received which are externally restricted for the purchase of capital assets. These contributions are deferred and recognized as revenue on the same basis as the amortization of the related capital assets.

Financial Instruments

The Union considers any contract creating a financial asset or liability as a financial instrument, except in certain circumstances. Financial instruments consist of cash, short and long term investments, receivables payables and accruals, demand promissory notes payable, and due to local facilities account.

The Union initially measures all its financial assets and liabilities at fair value, except for certain non-arm's length transactions. Cash and short term investments are measured and reported at fair value. The Union has chosen to subsequently measure and report long term investments at fair value calculated using quoted market values based on actively traded markets and the accrued benefit liability at fair value using an actuarial valuation or extrapolation. The Union records the change in the fair value as part of income from investments. All other financial assets including accounts receivable are recorded at amortized cost. Transaction costs related to financial assets are expensed as incurred. Financial liabilities including payables and accruals, and demand promissory notes payable are recorded at amortized cost.

Financial assets and financial liabilities obtained in related party transactions are initially measured at cost, except for certain instruments which are initially measured at fair value. The Union does not have any financial assets or financial liabilities in related party transactions which are initially measured at fair value.

Nova Scotia Teachers Union

Notes to the Financial Statements

For the year ended July 31, 2023

2. Summary of significant accounting policies (continued)

Financing fees related to financial liabilities are deferred and amortized over the period of the related liability. Management reviews financial instruments for impairment and adjusts as required.

Financial risk

A summary of the Union's potential risk exposures as it relates to financial instruments would include:

i) Credit risk

- a) The Union is exposed to credit risk in the event of non-performance by counterparties to financial instruments. The Union's credit risk is primarily attributable to accounts receivable. Receivables are managed by closely monitoring delinquent contributors and ensuring that any late payments or deviations are investigated.

ii) Liquidity risk

- a) Liquidity risk is the risk that the Union will not be able to pay financial liabilities as they come due. The majority of assets held by the Union are invested in securities that are traded in an active market and can be readily disposed of as liquidity needs arise.

iii) Market risk

- a) Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. For purposes of this disclosure, the Union segregates market risk into three categories: interest rate risk, currency risk and other price risk.

Interest rate risk

The Union holds cash and short term investment deposits of \$1,619,635 at the end of July 2023 (2022 - \$1,933,752).

The Union's cash, short term investments and demand promissory notes payable are at fixed interest rates, therefore are not subject to significant interest rate risk.

Currency risk

The Union's functional currency is the Canadian dollar. No significant transactions are denominated in foreign currencies.

Other price risk

Other price risk is the risk that the value of financial instruments will fluctuate as a result of changes in market prices, other than those occurring from interest rate risk or currency risk. Securities held for trading are carried at fair value, and as such, impact earnings as changes occur. Investments held by the Union are managed by professional investment managers and are monitored by management.

Nova Scotia Teachers Union
Notes to the Financial Statements
For the year ended July 31, 2023

2. Summary of significant accounting policies (continued)

Revenue recognition

The Union follows the deferred contribution method for recognition of any contributors.

Membership fees

Union dues are recognized in the year received or receivable, as the related service has been provided and the amount to be received can be reasonably estimated and collection is reasonable assured.

Other revenue

Other revenue mainly consists of administrative expense recoveries which are recognized in the year received or receivable, as the related service has been provided and the amount to be received can be reasonably estimated and collection is reasonable assured.

Investment income

Investment income earned on investments is recognized in the corresponding fund as earned.

Employee future benefits

Employee pension plan

The Union accounts for its employee defined benefit pension plan using defined contribution plan accounting, as sufficient information is not available for defined benefit pension plan accounting.

Health benefits

Health care benefits to retirees are actuarially determined using the projected benefit method prorated on services and management's best estimate assumptions.

Service benefit awards

The determination of the accrued benefit obligations for long term service awards uses the projected benefit method prorated on service (which incorporates management's best estimate of future salary levels, retirement ages of employees and other actuarial factors).

3. Investments

	2023	2022
General Fund		
NS Teachers Credit Union	\$ 1,538,192	\$ 1,004,603
Reserve Fund		
NS Teachers Credit Union	\$ 266,500	\$ 266,500

4. Long term investments

Reserve Fund

	2023	2022
Diversified Fund	\$ 23,277,338	\$ 22,612,036
Revenues		
Investment income		
Realized gain	\$ 8,387	\$ 129,119
Unrealized gain (loss)	819,198	(923,849)
	\$ 827,585	\$ (794,730)
Service Benefit Fund		
Fixed income securities	\$ 53,791	\$ 54,808
Investment income		
Realized (loss)	\$ 2	\$ (328)
Unrealized (loss)	(750)	(5,092)
	\$ (748)	\$ (5,420)

Nova Scotia Teachers Union

Notes to the Financial Statements

For the year ended July 31, 2023

5. Property and equipment

	Cost	Accumulated Amortization	2023 Net Book Value	2022 Net Book Value
Land	\$ 269,264	\$ -	\$ 269,264	\$ 269,264
Building	4,071,575	957,419	3,114,156	2,969,750
HVAC	1,670,922	107,668	1,563,254	1,284,958
Office furniture and equipment	1,810,971	1,619,122	191,849	102,289
Parking lot	88,119	88,119	-	-
	<u>\$ 7,910,851</u>	<u>\$ 2,772,328</u>	<u>\$ 5,138,523</u>	<u>\$ 4,626,261</u>

6. Intangible assets

	Cost	Accumulated Amortization	2023 Net Book Value	2022 Net Book Value
Website/Database	\$ 472,164	\$ 407,255	\$ 64,910	\$ 47,144

7. Deferred capital contributions

	Beginning Balance	Contributions Received	Revenue Recognized	2023 Ending Balance	2022 Ending Balance
Capital contributions	\$ -	\$ 85,052	\$ (4,253)	\$ 80,799	\$ -

8. Other properties

In December 2000, the Union acquired a property for use by the Cape Breton District Local. The cost of the property in the amount of \$131,827 has been funded from reserves held by the Cape Breton District Local and has been recorded in the Union's records in the Due to local facilities account. In 2001, the Union began amortizing the property on a straight-line basis over 30 years, accumulated amortization at year end was \$83,763 (2022 - \$80,684).

9. Employee future benefits

Employee pension fund

The Union participates in a defined benefit pension plan with Nova Scotia Teachers Credit Union Limited, providing pension benefits to certain eligible employees. These benefits are based on a percentage of the average salaries during the highest three consecutive years of earnings times service. Employee contributions are 9.0% of salary, with the Union contributing 16.64%.

The pension expense recognized relating to this plan is \$223,636 (2022 - \$199,037).

Nova Scotia Teachers Union
Notes to the Financial Statements
For the year ended July 31, 2023

9. Employee future benefits (continued)

Employee pension fund

The latest actuarial valuation performed on the plan was December 31, 2021 indicating the plan had an excess of \$2,592,000 on a solvency basis and \$3,335,000 on a going concern basis. The next actuarial valuation is planned for December 31, 2024.

Health care benefit plan

The Union provides certain post-retirement health care benefits to its eligible employees through an unfunded health care benefit plan. The most recent actuarial valuation of this plan was as of July 31, 2021. The next valuation will occur on July 31, 2024.

	<u>2023</u>	<u>2022</u>
Accrued benefit liability plan deficit	<u>\$ 1,341,340</u>	<u>\$ 1,346,414</u>

10. Service Benefit Fund

The Union provides a service award to qualifying employees which provides for payment of a lump sum award based on years of service and salary at retirement. The plan is funded by annual contributions made by the Union, plus investment gains and interest. Service awards paid during the year were \$Nil (2022 - \$Nil). The Union contributed \$Nil (2022 - \$Nil) to the Service Benefit Fund. The most recent actuarial valuation of this plan was as of July 31, 2022. The next valuation will occur on July 31, 2025.

	<u>2023</u>	<u>2022</u>
Accrued benefit liability	<u>\$ (624,700)</u>	<u>\$ (534,296)</u>
Plan assets, fair value	<u>53,791</u>	<u>54,808</u>
Accrued benefit liability plan deficit	<u>\$ (570,909)</u>	<u>\$ (479,488)</u>

11. Contingency

The Union has legal responsibility for the liabilities of the various Locals, Regional Representative Councils and Professional Associations. As at July 31, 2023, the Union had not been called upon to settle any such obligations of the various Locals, Regional Representative Councils or Professional Associations.

12. Related parties

The NSTU controls, through representation, the financial activities of 22 Locals, 7 Regional Representative Councils and 21 Professional Associations. The Locals', Regional Representative Councils' and Professional Associations' not-for-profit status makes them exempt for income tax purposes. Further, information on each of these entities is as follows:

Locals - The mandate of the Locals is to advance and promote the teaching profession and the cause of education in Nova Scotia. This entails the planning and implementation of the policies and directives of the Provincial Executive, information sharing, problem solving and decision making. Locals receive a rebate of 15% of the membership dues on an annual basis plus additional top ups based on a formula.

Regional Representative Councils (RRCs) - The RRCs mandate is to address bargaining unit issues for NSTU members employed within the geographic boundaries of their regional centres. Ten percent of the total NSTU Local Rebate is withheld to be equally divided and distributed to the seven RRCs to be used to assist in covering the expenses of the RRC.

Professional Associations (PAs) - PAs provide the opportunity for teacher-initiated professional development. PAs assume major responsibility for encouraging and assisting in professional development activities in their respective fields. PAs can qualify for an annual grant to cover expenses for up to three meetings.

Nova Scotia Teachers Union

Notes to the Financial Statements

For the year ended July 31, 2023

12. Related parties (continued)

The Locals, RRCs and PAs have not been consolidated in the NSTU's financial statements. Financial statements of any of the Locals, RRCs or PAs are available on request. Summary financial information for these unconsolidated entities as at July 31, 2023 and 2022 is as follows:

Financial Position July 31, 2023:

	Locals	RRCs	PAs	Total
Total assets	\$ 4,660,436	\$ 63,196	\$ 454,690	\$ 5,178,322
Total liabilities	\$ 151,363	\$ 18,893	\$ 14,779	\$ 185,035
Total net assets	4,509,073	44,303	439,911	4,993,287
	\$ 4,660,436	\$ 63,196	\$ 454,690	\$ 5,178,322

Financial Position July 31, 2022:

	Locals	RRCs	PAs	Total
Total assets	\$ 4,960,852	\$ 99,562	\$ 508,871	\$ 5,569,285
Total liabilities	\$ 161,628	\$ 51,582	\$ 11,486	\$ 224,696
Total net assets	4,799,224	47,980	497,385	5,344,589
	\$ 4,960,852	\$ 99,562	\$ 508,871	\$ 5,569,285

Results of Operations August 1, 2022 - July 31, 2023:

	Locals	RRCs	PAs	Total
Total revenues	\$ 2,213,886	\$ 130,640	\$ 664,669	\$ 3,009,195
Total expenditures	2,525,528	134,317	718,144	3,377,989
Excess of revenue over expenditures	\$ (311,642)	\$ (3,677)	\$ (53,475)	\$ (368,794)

Results of Operations August 1, 2021 - July 31, 2022:

	Locals	RRCs	PAs	Total
Total revenues	\$ 1,990,634	\$ 127,010	\$ 539,423	\$ 2,657,067
Total expenditures	2,104,908	131,839	348,348	2,585,095
Excess of revenue over expenditures	\$ (114,274)	\$ (4,829)	\$ 191,075	\$ 71,972

Nova Scotia Teachers Union
Notes to the Financial Statements
For the year ended July 31, 2023

13. Change in non-working capital

	<u>General</u>	<u>Property & Equipment</u>	<u>Reserve</u>	<u>Service Benefit</u>	<u>2023</u>	<u>2022</u>
Receivables	\$ 477,525	\$ -	\$ -	\$ -	\$ 477,525	\$ (608,541)
Prepays	11,014	-	-	-	11,014	17,899
Payables	(254,383)	-	-	-	(254,383)	734,910
Decrease in other properties	-	3,077	-	-	3,077	3,077
Decrease in due to locals	-	(3,077)	-	-	(3,077)	(3,077)
	<u>\$ 234,156</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 234,156</u>	<u>\$ 144,268</u>

DRAFT

Nova Scotia Teachers Union

Detailed Statement of Revenue and Expenditures - General Fund

Year Ended July 31

	Unaudited Budget	2023	2022
1.0 Revenue			
1.1 Membership fees	\$ 8,451,550	\$ 8,856,276	\$ 8,707,823
1.2 Investment income	30,000	75,376	26,713
1.3 Administrative expense recovery	367,853	377,391	759,189
1.4 Sundry income	8,000	7,936	8,067
1.5 The Teacher	9,000	11,842	11,108
1.6 Total revenue	<u>8,866,403</u>	<u>9,328,821</u>	<u>9,512,900</u>
2.0 Deduct - transfer payments			
2.1 Refunds to Locals/RRCs	1,304,098	1,326,283	1,312,385
2.2 C.T.F. membership fees	276,680	281,400	278,518
2.3 Project International	22,000	33,000	8,800
2.4 NS Federation of Labour Fees	91,786	92,867	91,779
2.41 Committees and conferences	10,000	4,093	5,652
2.5 Total transfer payments	<u>1,704,564</u>	<u>1,737,643</u>	<u>1,697,134</u>
3.0 Revenue after transfers	<u>7,161,839</u>	<u>7,591,178</u>	<u>7,815,766</u>
4.0 Expenditures - council and executive			
4.1 Council	281,500	331,319	623,810
4.2 Executive operations	215,400	233,178	261,188
4.2.1 Presidential election	-	-	16,475
4.3 President's salary	163,082	163,082	161,609
4.4 President's expenses	44,500	29,742	20,882
4.5 Total council and executive	<u>704,482</u>	<u>767,321</u>	<u>1,083,964</u>
5.0 Programs and services			
Administrative support			
5.1 Accounting, audit and consultation	30,000	31,141	29,532
5.2 Affiliate consultation	58,300	77,718	96,441
5.3 Insurance	16,000	17,782	16,145
5.4 Office expense	35,000	41,538	41,497
5.5 Professional development	60,500	40,543	17,516
5.6 Technology support	90,000	91,062	109,196
5.7 Translation services	24,000	27,878	6,780
Services to members			
5.8 Benevolent payments	14,000	16,000	15,000
5.9 Committees and meetings	119,510	168,452	101,809
5.10 Conferences	103,500	147,171	66,797
5.11 Counselling services	304,313	294,950	242,286
5.12 Expenses - programs and operations	113,700	138,188	118,336
5.13 Leadership development and outreach	127,500	139,801	15,458
5.14 Legal	475,000	649,147	269,013
5.16 Professional associations	82,450	59,104	49,431
5.17 Programs and services	59,265	70,925	13,867
5.18 Special projects	40,000	99,036	14,396
5.19 Study and research grants	30,000	17,400	7,400
5.20 Substitute costs	46,365	31,402	33,943
Communication and public relations			
5.21 Postage	38,000	38,568	63,826
5.22 Printing and publications	45,000	28,951	49,363
5.24 Public relations	409,000	417,321	397,399
5.25 Telecommunications	40,000	39,552	35,217
Staffing			
5.27 Salaries - executive staff	1,775,023	1,760,550	1,738,998
5.28 Salaries - office staff	1,404,593	1,434,833	1,322,192
5.29 Employee benefits	595,112	632,721	620,623
6.30 Total programs and services	<u>6,136,131</u>	<u>6,411,734</u>	<u>5,492,461</u>
6.0 Property expenses	<u>250,900</u>	<u>274,774</u>	<u>308,946</u>
7.0 Total expenditures	<u>7,091,513</u>	<u>7,443,829</u>	<u>6,885,375</u>
8.0 Excess of revenue over expenditure before transfers	70,326	147,349	930,391
8.1 Transfer to Property and Equipment Fund	90,000	696,121	1,435,378
9.0 Excess of revenue over expenditure (expenditure over revenue) after transfer to Property & Equipment Fund	<u>\$ (19,674)</u>	<u>\$ (548,772)</u>	<u>\$ (504,988)</u>

See accompanying notes to the financial statements.

Nova Scotia Teachers Union

Schedule of Affiliate Consultation Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
Atlantic Provinces Economic Welfare	\$ 4,000	\$ 5,090	\$ 2,485
Atlantic Professional Development Officers	4,000	7,383	148
Atlantic Public Relations Officers	1,800	1,589	1,863
Contact Conference	1,500	1,500	1,500
Council of Atlantic Provinces and Territory Teachers Organization (CAPTTO)	10,000	16,279	15,507
CTF - Annual Meeting	10,000	7,410	5,786
CTF - Board of Directors	500	1,258	127
CTF - Francophone	1,500	3,451	745
CTF - Joint Meeting (Professional Development/Members Services)	7,500	10,014	431
CTF - Member Affiliates Presidents	2,500	2,065	1,115
CTF - Other	1,000	338	554
CTF/CAPTTO Women's Seminar	2,000	2,240	51,376
CTF - Teacher Collective Bargaining	-	4,767	-
CTF - National Teacher Research Network	1,500	2,306	-
National Secretaries	3,500	4,606	2,364
Pension Officers Workshop	7,000	7,422	12,440
	<u>\$ 58,300</u>	<u>\$ 77,718</u>	<u>\$ 96,441</u>

Schedule of Professional Development Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
Canadian Association of Practical Study Legal in Education (CAPSLE)	\$ 12,000	\$ 7,518	\$ 518
Canadian Association of Labour Lawyers	2,500	-	-
Canadian Education Press Association (CEPA)	3,500	1,565	2,814
Canadian Public Relations Society	5,000	4,526	384
Canadian Educational Research Association (CERA)	2,500	-	-
Francophone Conference	4,000	-	265
Chartered Professional Accountants of NS	1,000	949	411
Pension Benefit Conference	7,000	3,343	-
Queens University Bargaining Workshop	17,000	16,390	5,532
Staff Development	6,000	6,252	7,592
	<u>\$ 60,500</u>	<u>\$ 40,543</u>	<u>\$ 17,516</u>

Nova Scotia Teachers Union**Schedule of Committee and Meeting Expenses**

Year Ended July 31

Unaudited
Budget

2023

2022

Ad-hoc General	\$ 2,000	\$ 2,993	\$ 6,044
Appeals	-	3,900	4,536
APSEA Negotiations	1,000	-	3,316
Comité programmation acadienne	4,400	4,287	3,854
Curriculum	4,400	5,009	1,886
Discipline	1,850	24,882	898
Equity	5,100	2,533	4,472
Finance and Property	11,100	39,137	29,055
Governance and Policy	12,840	13,411	11,973
Health and Safety	3,700	5,746	1,717
Member Services	4,400	-	3,286
Negotiating Committee (Public Schools)	-	1,331	-
Pension	5,600	2,964	6,153
Personnel	5,600	9,198	9,474
Political Action	17,400	5,024	4,204
Professional	2,200	2,227	748
Professional Development	5,100	2,882	1,814
Provincial Economic Welfare	16,000	32,971	-
Public Affairs/Public Relations	3,700	2,016	4,192
Resolutions	3,620	1,301	-
Status of Women	5,100	4,494	1,518
Substitute Teachers	4,400	2,146	2,669
	<hr/>	<hr/>	<hr/>
	\$ 119,510	\$ 168,452	\$ 101,809

Nova Scotia Teachers Union Schedule of Conference Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
Communications	\$ 22,000	\$ 16,961	\$ -
Encourage, Engage, Evolve Summit	-	21,350	-
Equity	12,000	15,496	-
Local Presidents	28,000	28,315	44,300
Members Services	-	-	22,497
Parliamentary Procedure Member Course	11,000	13,234	-
Pension Symposium	17,000	28,367	-
Professional Development	13,500	9,304	-
Treasurers	-	14,144	-
	<u>\$ 103,500</u>	<u>\$ 147,171</u>	<u>\$ 66,797</u>

Schedule of Leadership Development and Outreach Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
John Huntley Memorial Internship Program	\$ 8,200	\$ 15,709	\$ 7,674
Leadership Training Institute	101,000	112,591	-
New Members Information Sessions	1,300	-	-
Professional Development Resources	7,000	8,198	5,819
University Liaison	10,000	3,303	1,965
	<u>\$ 127,500</u>	<u>\$ 139,801</u>	<u>\$ 15,458</u>

Schedule of Programs and Services Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
CCPA Nova Scotia Branch	\$ 6,000	\$ 6,000	\$ 6,000
Developing Successful Schools	1,000	1,000	1,000
French Language PD Activities	3,500	1,876	504
Membership NSEL	1,265	1,265	1,265
Pension Study	5,000	18,253	489
Pre-Retirement Seminars	40,000	40,213	4,609
Research Projects	2,500	2,318	-
	<u>\$ 59,265</u>	<u>\$ 70,925</u>	<u>\$ 13,867</u>

Nova Scotia Teachers Union

Schedule of Professional Association Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
Conference Guide Promotion	\$ 1,350	\$ 675	\$ 1,308
Co-ordinating Committee	5,100	2,241	1,165
PA Leaders' Conference	10,000	13,633	10,471
L'Association des enseignants acadiens (AEA)	-	1,938	3,176
Association of Science Teachers (AST)	-	-	-
Art Teachers Association (ATA)	-	-	-
Association of Teachers of Exceptional Children (ATEC)	-	-	-
Association of Teachers of English of Nova Scotia (ATENS)	-	-	-
Association of Teachers of Young Adolescents (ATYA)	-	1,817	5,137
Business Education Teachers Association (BETA)	-	6,344	2,246
Educational Drama Association of Nova Scotia (EDANS)	-	1,372	2,645
Family Studies Teachers Association (FSTA)	-	8,655	4,334
Mathematics Teachers Association (MTA)	-	-	-
NS Association of Teachers for Equity in Education (NSATEE)	-	-	899
NS Language Teachers Association (NSLTA)	-	-	6,223
NS Music Educators' Association (NSMEA)	-	2,709	-
NS School Counsellors Association (NSSCA)	-	-	-
NS Teachers Association for Literacy and Learning (NSTALL)	-	-	-
NS Technology Education Association (NSTEA)	-	-	-
Psychologists in Schools Association (PISA)	-	7,341	2,308
Primary Elementary Teachers Association (PETA)	-	-	-
Speech-Language Pathologists and Audiologists Association (SPAA)	-	-	-
Social Studies Teachers Association (SSTA)	-	12,379	9,519
Teachers Association for Physical and Health Education (TAPHE)	-	-	-
Projected grants to be paid	66,000	-	-
	<u>\$ 82,450</u>	<u>\$ 59,104</u>	<u>\$ 49,431</u>

Nova Scotia Teachers Union
Schedule of Property Expenses

Year Ended July 31

	Unaudited Budget	2023	2022
Building repairs and maintenance	\$ 15,000	\$ 31,623	\$ 7,734
Cleaning supplies	11,000	9,771	4,578
Cleaning services	-	-	35,091
Construction project	-	18,312	56,433
Fuel and water	17,100	13,809	15,529
Garbage removal	7,500	9,532	7,987
Ground maintenance	16,500	9,011	6,113
HVAC maintenance	15,000	11,593	20,972
Leased equipment	8,500	5,999	6,165
Insurance	11,000	11,000	11,095
Lights	35,000	34,733	28,381
Office equipment maintenance	8,300	6,895	10,505
Property maintenance services	5,000	1,777	-
Snow removal	16,000	16,100	16,100
Taxes	85,000	94,619	82,263
	<u>\$ 250,900</u>	<u>\$ 274,774</u>	<u>\$ 308,946</u>

Schedule of Transfers to Property and Equipment Fund

Year Ended July 31

	Unaudited Budget	2023	2022
Intangibles	\$ 30,000	\$ 37,535	\$ 24,858
Office furniture and equipment	50,000	158,049	92,615
Property improvements	10,000	232,574	-
HVAC	-	267,963	1,317,906
	<u>\$ 90,000</u>	<u>\$ 696,121</u>	<u>\$ 1,435,379</u>

EXPLANATORY NOTES

Revenue and Expenditures – General Fund (Actuals) Year Ended July 31, 2023

REVENUE

1.1 Membership Fees

The total of \$8,856,276 represents all membership fees earned during 2022-2023. Membership dues were \$850 per member and the total includes \$524,381 in substitute fees.

1.2 Investment Income

Total investment income was \$75,376. Most of the investment income comes from funds invested short term during the year in GICs. The income depends on how much is available to invest and the interest rates on the short-term investments.

1.3 Administrative Expense Recovery

This line contains a recovery of Counselling Services expenses partly from the Administrative Support Agreement from Johnsons and the remainder from the Insurance Trust. It also consists of rent for the Early Intervention Program and amounts charged to the Retired Teachers Organization.

1.4 Sundry Income

This line includes associate and reserve membership dues along with any other miscellaneous income.

1.5 The Teacher

The amount represents the ad revenue earned during the year. The Teacher is an online publication and only generates income.

1.5 Total Revenue

Total revenue was \$9,328,821, which was \$462,418 higher than budget due to membership fees.

TRANSFER PAYMENTS

2.1 Refunds to Locals/RRCs

Refunds to Locals/RRCs were calculated at 15% based on the March 27, 2023 numbers, which differ from the December numbers used when budgeting.

2.2 CTF Membership Fees

The annual membership fees for the Canadian Teachers Federation are calculated at \$29.30 per member based on the membership numbers at March 27, 2023.

2.3 Project International

Three participants were funded for Projects International in 2022-2023. A previously approved participant, unable to attend due to the pandemic, was included under this budget year.

2.4 NS Federation of Labour Fees

The annual membership fees for the NS Federation of Labour are calculated at \$9.72 per member based on the membership numbers at March 27, 2023.

2.4 NS Federation of Labour: Committees and Conferences

The amount of \$4,093 represents the costs for NSTU members to participate in NS Federation of Labour committees.

REVENUE AFTER TRANSFERS

The revenue available after transfers was \$7,591,178.

EXPENDITURES

COUNCIL & EXECUTIVE

4.1 Council

Council 2023 was held at the Trade Centre. The cost includes the Service Award dinner which was held as a separate event in the fall. This expense has been moved to line 5.10 Conferences/Workshops going forward.

4.2 Executive Operations

This line, which reflects the cost of the Provincial Executive, includes costs such as meeting expenses, honoraria, in-local expenses, and regional elections. An extra meeting was held during the year which is the reason for the overage.

4.2.1 Presidential Election

2022-2023 was not a scheduled election year.

4.3 President's Salary

The president's salary is based on 1.6 times the TC8 max in the negotiated teacher's agreement.

4.4 President's Expenses

Moving and accommodation was included in the budget for this line but was not necessary. The president's general expenses were over budget due to additional efforts supporting school staffs affected by the NS wildfires.

4.5 Total of Council and Executive

This line, which reflects the total expenditures for Council and Executive totaled \$757,321 – higher due to the separate service award dinner and additional executive meeting held during the year.

PROGRAMS & SERVICES - ADMINISTRATIVE SUPPORT

5.1 Accounting, Audit and Consulting

The amount of \$31,141 consists of the yearly audit fee.

5.2 Affiliate Consultation

The cost of meetings and consultations with affiliates during the year were significantly over budget as CTF collective bargaining was held out of rotation due to covid, more attendees at the CTF Joint staff meeting and the NSTU hosted CAPTTO.

5.3 Insurance

The expense includes a travel accident policy for those travelling on NSTU business, signing officers and cyber insurance.

5.4 Office Expense

The line, which includes office and computer supplies, came in at \$41,538.

5.5 Professional Development

This line consists of professional development for staff which came in under budget at \$40,543. Attendance depends on availability of staff and costs are dependent on location.

5.6 Technology Support

This line, which includes expenditures such as software, hardware and accessories, support, training, and development was within budget for the year.

5.7 Translation Services

Translation requirements drive this line. \$27,878 was spent on translation during the year.

PROGRAMS & SERVICES - SERVICES TO MEMBERS

5.8 Benevolent Payments

This budget line is based on necessity and application. \$16,000 in payments were granted during the year. These payments are approved by the Provincial Executive.

5.9 Committees and Meetings

This line was significantly over budget for the year and there were four committees contributing to the overspending. A breakdown by committee is provided in the schedule. Due to necessity, the Provincial Economic Welfare, Discipline and Personnel committees all had more meetings than planned during the year. The Finance and Property committee was also over budget due to a special consultation with Local Treasurers and Presidents during the year which had not been budgeted.

5.10 Conferences

The majority of the conferences in this line rotate. There were two conferences held during the year that had not been budgeted; Encourage, Engage, Evolve Summit and the Treasurers' conference.

5.11 Counselling Services

This line represents the total cost of the counselling program. Salaries and benefits for the two counsellors make up much of the line. The total cost of the program is covered by support from the Administrative Service Agreement and an amount from the NSTU Insurance Trust which is in line 1.3 Administrative expense recovery.

5.12 Expenses – Programs & Operations

This line covers travel, meals and necessary accommodations of the executive and professional services staff when attending Local meetings, arbitration hearings, in-services, grievances, meetings on contractual matters and responding to individual cases. Member needs and travel drives this line.

5.13 Leadership Development & Outreach

Programs targeted at new and prospective members are expensed on this line. It also includes the cost associated with leadership development of current members. Summer leadership was held for the first time since the pandemic and was over budget. There was also one addition John Huntley session held during the year.

5.14 Legal

Legal costs for the year were \$549,147 which is \$74,147 over budget. Several factors impacted the budget during the year including higher than expected criminal, arbitration, investigation and consulting costs.

5.16 Professional Associations

Much of this line consists of Professional Association meeting reimbursements. Professional Associations qualify for their meeting expenses to be reimbursed if their net assets in the previous year

are less than \$13,350. The line was under budget as a number of PAs continue to meet online for some of their meetings.

5.17 Programs & Services

The largest item in this line is the Pre-retirement seminars. The line was over budget for the year due to costs for the pension study – the cost for the independent review.

5.18 Special Projects

An amount is budgeted yearly to cover special projects that may arise. The line was significantly over budget due to the IT Review which commenced during the year and the relief provided for those impacted by the wildfires.

5.19 Study & Research Grants

This line consists of full-time study grants, out of province conference grants and educational research awards. The line was under budget due to fewer applicants during the fiscal year.

5.20 Substitute costs

This line represents the amount billed for substitute days used that was over and above the allowable amounts per the contracts. There was \$31,402 billed for the 2022-2023 school year.

PROGRAMS & SERVICES – COMMUNICATIONS AND PUBLIC RELATIONS

5.21 Postage

Postage costs were in line with the budget in 2022-2023 at \$38,568.

5.22 Printing and Publications

Printing needs can vary year to year based on projects and activities. The line came in at \$28,951.

5.24 Public Relations

There are various components to the public relations expense including print, radio, television, social media, and production. This line came in at \$417,321 which was slightly over budget.

5.25 Telecommunications

Telecommunication came in at \$39,552.

PROGRAMS & SERVICES - STAFFING

5.27 Salaries – Executive Staff

This amount represents executive staff salaries as per their negotiated contract. The cost for the year came in under budget at \$1,760,550.

5.28 Salaries - Office Staff

The amount of \$1,434,833 represents professional services and support staff salaries as per their negotiated contract.

5.29 Employee Benefits

This line consists of employee benefits such as CPP, EI, pension, insurance, and other contractual benefits. The total was \$632,721.

6.0 Property Expenses

Property expenses consist of items such as maintenance to the building, grounds, HVAC and office equipment, property taxes and insurance. There were costs relating to the construction project that could not be capitalized – rent for temporary office, moving and storage costs which totaled \$18,312.

7.0 TOTAL EXPENDITURES

Total expenditures for the 2022-2023 year came in at \$7,443,829.

8.0 EXCESS OF REVENUE OVER EXPENDITURE BEFORE TRANSFERS

There was an excess of revenue over expenditures before transfers of \$147,349.

8.1 Transfer to Property and Equipment

An amount of \$696,121 was transferred to the property and equipment fund during the year. \$267,963 of this amount relates to the remaining HVAC project costs during the year. The HVAC project was not in the budget due to the timing of the approval of the project. There were also property improvements of \$232,574 that were recommended because of the HVAC project. All transfers are moved to the Property and Equipment Fund where they are capitalized.

9.0 EXCESS OF REVENUE OVER EXPENDITURE AFTER TRANSFER TO PROPERTY & EQUIPMENT FUND

After transfers to Property & Equipment, there is an excess of expenditure over revenue of \$548,772.

OPERATING BUDGET

AUGUST 1, 2024 – JULY 31, 2025

- Recommended to the Provincial Executive by the Finance & Property Committee
- Adopted by the Provincial Executive and recommended for approval to Annual Council 2024
(March 1, 2024)

DRAFT NSTU Operating Budget Year Ending July 31, 2025

	ACTUALS Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
1.0 Revenue			
1.1 Membership Fees	8,856,276	8,642,500	8,865,000
1.2 Investment Income	75,376	80,000	100,000
1.3 Administrative Expense Recovery	377,391	377,313	506,452
1.4 Sundry Income	7,936	8,000	8,000
1.5 The Teacher	11,842	12,500	12,500
1.6 Total Revenue	<u>9,328,821</u>	<u>9,120,313</u>	<u>9,491,952</u>
2.0 Deduct Transfer Payments			
2.1 Refunds to Locals & RRCs	1,326,283	1,318,760	1,333,168
2.2 CTF Membership Fees	281,400	279,815	294,000
2.3 Projects International	33,000	22,000	28,000
2.4 NS Federation of Labour Fees Committees and conferences	92,867 4,093	92,826 15,000	95,256 10,000
2.5 Canadian Labour Congress Committees and conferences	0 0	92,826 2,500	95,256 2,500
2.6 Total Transfer Payments	<u>1,737,643</u>	<u>1,823,727</u>	<u>1,868,180</u>
3.0 Revenue After Transfers	<u>7,591,178</u>	<u>7,296,586</u>	<u>7,633,772</u>
4.0 Expenditures - Governance			
4.1 Council (Schedule #1)	331,319	289,200	304,950
4.2 Executive Operations (Schedule #2)	233,178	195,675	204,300
4.2.1 Presidential Election	0	15,000	0
4.3 President's Salary	163,082	163,082	163,082
4.4 President's Expenses	29,742	23,000	47,000
Subtotal	<u>757,321</u>	<u>685,957</u>	<u>719,332</u>
5.0 Programs & Services - Administrative Support			
5.1 Accounting, Audit & Consultation	31,141	30,000	30,000
5.2 Affiliate Consultation (Schedule #3)	77,718	62,300	65,300
5.3 Insurance	17,782	22,100	22,100
5.4 Office Expense	41,538	35,000	40,000
5.5 Professional Development (Schedule #4)	40,543	54,200	57,500
5.6 Technology Support	91,062	95,000	95,000
5.7 Translation Services	27,878	24,000	24,000
Subtotal	<u>327,662</u>	<u>322,600</u>	<u>333,900</u>
Programs & Services - Services to Members			
5.8 Benevolent Payments	16,000	10,000	10,000
5.9 Committees & Meetings (Schedule #5)	168,452	145,350	107,000
5.10 Conferences/Workshops (Schedule #6)	147,171	81,500	135,000
5.11 Counselling Services (Schedule #7)	294,950	312,984	441,466
5.12 Expenses - Programs & Operations (Schedule #8)	138,188	116,250	116,250
5.13 Leadership Development & Outreach (Schedule #9)	139,801	139,300	132,000
5.14 Legal	549,147	420,000	420,000
5.16 Professional Associations	59,104	74,950	76,300
5.17 Programs & Services - (Schedule #10)	70,925	59,265	54,265
5.18 Special Projects	99,036	15,000	15,000
5.19 Study & Research Grants (Schedule #11)	17,400	50,000	50,000
5.20 Substitute Costs	31,402	46,365	42,000
Subtotal	<u>1,731,576</u>	<u>1,470,964</u>	<u>1,599,281</u>
Programs & Services - Communications/Public Relations			
5.21 Postage	38,568	40,000	43,000
5.22 Printing	28,951	50,000	45,000
5.24 Public Relations (Schedule #12)	417,321	390,000	397,500
5.25 Telecommunications	39,552	35,000	35,000
Subtotal	<u>524,392</u>	<u>515,000</u>	<u>520,500</u>
Programs & Services - Staffing			
5.27 Salaries: Executive Staff	1,760,550	1,996,385	1,925,599
5.28 Salaries: Office Staff	1,434,833	1,437,914	1,600,675
5.29 Employee Benefits (Schedule #13)	632,721	642,075	708,315
Subtotal	<u>3,828,104</u>	<u>4,076,374</u>	<u>4,234,589</u>
5.30 Total, Programs & Services	<u>6,411,734</u>	<u>6,384,938</u>	<u>6,688,270</u>
6.0 Property Expense	<u>274,774</u>	<u>254,360</u>	<u>252,220</u>
7.0 Total Expenditures	<u>7,443,829</u>	<u>7,325,255</u>	<u>7,669,821</u>
8.0 Excess of Revenue over Expenditures	147,349	(28,669)	(26,049)
8.1 Transfer to Property & Equipment Fund	696,121	90,000	90,000
8.2 Transfer to (from) Reserve Fund	0	0	(150,000)
9.0 Excess of Revenue over Expenditures after Transfers	<u>(548,772)</u>	<u>(118,669)</u>	<u>33,951</u>

SCHEDULE #1 Line 4.1 Council

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Accommodations	145,376	125,000	140,000
Meeting Space	25,657	10,000	10,000
Meals	53,368	50,500	46,500
<i>Opening Reception</i>	20,094	15,000	20,000
<i>Refreshments</i>	491	500	500
<i>Saturday Lunch</i>	7,594	-	-
<i>Expense Forms</i>	25,189	35,000	26,000
Family Care	6,920	7,200	7,200
Incidental Charges	4,648	5,000	5,000
Kilometrage	35,229	35,000	37,250
Miscellaneous	60,122	56,500	59,000
<i>Audio-visual</i>	42,122	40,000	42,000
<i>Certificates</i>	-	-	-
<i>Overtime</i>	2,256	3,500	3,000
<i>Extra parking</i>	139	-	-
<i>Miscellaneous</i>	6,555	5,000	5,500
<i>Postage</i>	-	-	-
<i>Printing (booklet, workbook, proceedings)</i>	4,324	4,500	4,500
<i>Translation of resolutions</i>	3,775	3,500	4,000
	331,319	289,200	304,950

SCHEDULE #2 Line 4.2 Executive Operations

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Communication Allowance	10,306	11,500	11,500
El - Employer Expense	1,421	1,400	1,450
Executive Meetings	142,467	92,575	104,650
Honoraria	54,797	55,200	55,200
In-Local Expenses	17,832	30,000	25,000
Regional Elections	6,356	5,000	6,500
	233,178	195,675	204,300

SCHEDULE #3 Line 5.2 Affiliate Consultation

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Atlantic Provinces Ec. Welfare Officers	5,090	5,000	5,000
Atlantic PD Officers	7,383	7,000	7,000
Atlantic Provinces PR Officers	1,589	1,800	1,800
CONTACT Conference	1,500	1,500	1,500
Council of Atl. Prov. And Territory Teacher Organizations	16,279	12,000	10,000
CTF - Annual Meeting	7,410	7,000	7,000
CTF - Board of Directors	1,258	500	500
CTF - Francophone	3,451	1,500	2,000
CTF - Joint Meeting	10,014	7,500	8,000
CTF - Member Affiliates Presidents	2,065	2,500	2,000
CTF - National Secretaries (Exec. Directors)	4,606	3,500	4,000
CTF - National Teacher Research Network	2,306	1,500	2,000
CTF - Other	338	-	-
CTF - Teacher Collective Bargaining	4,767	-	5,000
CTF/CAPTTO Women's Seminar	2,240	3,000	2,000
Pension Officers Workshop	7,422	8,000	7,500
	77,718	62,300	65,300

SCHEDULE #4 Line 5.5 Professional Development
--

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Canadian Association for Practical Study of Law in Education	7,518	6,000	5,000
Canadian Education Press Association	1,565	5,000	3,000
Canadian Public Relations Society	4,526	5,000	3,500
Association canadienne d'éducation de langue française	-	3,500	2,000
Chartered Professional Accountants of NS	949	1,200	1,000
Learning Forward	-	-	10,000
National Alliance of Black School Educators	-	3,000	5,000
Pension Benefits Conference	3,343	6,000	4,000
Queens University Industrial Relations Certificate (IRC)	16,390	17,000	17,000
Staff Development	6,252	7,500	7,000
	<u>40,543</u>	<u>54,200</u>	<u>57,500</u>

SCHEDULE #5 Line 5.9 Committees & Meetings
--

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
APSEA Negotiations	-	1,000	-
Provincial Economic Welfare	32,971	-	-
Negotiating Committee (Public School)	1,331	30,000	30,000
<i>ad hoc</i> General	2,993	12,600	-
Comité programmation acadienne	4,287	4,400	4,400
Curriculum	5,009	4,400	4,400
Discipline Committee	24,882	1,850	1,850
Equity	2,533	5,100	5,100
Finance & Property	39,137	11,100	11,100
Governance and Policy	13,411	14,300	13,000
Health and Safety	5,746	3,700	-
Member Economic Welfare, Heath & Safety, and Working Conditions	-	4,400	4,400
Pension	2,964	5,600	-
Personnel	9,198	5,600	5,600
Political Action and Public Relations	5,024	17,400	8,700
Professional	2,227	2,200	2,200
Professional Development	2,882	5,100	5,100
Public Affairs / Public Relations	2,016	3,700	-
Resolutions	1,301	3,600	1,850
Status of Women	4,494	5,100	5,100
Substitute Teachers	2,146	4,200	4,200
	<u>168,452</u>	<u>145,350</u>	<u>107,000</u>

SCHEDULE #6 Line 5.10 Conferences/Workshops

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Communications	16,961	-	20,000
Equity	15,496	-	15,000
Health and Safety	-	-	15,000
Local Presidents	28,315	30,000	30,000
Member Services	-	14,500	-
Parliamentary Procedure Member Course	13,234	-	-
Pension Symposium	28,367	-	28,000
Professional Development	9,304	-	15,000
Status of Women	-	14,500	-
Service Award Banquet	-	8,000	12,000
Encourage, Engage, Evolve	21,350	14,500	-
Treasurers	14,144	-	-
	<u>147,171</u>	<u>81,500</u>	<u>135,000</u>

SCHEDULE #7 Line 5.11 Counselling Services

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Accomodations	9,825	10,000	15,000
Meals	2,345	3,000	4,500
Professional Development	11,202	12,000	18,000
Professional Memberships	1,090	1,200	1,800
Program Materials	505	1,000	1,500
Room Rentals	807	2,000	3,000
Salaries & Employee Benefits	254,625	263,784	367,666
Travel	14,351	20,000	30,000
	<u>294,950</u>	<u>312,984</u>	<u>441,466</u>

SCHEDULE #8 Line 5.12 Expenses - Programs & Operations

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Staff travel expenses	127,222	105,000	105,000
Professional memberships and resources	10,966	11,250	11,250
	<u>138,188</u>	<u>116,250</u>	<u>116,250</u>

SCHEDULE #9 Line 5.13 Leadership Development & Outreach

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
John Huntley Memorial Internship Program	15,709	8,000	12,000
Leadership Skills Development Institute	112,591	120,000	105,000
New Member Resources	-	1,300	5,000
Professional Development Resources	8,198	7,000	7,000
University Liaison	3,303	3,000	3,000
	<u>139,801</u>	<u>139,300</u>	<u>132,000</u>

SCHEDULE #10 Line 5.17 Programs & Services

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
CCPA Nova Scotia Branch	6,000	6,000	6,000
Developing Successful Schools	1,000	1,000	1,000
French Language PD Activities	1,876	3,500	3,500
Membership NSEL	1,265	1,265	1,265
Pension Study	18,253	5,000	-
Pre-Retirement Seminars	40,213	40,000	40,000
Research Projects	2,318	2,500	2,500
	<u>70,925</u>	<u>59,265</u>	<u>54,265</u>

SCHEDULE #11 Line 5.19 Study & Research Grants

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
BED Bursaries	-	20,000	20,000
Full Time Study Grants	8,000	10,000	10,000
Out of Province Conference Grants	5,900	16,500	16,500
Educational Research Award	3,500	3,500	3,500
	<u>17,400</u>	<u>50,000</u>	<u>50,000</u>

SCHEDULE #12 Line 5.24 Public Relations

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
Community Support/Donations	7,450	6,500	8,500
Media Tours	-	5,000	4,000
Member engagement	7,342	20,000	20,000
Photos	2,919	1,500	2,000
PR General	75,884	71,000	75,000
Presentations	4,525	1,000	2,000
Promotions	18,779	15,000	20,000
Public Opinion Polls	17,078	40,000	36,000
Radio/TV	263,698	210,000	210,000
Social media and print	19,646	20,000	20,000
	<u>417,321</u>	<u>390,000</u>	<u>397,500</u>

SCHEDULE #13 Line 5.29 Employee Benefits

	Actual Year Ending July 31, 2023	Budget as Adopted Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
CPP & EI	156,732	166,977	179,782
Pension & Insurance	431,367	453,398	490,984
Payroll Costs	18,545	11,000	18,500
Other contractual benefits	26,077	10,700	19,050
	<u>632,721</u>	<u>642,075</u>	<u>708,315</u>

Explanatory Notes
NSTU Operating Budget - DRAFT
August 1, 2024 - July 31, 2025

I DEVELOPING THE BUDGET

The fiscal year of the Nova Scotia Teachers Union is from August 1 to July 31. Each year it is the responsibility of the Finance & Property Committee to develop a draft budget, which is presented to the Provincial Executive for consideration. The budget adopted by the Provincial Executive is then forwarded to Annual Council for final approval.

Work on a budget for any given fiscal year begins in December with a request by the Finance & Property Committee for input on the budget from members of the Provincial Executive, the Locals, RRCs and the staff of the organization. All suggestions received, ranging from additions to programs and services to deletions and strategies for economizing, are considered by the Committee in the drafting process. Experience in the current fiscal year and the priorities of the organization are also considered before reaching a final decision.

There are two sides to the budget equation - *revenue and expenditures* - and any decisions taken have an impact on the equation. When expenditures equal the revenue available, a balanced budget is the result. If revenues exceed expenditures a surplus budget is the result, however, if expenditures exceed revenue the result is a deficit budget.

II REVENUE

It was stated above that there are two sides to the budget equation - *revenue and expenditures*. Teacher organizations in Canada generate the most significant portion of their revenue from membership fees. Other revenue may come from investment income, administrative recovery, rentals and the provision of some services such as advertising, etc.

The membership fee for members of the Nova Scotia Teachers Union is presently eight hundred and fifty dollars (\$850.00) per academic year. The fees are due and payable on the first day of each academic year; however, the fees are collected over a five-month period (August - December). At present, all members employed under a permanent, probationary or term contract in the public school system and APSEA, pay this fee. Members employed under a term contract of less than an equivalent of sixty (60) days taught and claimed, pay an amount determined on the basis of the number of days employed over a denominator of sixty (60) multiplied by eighty percent (80%) of the annual membership fee. Substitute teachers pay fees on the schedule established by Annual Council.

III EXPENDITURES

The revenue available to the Union is expended in five ways: **1) transfer payments, 2) governance, 3) programs and services, 4) property and 5) transfer to property & equipment.**

Transfer payments represent those payments made in the form of a rebate of fees to Locals, additional rebates to small locals, membership fees to the Canadian Teachers' Federation (CTF), payments to CTF in support of initiatives by Canadian teachers, including members of the NSTU, for projects in developing countries, membership fees to the NS Federation of Labour, costs to sit on NS Federation of Labour committees and costs to attend their conferences, membership fees for the Canadian Labour Congress and costs to sit on Canadian Labour Congress committees.

Expenditures on **governance** represent the costs associated with conducting Annual Council, operational expenses for the Provincial Executive and maintaining the position of full-time President.

Programs and services expenditures are for administrative support functions, which support the programs and services; direct services to members, communications and public relations and the costs associated with staffing the organization with executive, professional services and support staff.

Property expenses refer to those costs associated with maintaining the Dr. Tom Parker building and property including taxes, insurances, etc.

Transfer to Property & Equipment represents capital items such as office furniture and equipment, intangibles and property improvements.

Explanatory Notes - DRAFT Budget Year Ended July 31, 2025

Revenue		Actuals Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	Draft Budget Year Ending July 31, 2025	
1.1	Membership Fees	8,856,276	8,642,500	8,865,000	This figure is based on the actual membership numbers from the 22-23 year of 9,800, at \$850 per member. This figure includes an amount of \$535,000 for substitute fees.
1.2	Investment Income	75,376	80,000	100,000	The budgeted figure represents the projected investment income from short term investments. The amount is based on the current years projected income.
1.3	Administrative Expense Recovery	377,391	377,313	506,452	This line includes a recovery for Counselling Services part from an Administrative Support Agreement amount and the remainder from the Insurance Trust, rental revenue for the Early Intervention Program and support recovery from the Retired Teachers Organization. The increase is due to a third counsellor being added.
1.4	Sundry Income	7,936	8,000	8,000	Sundry income consists of associate, reserve and active reserve membership dues as well as any other miscellaneous income.
1.5	The Teacher	11,842	12,500	12,500	The Teacher is an online publication. There are no anticipated costs - only advertising revenue.
1.6	Total Revenue	9,328,821	9,120,313	9,491,952	
Transfer Payments					
2.1	Refunds to Locals & RRCs	1,326,283	1,318,760	1,333,168	Refunds to Locals are based on a rebate of 15%. The budgeted figure is based on the number of members as of December. 10% of the NSTU Local Rebate is withheld to be distributed to the RRCs. The CSANE, and APSEA Locals are exempt from the contributions to RRCs.
2.2	CTF Membership Fees	281,400	279,815	294,000	An annual fee per member is remitted to the Canadian Teachers' Federation. The budgeted figure is based on actual numbers of 9,800 at \$30.00 per member for the year, which is an increase of \$0.70.
2.3	Project International	33,000	22,000	28,000	This budget line supports NSTU participation in the Project Overseas program. Two participants will be funded in 2024-2025. The cost per participant has increased.
2.4	NS Federation of Labour Fees	92,867	92,826	95,256	An annual fee per member of \$9.72 is paid to the NS Federation of Labour. The budgeted figure is based on 9,800 total members taken from the 22-23 actuals.
	Committees and conferences	4,093	15,000	10,000	This line is the cost for NSTU members to sit on NS Federation committees and to attend the biennial meeting. The biennial meeting is scheduled during 23-24.
2.5	Canadian Labour Congress	0	92,826	95,256	The membership fee to CLC has been waived in the past as the NSTU was new to the Federation of Labour. An annual fee per member of \$9.72 is budgeted based on the actual numbers from 22-23.
	Committees and conferences	0	2,500	2,500	This line is budgeted for NSTU members to sit on Canadian Labour Congress committees.
2.6	Total Transfer Payments	1,737,643	1,823,727	1,858,180	
Revenue After Transfers		7,591,178	7,296,586	7,633,772	
Expenditures: Governance - Council and Executive					
4.1	Council (Schedule #1)	331,319	289,200	304,950	The budgeted figure reflects all costs associated with Council, including hotel accommodations, meeting space rental, meals, travel expenses, incidental charges, family care, entertainment, audio visual and printing. Council 2025 will be held at the Westin.

		Actuals Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	Draft Budget Year Ending July 31, 2025	
4.2	Executive Operations (Schedule #2)	233,178	195,675	204,300	The budgeted amount reflects the cost of seven meetings of the Provincial Executive. This line also includes regional election and In-Local expenses. The 24-25 budget includes a potential past president.
4.2.1	Presidential Election	0	15,000	0	2024-2025 is not a scheduled election year.
4.3	President's Salary	163,082	163,082	163,082	The President's salary is based on the current TC8 maximum times 1.6 as per Operational Procedure 13.
4.4	President's Expenses	29,742	23,000	47,000	This amount consists of a basic expense amount of \$22,500 and necessary travel of partner of \$500. The amount also contains potential moving and accommodation expenses of \$24,000 for a new president.
Total Council & Executive		757,321	685,957	719,332	
Programs & Services - Administrative Support					
5.1	Accounting, Audit & Consultation	31,141	30,000	30,000	The budgeted amount includes the cost of the year end audit.
5.2	Affiliate Consultation (Schedule #3)	77,718	62,300	65,300	The amount represents working meetings and consultations with our affiliates. In general, this line fluctuates due to the rotating location of the meetings.
5.3	Insurance	17,782	22,100	22,100	This amount represents the costs for the Accidental Death and Dismemberment Policy covering members on Provincial Union business and the bonding of NSTU, Local, RRC & Professional Association signing officers. It also contains an amount for cyber insurance.
5.4	Office Expense	41,538	35,000	40,000	This budget line is required to cover the costs of office and computer supplies.
5.5	Professional Development (Schedule #4)	40,543	54,200	57,500	This line represents the professional development of NSTU staff. The PD is important to ensure that the NSTU remains on the cutting edge of what is happening within education in Atlantic Canada and throughout the nation, and that staff skills and training remain current.
5.6	Technology Support	91,062	95,000	95,000	The figure includes software license and maintenance agreements and software purchases. It also includes online support such as database programming and maintenance.
5.7	Translation Services	27,878	24,000	24,000	The budget figure provides for translation of documents in French.
	Subtotal	327,662	322,600	333,900	
Programs & Services - Services to Members					
5.8	Benevolent Payments	16,000	10,000	10,000	Payments are approved by the Table Officers in response to individual requests.

		Actuals Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	Draft Budget Year Ending July 31, 2025	
5.9	Committees & Meetings (Schedule #5)	168,452	145,350	107,000	The funding formula is as follows: \$350 (for travel, meals, accommodations, family care and incidentals) X the # of meetings X the # of members per committee. This budget line fluctuates yearly depending on the stage for bargaining for public schools. An amount for Negotiating is budgeted in 24-25. Most committees have been budgeted for one meeting to occur virtually. Pension committee has been eliminated, Health and Safety has been combined with Member Services and Political Action has been combined with Public Relations.
5.10	Conferences / Workshops (Schedule #6)	147,171	81,500	135,000	The amount includes conferences that are conducted by the NSTU for its membership. Some of the conferences rotate every second year. A new Health and Safety conference has been added and will rotate with Member Services.
5.11	Counselling Services (Schedule #7)	294,950	312,984	441,466	This figure represents the total cost of the counselling services program based on three counsellors. The previous actuals and budget is based on two. The entire cost is budgeted to be recovered in line 1.3 Administrative expense recovery.
5.12	Expenses - Programs & Operations (Schedule #8)	138,188	116,250	116,250	This line includes the travel costs of both Executive and Professional Services Staff attending Local/RRC meetings, inservices, member services matters, contractual issues and individual cases. It also includes professional memberships and resources.
5.13	Leadership Development & Outreach (Schedule #9)	139,801	139,300	132,000	The budget amount represents the cost of programs targeted towards new and prospective members. It also includes the cost associated with leadership development of current members. Leadership development has been decreased based on venue and catering options.
5.14	Legal	549,147	420,000	420,000	The budget for legal remains at \$420,000. The 22-23 actuals were higher due to several factors including higher than expected criminal, arbitration, investigation and consulting costs.
5.16	Professional Associations	59,104	74,950	76,300	This line includes Professional Associations meeting reimbursement, if they qualify. It also includes the PA coordinating committee and PA Leaders Conference.
5.17	Programs & Services (Schedule #10)	70,925	59,265	54,265	This line includes costs associated with programs and services to benefit NSTU members (ie. Pre-retirement seminars). The reduction is due to pension study which has been completed.
5.18	Special Projects	99,036	15,000	15,000	An amount of \$15,000 is budgeted for Special Projects that arise.
5.19	Study & Research Grants (Schedule #11)	17,400	50,000	50,000	There is \$30,000 budgeted for full time study grants, out of province conference grants and educational research awards. In addition, \$20,000 has been budgeted for BED bursaries from Resolution 2022-04.

		Actuals Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	Draft Budget Year Ending July 31, 2025	
5.20	Substitute Costs	31,402	46,365	42,000	This line is the costs the Regional Centres bill for sub days used over and above the allotted contractual amount.
	Subtotal	1,731,576	1,470,964	1,599,281	
Programs & Services - Communications/Public Relations					
5.21	Postage	38,568	40,000	43,000	The budget has increased slightly to reflect rising costs.
5.22	Printing	28,951	50,000	45,000	A small portion of the printing budget has been moved to line 5.13 for New Member Resources.
5.24	Public Relations (Schedule #12)	417,321	390,000	397,500	This line includes items such as advertising, television, radio, public opinion polls, community support, social media and member engagement.
5.25	Telecommunications	39,552	35,000	35,000	The budget for telecommunication costs remains consistent with the previous budget.
	Subtotal	524,392	515,000	520,500	
Programs & Services - Staffing					
5.27	Salaries:Executive Staff	1,760,550	1,996,385	1,925,599	This line has been budgeted for Executive Staff salaries as per the terms and conditions contained in the Professional Executive Staff Agreement. The budget in 23-24 included a sabbatical.
5.28	Salaries:Office Staff	1,434,833	1,437,914	1,600,675	This amount includes increments for Support & Professional Services Staff as per the terms of the Support Staff Agreement and Professional Services Staff Agreement. The amount includes a sabbatical for the 24-25 year.
5.29	Employee Benefits (Schedule #13)	632,721	642,075	708,315	This line represents statutory benefits such as CPP & EI for staff as well as contractual items such as insurance and pension.
	Subtotal	3,828,104	4,076,374	4,234,589	
Total, Programs & Services		6,411,734	6,384,938	6,688,270	
6.0	Property Expense	274,774	254,360	252,220	These are the costs to maintain the NSTU building. It include items such as repairs and maintenance, utilities, garbage, snow removal, fuel, insurance, and property taxes. Property tax rates have increased and with the new HVAC project complete there is a new HVAC maintenance agreement.
7.0	Total Expenditures	7,443,829	7,325,255	7,659,821	
8.0	Excess of Revenue over Expenditure	147,349	(28,669)	(26,049)	
8.1	Transfer to Property & Equipment	696,121	90,000	90,000	This line includes any purchases that can be capitalized and depreciated in the Property and Equipment Fund.
8.2	Transfer to (from) Reserve Fund	0	0	(150,000)	There is a budgeted transfer from the Reserve Fund of \$150,000 if required.
9.0	Excess of Revenue over Expenditures after Transfer to Property and Equipment Fund	(548,772)	(118,669)	33,951	The projected excess of revenue over expenditures after transfer is \$33,951.

ALTERNATE OPERATING BUDGET AUGUST 1, 2024 – JULY 31, 2025

- Budget Option submitted in compliance with NSTU By-Law Article IX – Finance, 2 – Balanced Budget, (b).
- Adopted by the Provincial Executive as the Alternate Budget for consideration of Annual Council 2024.
(March 1, 2024)

DRAFT ALTERNATE NSTU Operating Budget Year Ending July 31, 2025

	ACTUALS Year Ending July 31, 2023	Adopted Budget Year Ending July 31, 2024	DRAFT Budget Year Ending July 31, 2025
1.0 Revenue			
1.1 Membership Fees	8,856,276	8,642,500	8,865,000
1.2 Investment Income	75,376	80,000	100,000
1.3 Administrative Expense Recovery	377,391	377,313	506,452
1.4 Sundry Income	7,936	8,000	8,000
1.5 The Teacher	11,842	12,500	12,500
1.6 Total Revenue	<u>9,328,821</u>	<u>9,120,313</u>	<u>9,491,962</u>
2.0 Deduct Transfer Payments			
2.1 Refunds to Locals & RRCs	1,326,283	1,318,760	1,200,351
2.2 CTF Membership Fees	281,400	279,815	294,000
2.3 Projects International	33,000	22,000	28,000
2.4 NS Federation of Labour Fees Committees and conferences	92,867 4,093	92,826 15,000	95,256 10,000
2.5 Canadian Labour Congress Committees and conferences	0 0	92,826 2,500	95,256 2,500
2.6 Total Transfer Payments	<u>1,737,643</u>	<u>1,823,727</u>	<u>1,725,363</u>
3.0 Revenue After Transfers	<u>7,591,178</u>	<u>7,296,586</u>	<u>7,766,599</u>
4.0 Expenditures - Governance			
4.1 Council (Schedule #1)	331,319	289,200	304,950
4.2 Executive Operations (Schedule #2)	233,178	195,675	204,300
4.2.1 Presidential Election	0	15,000	0
4.3 President's Salary	163,082	163,082	163,082
4.4 President's Expenses	29,742	23,000	47,000
Subtotal	<u>757,321</u>	<u>685,957</u>	<u>719,332</u>
5.0 Programs & Services - Administrative Support			
5.1 Accounting, Audit & Consultation	31,141	30,000	30,000
5.2 Affiliate Consultation (Schedule #3)	77,718	62,300	65,300
5.3 Insurance	17,782	22,100	22,100
5.4 Office Expense	41,538	35,000	40,000
5.5 Professional Development (Schedule #4)	40,543	54,200	57,500
5.6 Technology Support	91,062	95,000	95,000
5.7 Translation Services	27,878	24,000	24,000
Subtotal	<u>327,662</u>	<u>322,600</u>	<u>333,900</u>
Programs & Services - Services to Members			
5.8 Benevolent Payments	16,000	10,000	10,000
5.9 Committees & Meetings (Schedule #5)	168,452	145,350	107,000
5.10 Conferences/Workshops (Schedule #6)	147,171	81,500	135,000
5.11 Counselling Services (Schedule #7)	294,950	312,984	441,466
5.12 Expenses - Programs & Operations (Schedule #8)	138,188	116,250	116,250
5.13 Leadership Development & Outreach (Schedule #9)	139,801	139,300	132,000
5.14 Legal	549,147	420,000	420,000
5.16 Professional Associations	59,104	74,950	76,300
5.17 Programs & Services - (Schedule #10)	70,925	59,265	54,265
5.18 Special Projects	99,036	15,000	15,000
5.19 Study & Research Grants (Schedule #11)	17,400	50,000	50,000
5.20 Substitute Costs	31,402	46,365	42,000
Subtotal	<u>1,731,576</u>	<u>1,470,964</u>	<u>1,599,281</u>
Programs & Services - Communications/Public Relations			
5.21 Postage	38,568	40,000	43,000
5.22 Printing	28,951	50,000	45,000
5.24 Public Relations (Schedule #12)	417,321	390,000	397,500
5.25 Telecommunications	39,552	35,000	35,000
Subtotal	<u>524,392</u>	<u>515,000</u>	<u>520,500</u>
Programs & Services - Staffing			
5.27 Salaries: Executive Staff	1,760,550	1,996,385	1,925,599
5.28 Salaries: Office Staff	1,434,833	1,437,914	1,600,675
5.29 Employee Benefits (Schedule #13)	632,721	642,075	708,315
Subtotal	<u>3,828,104</u>	<u>4,076,374</u>	<u>4,234,589</u>
5.30 Total, Programs & Services	<u>6,411,734</u>	<u>6,384,938</u>	<u>6,688,270</u>
6.0 Property Expense	<u>274,774</u>	<u>254,360</u>	<u>252,220</u>
7.0 Total Expenditures	<u>7,443,829</u>	<u>7,325,255</u>	<u>7,659,821</u>
8.0 Excess of Revenue over Expenditures	147,349	(28,669)	106,768
8.1 Transfer to Property & Equipment Fund	<u>696,121</u>	<u>90,000</u>	<u>90,000</u>
9.0 Excess of Revenue over Expenditures after Transfers	<u>(548,772)</u>	<u>(118,669)</u>	<u>16,768</u>

EXPLANATORY NOTES

Alternate Operating Budget 2024-2025 Differences from Draft Operating Budget Presented

TRANSFER PAYMENTS

2.1 Refunds to Locals/RRCs

The refunds to Locals/RRCs have been reduced to 13.5% (from 15%).

9.0 EXCESS OF REVENUE OVER EXPENDITURE AFTER TRANSFERS

The excess of revenue over expenditure after transfers is \$16,768 and a transfer from the Reserve Fund is no longer required.

Evaluation

Annual Council May 3 – 5, 2024

Please rate Annual Council 2024 by circling the appropriate number on the scale. Your feedback is appreciated.
Additional comments and suggestions are welcomed.

Friday, May 3rd

	<u>Unsatisfactory</u>	<u>Excellent</u>	<u>N/A</u>			
1. Hotel: <input type="checkbox"/> Westin NS <input type="checkbox"/> Courtyard Marriott						
a. Check-In	1	2	3	4	5	n/a
b. Accommodations	1	2	3	4	5	n/a
2. Registration (4:00 to 7:00 p.m.)	1	2	3	4	5	n/a
3. Opening Session	1	2	3	4	5	n/a
4. President’s Reception	1	2	3	4	5	n/a
Comments: _____						

Saturday, May 4th

6. Budget Presentation Session (8:50 a.m.)	1	2	3	4	5	n/a
7. Presidential Candidates’ Forum (3:30 p.m.)	1	2	3	4	5	n/a
Comments: _____						

Sunday, May 5th

8. Approval of Budget Session (9:00 a.m.)	1	2	3	4	5	n/a
---	---	---	---	---	---	-----

General:

9. Council Workbook paper copy electronic	1	2	3	4	5	n/a
10. Health Kiosk for Council Participants						
a. Location	1	2	3	4	5	n/a
b. Time	1	2	3	4	5	n/a

Comments: _____

11. Overall Evaluation of Council 2024	1	2	3	4	5	n/a
--	---	---	---	---	---	-----

Additional comments: _____
