

MEMBER DIARY

2020-2021

This diary is made available to NSTU
members with support from the
Teachers *Plus* Credit Union



**CREDIT
UNION**

TEACHERS PLUS



**Nova Scotia
Teachers Union**

Code of Ethics – Nova Scotia Teachers Union

This Code of Ethics is a guide to members in maintaining at all times the high integrity of their profession including professional conduct in relation to all communication whether verbal, written or via social media.

A. Member and Pupil

- I. The member regards as confidential, and does not divulge other than through professional channels any information of a personal or domestic nature, concerning either pupils or home, obtained through the course of professional duties.
- II. The member should be just, equitable, and fair in all relationships with pupils.
- III. The member should assume responsibility for the safety and welfare of pupils, especially under conditions of emergency.
- IV. The member should avoid giving offence to the moral principles of pupils and/or their parents/guardians.
- V. The member should be as objective and respectful as possible in dealing with controversial matters.

B. Member and Member

- I. The member should not make defamatory, disparaging, condescending, embarrassing, or offensive comments concerning another member.
- II. The member shall not make derogatory remarks about the professional competence of another member.
- III. The member shall not accept a position arising out of the unsettled dispute between members, and their employers.
- IV. The member shall not sexually, physically or emotionally harass another member. Sexual harassment shall mean any unsolicited and unwanted sexual comments, suggestions, or physical contact directed to a specific member which that member finds objectionable or offensive and which causes the member discomfort on the job. As defined in the Canadian Human Rights Act harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates you. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

Harassment occurs when someone:

- a. makes unwelcome remarks or jokes about your race, religion, sex, age, disability or any other of the grounds of discrimination as defined by current language in the Nova Scotia Human Rights Act;
- b. threatens or intimidates you; or,
- c. makes unwelcome physical contact with you, such as touching, patting, pinching, or punching, which can also be considered assault.

The accused member must be made aware of the nature of the objection prior to action being taken.

[Continued on inside back cover]



Nova Scotia Teachers Union

Member Diary 2020-2021

3106 Joseph Howe Drive
Halifax, NS B3L 4L7
Email: nstu@nstu.ca
Website: www.nstu.ca

902-477-5621 / 1-800-565-6788
Fax: 902-477-3517
Facebook: <http://www.facebook.com/nsteachersunion>
Twitter: <http://twitter.com/nsteachersunion>

The Nova Scotia Teachers 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. This diary features services offered by the NSTU and opportunities for growth and professional cooperation open to you through active involvement in the NSTU.

Personal

Name _____

Address _____

Postal Code _____

Home Phone _____

NSTU Email _____

School _____

Address _____

Postal Code _____

NSTU Local _____

Professional Certificate _____

Professional Number _____

Phone Directory

NSTU Central Office Switchboard.....	902-477-5621 / 1-800-565-6788
Teachers <i>Plus</i> Credit Union.....	902-477-5664 / 1-800-565-3103
Nova Scotia Pension Services Corporation	902-424-5070
Toll-free	1-800-774-5070
Teachers' Licenses (certification).....	902-424-6620
Johnson Inc.	1-800-453-9543
.....	Fax: 902-455-8229
Medavie Blue Cross (Claims)	1-800-565-8785
.....	Fax: 902-468-3967
Resilience.....	1-877-955-NSTU (6788) / (French) 1-514-875-0720

Department of Education & Early Childhood Development.....

.....	Fax: 902-424-0511
Deputy Minister	902-424-5643
Ex. Dir., French Programs and Services	902-424-3927
Ex. Dir., Strategic Policy and Research.....	902-424-4740
Ex. Dir., Finance and Operations	902-424-3646
Ex. Dir., Education, Innovation, Programs and Services.....	902-424-8945
Ex. Dir., Centre for Learning Excellence	902-424-5829
Ex. Dir., Student Equity and Support Services	902-424-7454
Teacher Certification	902-424-6620
Nova Scotia Educational Leadership Consortium (NSELC)	902-422-3270
.....	Fax: 902-422-5517

NSTU Negotiated Rate Hotels

Hotel Halifax (primary hotel)	902-425-6700
Toll-free	1-833-357-8155
Barrington Hotel (overflow hotel)	902-429-7411
Toll-free	1-833-357-8154

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September

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19

School begins

*The Teacher submission
deadline*

Labour Day (Holiday)

NSTU Provincial Executive

NSTU Provincial Executive

NSTU Provincial Executive

The Teacher published

NSTU Local Presidents
/RRC Chairs Conference

20	21	22	23	24	25	26
27	28	29	30			

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

October

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

				1	2	3
				<p>Deadline for applications: John Huntley Memorial Internship Program</p> <p>Deadline: Applications for PDAF</p>		
4	5	6	7	8	9	10
	<p>Member Engagement Day World Teachers' Day</p>		<p>Deadline: Applications for Out-of-Province Conference Grants <i>The Teacher submission</i> deadline</p>			
11	12	13	14	15	16	17
	<i>Thanksgiving (Holiday)</i>		<i>The Teacher</i> published	<p>Deadline to register for Dental Coverage</p>	NSTU Provincial Executive	NSTU Provincial Executive

18	19	20	21	22	23	24
25	26	27	28	29	30 Deadline to enter application for Mental Health and Wellness Grant	31

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

November

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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Deadline: Sheonoroi – Fall
Call for Proposals

John Huntley Interns at NSTU

John Huntley Interns at NSTU

Remembrance Day

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22	23	24	25	26	27	28
29	30		<i>The Teacher submission deadline</i>			

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

December

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

		1	2	3	4	5
		Deadline: Applications for PDAF	Deadline for applications: Education Research Award <i>The Teacher</i> published		NSTU Provincial Executive	NSTU Provincial Executive
6	7	8	9	10	11	12
	Membership numbers for Council Delegate allocation					
13	14	15	16	17	18	19

20	21	22	23	24	25	26
		Last Day of School before Christmas Break			<i>Christmas Day (Holiday)</i>	<i>Boxing Day (Holiday)</i>
27	28	29	30	31		

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

January

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

					1	2
3	4	5	6	7	8 <i>New Year's Day (Holiday)</i>	9
10	11 <i>School resumes</i>	12	13 Deadline: Applications for Out-of-Province Conference Grants	14	15	16

NSTU Provincial Executive

NSTU Provincial Executive

17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	<p>Deadline to Register for Winter Wellness Challenge</p>					
			<i>The Teacher submission deadline</i>			
			<i>The Teacher published</i>			

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

February

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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Deadline for applications:
John Huntley Memorial
Internship Program

Deadline:
Applications for PDAF

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*Heritage Day
– Edward Francis
Arab (Holiday)*

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21	22	23	24	25	26	27
28				NSTU Provincial Executive	NSTU Provincial Executive	

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

March

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3 Deadline: Applications for NSTU Full Time Study Grants, Out-of-Province Conference Grants and Travel Fellowship <i>The Teacher submission deadline</i>	4	5 Communications Conference	6 Communications Conference
7	8	9	10	11	12	13
14	15	16	17 <i>The Teacher published</i>	18	19	20
	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK

21	22	23	24	25	26	27
				John Huntley Interns at NSTU	John Huntley Interns at NSTU	
28	29	30	31			
	Membership numbers for Local rebate					

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

18	Education Week	25					
19	Education Week Ceremony Education Week	26					
20	Education Week	27					
21	Education Week	28					
22	Education Week	29					
23	Equity Conference Education Week	30					
24	Equity Conference Education Week						

NSTU Annual Council

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

May

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
	<i>Victoria Day (Holiday)</i>			John Huntley Interns at NSTU	John Huntley Interns at NSTU	

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

20	21	22	23	24	25	26
27	28	29	30	<i>Last Day of School</i>		

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

July

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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Canada Day (Holiday)

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18	19	20	21	22	23	24
	NSTU BUILDING SHUTDOWN					
25	26	27	28	29	30	31
	(19-30 JULY INCLUSIVE)					

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

August

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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Deadline:
Applications
for PDAF

*Halifax Natal Day
(Civic Holiday)*

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NSTU Leadership Conference

NSTU Leadership Conference

NSTU Leadership Conference

NSTU Leadership Conference

NSTU Leadership Conference

NSTU Leadership Conference

NSTU Leadership Conference

22	23	24	25	26	27	28
29	30	31				

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

September

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

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School begins

Labour Day (Holiday)

NSTU Provincial Executive

NSTU Provincial Executive

Local Presidents/RRC
Chairs Conference

19	20	21	22	23	24	25
26	27	28	29	30		

Dates and events are subject to change due to evolving public health guidelines with respect to COVID-19.

October 2021

November 2021

December 2021

January 2021

January/janvier								February/février							
S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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17	18	19	20	21	22	23		21	22	23	24	25	26	27	
24	25	26	27	28	29	30		28							
31															
March/mars								April/avril							
S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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16	17	18	19	20	21	22		20	21	22	23	24	25	26	
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30	31														
July/juillet								August/août							
S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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18	19	20	21	22	23	24		22	23	24	25	26	27	28	
25	26	27	28	29	30	31		29	30	31					
September/septembre								October/octobre							
S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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19	20	21	22	23	24	25		17	18	19	20	21	22	23	
26	27	28	29	30				24	25	26	27	28	29	30	
								31							
November/novembre								December/décembre							
S/d	M/l	T/m	W/m	T/j	F/v	S/s		S/d	M/l	T/m	W/m	T/j	F/v	S/s	
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January/janvier S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31								February/février S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28							
March/mars S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31								April/avril S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30							
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January/janvier S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31								February/février S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28							
March/mars S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31								April/avril S/d M/l T/m W/m T/j F/v S/s 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30							
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School Calendar 2020-2021

2020

September 3	School begins
September 7	Labour Day (Holiday)
September 11-12	NSTU Provincial Executive
September 18	NSTU Local Presidents/RRC Chairs Conference

October 1	Deadline for applications: John Huntley Memorial Internship Program
October 1	Deadline: Applications for PDAF
October 5	Member Engagement Day
October 5	World Teachers' Day
October 7	Deadline: Applications for Out-of-Province Conference Grants
October 12	Thanksgiving Day (Holiday)
October 16-17	NSTU Provincial Executive

November 11	Remembrance Day
November 13	Deadline: Sheonoroil – Fall Call for Proposals
November 12-13	John Huntley Interns at NSTU

December 1	Deadline: Applications for PDAF
December 2	Deadline: Applications for Education Research Award
December 4-5	NSTU Provincial Executive
December 7	Membership numbers for Council Delegate allocation
December 18	Deadline for submissions: Resolutions for Council 2021
December 22	Last Day of School before Christmas Break
December 25	Christmas Day (Holiday)
December 26	Boxing Day (Holiday)
December 31	Deadline for applications: Early Retirement Incentive Plan (If retiring at the end of the school year.) For more information please see Teachers' Provincial Agreement.

**Dates and events are subject to change
due to evolving public health guidelines
with respect to COVID-19.**

2021

January 1	New Year's Day (Holiday)
January 4	School resumes
January 6	Deadline: Out-of-Province Conference Grants
January 14-15	NSTU Provincial Executive
January 15	Deadline: Draft minutes of General meeting at which Resolutions were considered
January 31	Deadline for applications: In-Province Teacher Exchange
February 1	Deadline: Applications for PDAF
February 1	Deadline for applications: John Huntley Memorial Internship Program
February 15	Heritage Day – Edward Francis Arab (Holiday)
February 25-26	NSTU Provincial Executive
March 3	Deadline: Applications for NSTU Full Time Study Grants, Out-of-Province Conference Grants and Travel Fellowship
March 5-6	Communications Conference
March 15-19	Spring Break
March 25-26	John Huntley Interns at NSTU
March 29	Membership numbers for Local rebate
April 1	Deadline: Applications for PDAF
April 1	Deadline for applications: John Huntley Memorial Internship Program
April 2	Good Friday (Holiday)
April 5	Easter Monday (Holiday)
April 8	NSTU Provincial Executive
April 9-10	NSTU Local Presidents/RRC Chairs Conference
April 9	Deadline: Sheonoroil – Spring Call for Proposals
April 16-17	Pension Symposium
April 18-24	Education Week (Ceremony – April 19)
April 23-24	Equity Conference
April 30	Deadline for applications: Deferred Salary Leave Plan
April 30-May 2	NSTU Annual Council
May 24	Victoria Day (Holiday)
May 27-28	John Huntley Interns at NSTU
June 1	Deadline: Applications for PDAF
June 4-5	NSTU Provincial Executive
June 30	Last Day of School
July 1	Canada Day
July 19-30	NSTU Building Shutdown (inclusive)
August 1	Deadline: Applications for PDAF
August 18-20	NSTU Leadership Conference
September 2	School begins
September 6	Labour Day (Holiday)
September 10-11	NSTU Provincial Executive
September 17	NSTU Local Presidents/RRC Chairs Conference

NSTU Past Presidents and Honourary Members

The NSTU was first organized in 1895-96. It was reorganized in 1921 with the late H.H. Blois as president and the late Dr. M.M. Coady as secretary.

NSTU Presidents Prior to 1921

1895, 1896.....	Robert MacLellan (Deceased)
1903	David Soloan (Deceased)
1908, 1910, 1912.....	W.A. Creelman (Deceased)
1916, 1918, 1920.....	R.W. Ford (Deceased)

NSTU Presidents Since 1921

1921-1922	Hope H. Blois (Deceased)
1922-1923	John T. MacLeod (Deceased)
1923-1924.....	Hubert Y. Haines (Deceased)
1924-1925.....	Alex O'Handley (Deceased)
1925-1929.....	Frederick G. Morehouse (Deceased)
1929-1930.....	J. Arthur Goode (Deceased)
.....	John J. Oliver (Deceased)
1930-1931.....	Frederick G. Morehouse (Deceased)
1931-1933	Stewart Robinson (Deceased)
1933-1935.....	Wallace L. Barteaux (Deceased)
1935-1938.....	A. Norman MacDonald (Deceased)
1938-1939.....	Alex Laidlaw (Deceased)
1939-1940.....	W. Darrell Mills (Deceased)
1940-1941	Alphee T. Boudreau (Deceased)
1941-1942.....	Horace H. Wetmore (Deceased)
1942-1943.....	George W. MacKenzie (Deceased)
1943-1944.....	Chelsey G. Mosher (Deceased)
1944-1947.....	John F. Marsters (Deceased)
1947-1949.....	Gerald E. Tingley (Deceased)
1949-1951.....	Tom Parker (Deceased)
1951-1952.....	Gerald E. Tingley (Deceased)
1952-1953.....	R. Oliver Gibson (Deceased)
1953-1956.....	J. Frank Glasgow (Deceased)
1956-1958.....	Gene Morison (Deceased)
1958-1959.....	Charles E. Eaton (Deceased)
1959-1962.....	George MacIntosh (Deceased)
1962-1965.....	Florence Wall (Deceased)
1965-1966.....	James E. Deagle (Deceased)
1966-1969.....	Rod G. Fredericks (Deceased)
1969-1972.....	Boyd B. Barteaux (Deceased)
1972-1974.....	Mary Roach (Deceased)
1974-1976.....	Dominique Henry
1976-1978.....	Joseph Maidment

1978-1980.....	Gregory O'Keefe
1980-1984.....	Harold Doucette
1984-1986.....	Brian McCabe (Deceased)
1986-1990.....	Karen Willis Duerden
1990-1992.....	Russell MacDonald
1992-1996.....	John MacDonald
1996-2000.....	Donnie MacIntyre
2000-2004.....	Brian Forbes
2004-2008.....	Mary-Lou Donnelly
2008-2012.....	Alexis Allen
2012-2016.....	Shelley Morse
2016-2018.....	Liette Doucet
2018-.....	Paul Wozney

Honourary Members

Ms. Margaret Swan
 Mr. Ronald Morrison
 Mr. W. Ronald MacPherson
 Mr. Greg O'Keefe
 Mr. Les Walker
 Mr. Jim MacKay
 Mr. Wayne Noseworthy
 Mr. Bill Redden

Life Members

Sister Georgina Hannigan
 Robert Goudey
 Margaret (Peggy) Davidson
 Marion MacKinnon
 Dr. Fred Butler
 Christina MacDonald
 Mary Ellen Carpenter
 Mary Lou Donnelly
 Shelley Morse

Special Award

Greg O'Keefe
 Russell MacDonald
 Don Burt
 Rachel Creasor

Deceased Honourary Members

Mr. H.H. Blois
 Mr. Fred Phelan
 Dr. M.M. Coady
 Mr. C.L. Filmore
 Dr. J.P. McCarthy
 Dr. Ian Forsythe
 Sister Rose Catherine
 Mr. John Oliver
 Justice V.P. Pothier
 Dr. M.V. Marshall
 Sir Ronald Gould
 Mrs. Gene Morison Hicks
 Dr. H.D. Hicks

Dr. H.P. Moffatt
 Rev. Dr. Malcolm MacLellan
 Ms. Margaret Graham
 Dr. Florence Wall
 Mr. Rod Fredericks
 Dr. Tom Parker
 Mr. Cecil Durling
 Dr. T.L. Sullivan
 Hon. Robert L. Stanfield
 Mr. Arthur T. Conrad
 Mr. L. Emmet Currie
 Mr. Gerald McCarthy
 Dr. Norman Fergusson
 Mr. Murray Fahie
 Mr. Earle Tubrett

Membership

1. DEFINITIONS

Members of the Nova Scotia Teachers Union (hereinafter referred to as the “NSTU” or the “UNION”) shall consist of Active Members, Reserve Members, Retired Members, Associate Members, and Honourary Members.

2. ACTIVE MEMBER

- (a) An Active Member is a teacher:
 - (i) as described in Section 12 of the Teaching Profession Act; or,
 - (ii) employed by the Atlantic Provinces Special Education Authority (APSEA); and,
 - (iii) pays an annual Union Membership Fee as fixed from time-to-time by Council.
- (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.
- (c) Failure to pay Union Membership Fees will not limit contractual rights as long as a contractual and legal relationship exists with the bargaining unit employer.

3. RESERVE MEMBER

- (a) A Reserve Member is a teacher or other qualified person engaged on a day-to-day basis to take the place of a person regularly employed as a teacher by an Education Entity as defined by the *Education Act*, who has been employed as such for not less than fifteen (15) days in the preceding and/or the current school year, and who:
 - (i) is employed on a day-to-day basis by an education entity as defined by the *Education Act* to take the place of a regularly employed teacher;
 - (ii) pays an annual Union Membership Fee as fixed from time-to-time by Council; and,
 - (iii) pays per diem Union Membership Fees as fixed from time-to-time by Council.
- (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.

4. RETIRED MEMBER

- (a) A Retired Member may be a person who has retired under a provision of the *Teachers' Pension Act*.
- (b) A person included in the Faculty and Professional Support Bargaining Units of the Nova Scotia Community College who retires under a provision of the *Teachers' Pension Act* on or before June 30, 2018 may be a Retired Member.
- (c) A manager as defined in the *Teachers' Collective Bargaining Act* who retires under a provision of the *Teachers' Pension Act* after August 1, 2018 may be a Retired Member while the Public School Administrators Association of Nova Scotia (PSAANS) remains affiliated with the NSTU.
- (d) A person included in the Faculty and Professional Support Bargaining Units of the Nova Scotia Community College who has retired under a provision of the Public Service Superannuation Plan on or before June 30, 2018 may be a 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.

5. ASSOCIATE MEMBER

- (a) An Associate Member may be:
 - (i) an Active Member on a leave of absence;
 - (ii) a member of the faculty of a provincial university; or,
 - (iii) an education student at a university; and,
 - (iv) who pays an annual Union Membership Fee as fixed from time-to-time by Council.
- (b) The rights of Associate Membership shall include, but not necessarily be limited to the right to:

- (i) membership in Professional Associations, except the right to hold office;
- (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.

6. HONOURARY MEMBER

- (a) An Honourary Member is a person upon whom the honour has been conferred by a resolution of Council.
- (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;
 - (ii) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (iii) an NSTU web mail account.

7. OTHER MEMBERS

- (a) A teacher or other qualified person who is employed on a day-to-day basis by an education entity as defined by the *Education Act* to take the place of a regularly employed teacher who is not a Reserve Member will be a Union Member on the day(s) they teach.
- (b) These Members pay a per diem Union Membership Fee as fixed from time-to-time by Council.

Annual Union Membership Fee

Fees are set by Annual Council. Active members: \$850 annually (August 1 – July 31), per member. Reserve members: \$32 annually (August 1 – July 31) plus an additional \$2.80 per day taught. Associate members: \$10 annually (August 1 – July 31). Fees for term contracts of less than 60 days are pro-rated and the amount is determined on the basis of the number of days employed over a denominator of sixty (60) multiplied by eighty per cent (80%) of the annual membership fee as fixed from time to time by Council.

Union dues should be included on the T4 form issued by the employer. This constitutes the required receipt for income tax purposes. All fees are deductible for income tax purposes.

Please note that occasionally when members have a term contract and are also substitute teaching or when members have term contracts with more than one employer they may find that they have overpaid NSTU dues in a particular school year. Members are advised to check to ensure that you have not paid more than \$850 in a school year (August – July). Requests for refund of overpayment must be directed to the appropriate Employer so that an additional T4 may be issued and submitted no later than the following school year.

Payment Schedule

Union dues cover the school year from August 1 to July 31. Dues paid in one school year are not carried over to the next school year regardless of the length of the term employment for which Union dues are paid.

All NSTU members engaged by way of a permanent, regular, probationary or term contract pay Union dues over the first five months of their employment for the school year in which they are employed.

NSTU members hired on permanent, regular or probationary contracts effective August 1 pay dues in equal instalments deducted from each pay period from August to December, inclusive.

NSTU members hired on permanent, regular or probationary contracts effective January 1 pay dues in equal instalments deducted from each pay period from January to May, inclusive and cover the period from the commencement of service to July 31. Should employment continue into the next school year, Union dues for the next school year are payable beginning August 1 as described above.

All other NSTU members, hired by way of term contracts, pay dues in equal instalments deducted from each pay period in the five months commencing with the date of their employment or over the length of the term contract, whichever is the lesser. As noted above, Union dues cover the school year or portion of the school year covered by the term contract and are not applicable to the following school year.

NSTU Members with a Permanent, Regular or Probationary Contract

Your dues are payable in full the first day you teach. However, the NSTU provides for the collection of those dues over a five month period, dating from the beginning of the school year (August 1) or the first day you teach as noted above.

NSTU Members with a Term Contract

If you begin your term in September and work more than 60 days, your dues are payable over the five months of August, September, October, November and December.

If you begin your term in January and work more than 60 days, the same rule applies: your dues are payable over the five months of January, February, March, April and May. If you then begin a new term in September of the NEXT school year, and work more than 60 days, your dues are payable again over the five months of August to December. Dues are NOT payable again in January once paid in September. For a term contract greater than 60 days and less than five months, dues are deducted in equal instalments over the contract period.

You can conceivably pay dues twice in one calendar year, but you will only ever pay one full union membership fee in any SCHOOL YEAR.

Provincial Executive 2020-2021

The Provincial Executive directs and supervises the Union's business and affairs between Council sessions.

The Executive consists of a full-time president, the immediate past-president (one year position), first vice-president (two-year position – elected at Annual Council), 21 members elected on a regional basis at the Local level; including two members elected by all the members of the Conseil syndical acadien de la Nouvelle Écosse (CSANE) Local and one member elected by all the members of the Atlantic Provinces Special Education Authority (APSEA) Local. The second vice-president and secretary-treasurer are elected by the Executive from the regional members.

School

Home

NSTU President (Election will be held October 27, 2020, term to commence February 1, 2021)

Paul Wozney

3106 Joseph Howe Drive
Halifax
B3L 4L7

902-477-5621
fax: 902-477-3517
1-800-565-6788

president@nstu.ca

First Vice-President

Thérèse Forsythe

Horton High School
75 Greenwich Rd South,
Wolfville B4P 2R2

902-542-6060
school fax: 902-542-6066

902-678-9898
ctforsythe@nstu.ca

Second Vice-President (Halifax County)

Shaun Doyle

Graham Creighton Junior High
72 Cherry Brook Rd.,
Cherry Brook B2Z 1A8

902-464-5164
school fax: 902-464-5179

902-209-7693
skdoyle@nstu.ca

Secretary-Treasurer (Cumberland)

Wade Van Snick

Amherst Regional High
190 Willow Street,
Amherst B4H 3W5

902-661-2540
school fax: 902-661-2535

902-667-1037
wtvansnick@nstu.ca

Regional Members**School****Home**

Digby-Shelburne-Yarmouth VACANT

Election – Oct .13, 2020

Yolanda Aubrecht (Cape Breton Industrial) (as of Oct. 14)

Sydney Academy 902-562-5464
49 Terrace Street, school fax: 902-564-4472
Sydney B1P 2L4

ymaubrecht@nstu.ca

Byron Butt (Lunenburg County-Queens) (as of Oct. 14)

Site # 1001,130 North Park St, 902-543-2468
Bridgewater B4V 2W9 school fax: 902-541-3051

byronbutt@nstu.ca

Duncan Cameron (Halifax County)

Rocky Lake Junior High 902-832-8952 ext. 7081332
670 Rocky Lake Rd., school fax: 902-832-8962
Bedford B4A 0C2

902-401-6141

duncancameron@nstu.ca

Russell Comeau (Digby-Shelburne-Yarmouth)

PO Box 147 902-749-2880
Meteghan B0W 2J0 school fax: 902-749-2888

902-307-2405

rcomeau@nstu.ca

Mary Currie (APSEA)

87 Vanderbeck Street 506-444-3109
Fredericton, NB E3G 0Z9

506-472-6941

mlcurrie@nstu.ca

Kathy Evans (Northside-Victoria)

Dr. T.L. Sullivan School 902-736-6273
256 Park Road, school fax: 902-736-8844
Florence B1Y 1N2

902-565-9529

kbevans@nstu.ca

Angela Gillis (Halifax City)

St. Stephen's School 902-493-5155
3669 Highland Ave, school fax: 902-493-5158
Halifax B3K 4J9

adgillis@nstu.ca

Michael Jamieson (Dartmouth)

Prince Andrew High School 902-435-8452
37 Woodlawn Road, school fax: 902-435-8398
Dartmouth B2W 2R7

902-461-4880

msjamieson@nstu.ca

Deena Jewers (Antigonish-Guysborough)

St. Mary's Ed. Ctr./Academy 902-522-2035 ext. 150
121 Old Road Hill, school fax: 902-522-2336
Shebrooke B0J 3C0

902-817-4973

drjewers@nstu.ca

Regional Members**School****Home**

Ian LeBlanc (CSANE)

École secondaire de Clare
80 chemin Placide Comeau,
La Butte BOW 2L0

902-769-5400
school fax: 902-769-5405

902-740-4969

ipleblanc@nstu.ca

Jacqueline LeVert (CSANE)

École Beaubassin
54 Blvd Larry Uteck,
Halifax B3M 4R9

902-457-6810
school fax: 902-457-6809

902-835-1767/
cell: 782-414-7007
jalevert@nstu.ca

Natalie MacIsaac (Annapolis-Hants West-Kings)

Horton High School
75 Greenwich Rd South,
Wolfville B4P 2R2

902-542-6060
school fax: 902-542-6066

902-678-5045

ndmacisaac@nstu.ca

Richard MacLean (Halifax City) (Election to be held October 13)

Election - Oct. 13, 2020

Halifax West High School
283 Thomas Raddall Dr,
Halifax B3S 1R1

902-457-8900
school fax: 902-457-8980

902-880-2816

rmaclean@nstu.ca

Jo-Leigh MacPhee (Annapolis-Hants West-Kings)

14 Wade St
Kentville B4N 1B6

902-538-4700
school fax: 902-538-4711

902-751-0522
jdmacphee@nstu.ca

Doug Read (Pictou)

Pictou Academy
P.O. Box 699, 200 Louise Street,
Pictou B0K 1H0

902-485-7211
school fax: 902-485-7210

902-735-2834
cell: 902-872-2834
jdread@nstu.ca

Shannon Roy (Colchester-East Hants)

Bible Hill Consolidated Elementary School
103 Pictou Road,
Truro B2N 2S2

(902)899-6054

roysd@nstu.ca

Phillip Samson (Inverness-Richmond)

P.O. Box 638
Louisdale B0E 1V0

902-631-5368
pjsamson@nstu.ca

John White (Cape Breton Industrial)

Glace Bay High School
201 Reserve St.,
Glace Bay B1A 4W3

902-849-4247
school fax: 902-849-2700

902-304-0833

johnwhite@nstu.ca

Executive Staff

The executive staff directs and coordinates the activities and programs of the NSTU under the supervision of the Provincial Executive.



(On leave)

JANINE KERR

Executive Director

jkerr@staff.nstu.ca

SIMON WILKIN

Acting Executive Director

swilkin@staff.nstu.ca



JACK MACLEOD

Acting Assistant Executive Director

jmacleod@staff.nstu.ca



(Term contract until January 29, 2021)

PAUL BOUDREAU

Executive Staff Officer,

Member Services

pboudreau@staff.nstu.ca

WALLY FIANDER

Executive Staff Officer,

Member Services

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PAMELA LANGILLE

*Executive Staff Officer,
Professional Learning*

plangille@staff.nstu.ca

MIGUELLE LÉGÈRE

*Executive Staff Officer,
Professional Learning*

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TIM MACLEOD

*Executive Staff Officer,
Member Services*

tmacleod@staff.nstu.ca

KYLE MARRYATT

*Executive Staff Officer,
Member Services*

kmarryatt@staff.nstu.ca



(Term contract until December 31, 2020)



LOUIS ROBITAILLE

*Executive Staff Officer,
Research, Policy & Governance*

lrobitaille@staff.nstu.ca

STACY SAMSON

*Executive Staff Officer,
Member Services*

stsamson@staff.nstu.ca



Professional Services Staff



ANGELA MURRAY

*Communications and Public Relations
Coordinator*

amurray@staff.nstu.ca



MELANIE WAYE

Financial Officer

mwaye@staff.nstu.ca



MARK LAVENTURE

*Communications and Public Affairs
Officer*

mlaventure@staff.nstu.ca

2020-2021 Support Staff



Standing (L-R): Michelle Myers, Shelly Landry, Brad Mclsaac, Deb Savoie, Lise Meunier, Bev Tufts, Paul Hamer.

Seated (L-R): Karen Staples, Lisa Farmer, Nancy Day, and Hilton Smith (on leave).

Missing from photo: Courtney Costard, Robert Laushway, Marie MacInnis, and Nicole Wells.

Member Assistance Program (MAP)



SANDRA MURRAY
Counsellor, Counselling Services
smurray@staff.nstu.ca



BRIAN ROBERTS
Counsellor, Counselling Services
broberts@staff.nstu.ca



LETICIA RICHER
EIP Case Coordinator
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MAYA FALLOWS
EIP Case Coordinator
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ANNA ORDINELLI
Registered Nurse
nurse@nstu.ca

Legal Counsel



LEAH KUTCHER
In-House Legal Counsel
lkutcher@staff.nstu.ca



NANCY MORTON
Human Resources Officer
nmorton@staff.nstu.ca

Human Resources

NSTU Local Presidents 2020-2021

	School Phone	Home Phone
Annapolis		
Heather Hiscock	902-584-4500	902-740-7599
Annapolis West Education Centre Site # 133, Box 399, Annapolis Royal B0S 1A0	school fax: 902-584-4505	annapolislocal@nstu.ca
Antigonish (<i>Election to be held in the fall</i>)		
Lynnette Babin (ACTING)	902-863-2512	902-867-8800
St. Andrew's Consolidated School 3892 Hwy. 316, St. Andrew's B0H 1X0	school fax: 902-863-6840	ldbabin@nstu.ca
APSEA (<i>Election to be held in the fall</i>)		
Dana MacLeod		902-818-6175
15 Braeside lane Halifax B3M 3J6		apsealocalpres@nstu.ca
Cape Breton District		
Peter Murphy	902-564-5411	902-537-0754
715 Alexandra Street Sydney B1S 2H3	school fax: 902-567-2575	cbpres@nstu.ca
Colchester-East Hants		
Lori MacIntosh	902-362-3300	902-805-9330
Hants North Rural High School 4369 Highway 236, Kennetcook B0N 1P0	school fax: 902-362-3303	cehpresident@nstu.ca
CSANE		
Sue Larivière-Jenkins		902-870-1958
École acadienne de Pomquet 791 chemin Taylor, Pomquet B0E 1V0		CSANE@nstu.ca
Cumberland		
Lindsay Crossman Wheaton	902-661-2450	506-536-8212
11 Windymere Dr Sackville, NB E4L 4P7	school fax: 902-661-2455	lecrossman@nstu.ca

**School
Phone****Home
Phone****Dartmouth****Mark Savoury**

202 Brownlow Dr., Suite 320
Dartmouth B3B 1T5

902-499-1452

dartmouthlocal@nstu.ca

Digby**Elizabeth Thomas**

133 Bloomfield Rd, RR 1
Barton B0W 1H0

902-837-2340

902-247-2892

embarrett@nstu.ca

Guysborough County**Dana Jewers**

St.Mary's Education Centre/Academy
PO Box 292, 121 Old Hill Rd,
Sherbrooke B0J 3C0

902-522-2035

school fax: 902-522-2336

902-783-2471

cell: 902-817-4974
guysborough@nstu.ca**Halifax City****Ryan Lutes**

320 - 202 Brownlow Ave.
Dartmouth B3B 1T5

office: 902-497-9254

902-497-9254

office fax: 902-468-7782
halifaxcity@nstu.ca**Halifax County** *(Election to be held in the fall)***Grant Frost**

19 Mallard Drive
Hubley B3Z 1B2

office: 902-468-6788

902-499-0933

office fax: 902-468-7782
halifaxcountylocal@nstu.ca**Hants West****Tami Cox Jardine**

15 McDermid Drive
Falmouth B0P 1L0

902-798-1128

902-792-8030
tljardine@nstu.ca**Inverness** *(Election to be held in the fall)***Vincent Jessome** (ACTING)

Inverness Ed. Centre/Academy
PO Box 580, 59 Veterans Mem. Crt.,
Inverness B0E 1N0

902-258-3700

school fax: 902-258-3899

invernesslocal@nstu.ca

Kings**Laura McCulley**

1145 Oak Drive
Kentville B4N 5A2

902-681-4910

school fax: 902-681-4909

902-678-8625

kingslocal@nstu.ca

	School Phone	Home Phone
Lunenburg County		
Mai-Ling Storm 19 Langille Estates Drive, R.R. #1, Hubbards B0J 1T0	902-857-2600 school fax: 902-857-2601	902-858-2433 lunenburg@nstu.ca
Northside-Victoria		
Milton Bonnar 43 Sunrise Dr George's River B1Y 3B9	902-736-6233 school fax: 902-736-3895	902-794-8276 mhbonnar@nstu.ca
Pictou		
Sonya Purdy 218 Glen Forest Dr, RR 2 Durham B0K 1H0	902-396-2700 school fax: 902-396-2707	902-616-6410 sonyapurdy@nstu.ca
Queens <i>(Election to be held in the fall)</i>		
Sarah Tutty (ACTING) PO Box 164, Liverpool B0T 1K0	902-354-7640 school fax: 902-354-7650	902-350-3318 queens@nstu.ca
Richmond		
Paula Landry 41 Harbourview Cres Louisdale B0E 1V0	902-345-4949 school fax: 902-345-4948	902-227-8300 pllandry@nstu.ca
Shelburne County <i>(Election to be held in the fall)</i>		
Michelle Goreham P.O. Box 174 Clark's Harbour B0W 1P0	902-745-3710 school fax: 902-745-3711 mcgoreham@nstu.ca	902-635-1108
Yarmouth <i>(Election to be held in the fall)</i>		
Glenys Stephenson 861 Lakeside Rd Yarmouth B5A 5K2	902-649-4400 school fax: 902-649-4404 gbfraser@nstu.ca	902-740-7599

2020-2021 Regional Representative Council (RRC) Chairs

Regional Representative Councils represent the interests of NSTU Locals within the jurisdiction of regional, centres for education and include executive participation from your Local. The mandate of the RRC within the geographic boundaries of an RCE shall be to address bargaining unit issues for NSTU members employed with that RCE.

	School Phone	Home Phone
Annapolis Valley		
Adam Boyd Avon High School 225 Payzant Drive Box 700, Windsor B0N 2T0	902-792-6740 school fax: 902-792-6762	902-698-9561 jaboyd@nstu.ca
Cape Breton-Victoria		
Milton Bonnar 43 Sunrise Dr George's River B1Y 3B9	902-736-6233 school fax: 902-736-3895	902-794-8276 mhbonnar@nstu.ca
Chignecto <i>(Election to be held in the fall)</i>		
Lindsay Crossman Wheaton 11 Windymere Dr Sackville, NB E4L 4P7	902-661-2450 school fax: 902-661-2455	506-536-8212 lecrossman@nstu.ca
Halifax		
Ryan Lutes 320 – 202 Brownlow Ave. Dartmouth B3B 1T5	office: 902-468-7782	902-497-9254 office fax: 902-497-9254 halifaxcity@nstu.ca
South Shore <i>(Election to be held in the fall)</i>		
Sarah Tutty PO Box 164, Liverpool B0T 1K0	902-354-7640 school fax: 902-354-7650	902-350-3318 queens@nstu.ca
Strait		
Paula Landry 41 Harbourview Cres Louisdale B0E 1V0	902-345-4949 school fax: 902-345-4948	902-227-8300 pllandry@nstu.ca
Tri-County <i>(Election to be held in the fall)</i>		
Glenys Stephenson 861 Lakeside Rd Yarmouth B5A 5K2	902-649-4400 school fax: 902-649-4404	902-740-7599 gbfraser@nstu.ca

Committees

NSTU Committees play a very important part in NSTU activities. The authority to establish committees is granted to the Provincial Executive by NSTU By-Law. Standing Committees of the NSTU are advisory, they answer to and make recommendations to the Provincial Executive.

STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

Administrative Committees:

Finance and Property Committee: is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; makes recommendations to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.

Governance and Policy Committee: to develop and review policy with a view to authority, responsibility and accountability.

Nominating Committee: recommends to the Provincial Executive the make-up of provincial committees.

Personnel Committee: works with the Provincial Executive regarding NSTU staff.

Program Committees:

Comité de programmation acadienne: studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of Conseil scolaire acadien provincial and reports its findings to the Provincial Executive.

Curriculum Committee: studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.

Equity Committee: is concerned with matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice.

Member Services Committee: identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent contract bargaining.

Pension Committee: studies pension resolutions and keeps the Provincial Executive informed of trends and changes affecting teachers' pensions; and facilitates sessions on the pension plan in geographic regions.

Political Action Committee: recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education.

Professional Development Committee: reviews and develops policy, and programs intended to improve the effectiveness of teachers as professionals and advances education through research in Nova Scotia classrooms. Make recommendations to Provincial Executive on recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants.

Public Relations Committee: reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same.

Status of Women Committee: makes recommendations to the Provincial Executive regarding the ways to promote enhancing the status of women in the teaching profession and in society.

Substitute Teacher Committee: advises the Provincial Executive on issues affecting and of concern to substitute teachers.

Coordinating Committee:

Professional Association Coordination Committee: reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations.

COMMITTEES OF COUNCIL

Steering Committee: advises Council regarding the timing of business conducted during the meeting.

The Annual Council Elections Committee: conducts the nominations process and the elections run during Annual Council.

Resolutions Committee: administers the resolutions process for Annual Council.

STATUTORY, QUASI-STATUTORY, AND CONTRACTUAL COMMITTEES OF THE NSTU

From the *Teaching Profession Act*

Discipline Committee: may adjudicate conduct of Union members which is inimical to the interests of the Union.

Professional Committee: investigates charges of conduct unbecoming a member of the teaching profession.

From the *Teachers' Pension Act*

Pension Appeals Committee:

Pension Appeals Committee: this committee reviews individual appeals of pension concerns.

From the Teachers' Provincial Agreement

Distributed Learning Committee: addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCE).

Program Development Assistance Fund Committee: reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.

BOARDS, FOUNDATIONS, AND TRUSTS OF THE NSTU

NSTU Group Insurance Trustees: oversee the operation of the NSTU Group Insurance Plan, which offers Life, Optional Life, Accidental Death and Dismemberment, Total Care/Medical, Total Care/Dental, LTD, NSED Travel Insurance, Travel and Trip Cancellation, Critical Illness, EFAP/Resilience, CAREpath, Senior Care Assistance Program, HealthCareAssist Program, Your Wellness Partner, EIP, Counseling Services, and Automobile and Home Insurance.

Nova Scotia Teachers' Pension Plan Trustee Inc. – Board of Directors: this Board oversees the investment and administration of the Teachers' Pension Plan.

Sheonoroil Foundation – Board of Directors (Trustees): is an arms-length charitable agency created to fund school-based projects and research directed at reducing violence in schools. The Board of Directors develops policy, mandates initiatives, and approves project funding.

Teachers' Pension Board: this Board oversees the Teachers' Pension Plan.

BARGAINING COMMITTEES

Provincial Economic Welfare Committee: responsible for preparing the asking package for the Teachers' Provincial Agreement.

Provincial Negotiating Team: negotiates with the Department of Education and Early Childhood Development.

Professional Associations

Professional Associations provide the opportunity for teacher-initiated professional development. Associations assume major responsibility for encouraging and assisting in professional development activities in their respective fields.

The objectives of Professional Associations are to:

- i) improve professional practice by increasing members' knowledge and understanding;
- ii) disseminate ideas, trends and new developments;
- iii) advocate interests of Professional Associations, consistent with NSTU policy and practice; and,
- iv) advise the Provincial Executive and NSTU committees on matters special to the Professional Association.

		Fee
AEA	Association des enseignants acadiens	\$15.00
AST	Association of Science Teachers	\$10.00
ATA	Art Teachers Association	\$20.00
ATEC	Association of Teachers of Exceptional Children	\$10.00
ATENS	Association of Teachers of English of Nova Scotia	\$15.00
ATYA	Association of Teachers of Young Adolescents	\$20.00
BETA	Business Education Teachers Association	\$20.00
EDANS	Educational Drama Association of Nova Scotia	\$25.00
FSTA	Family Studies Teachers Association	\$15.00
MTA	Mathematics Teachers Association	\$12.00
NSATEE	Nova Scotia Association of Teachers for Equity in Education	\$15.00
NSLTA	Nova Scotia Language Teachers Association	\$20.00
NSMEA	Nova Scotia Music Educators' Association	\$15.00
NSSCA	Nova Scotia School Counsellors Association	\$20.00
NSTALL	Nova Scotia Teachers Association for Literacy and Learning	\$10.00
NSTEA	Nova Scotia Technology Education Association	\$20.00
PETA	Primary Elementary Teachers Association	\$10.00
PISA	Psychologists in Schools Association	\$20.00
SPAA	Speech-Language Pathologists and Audiologists Association	\$15.00
SSTA	Social Studies Teachers Association	\$10.00
TAPHE	Teachers Association for Physical and Health Education	\$15.00

Retired Teachers Organization

In June 2005, the Retired Teachers Association became the Retired Teachers Organization of the Nova Scotia Teachers Union. Its objectives, membership, and operating constitution, with appropriate procedures, were incorporated into a new constitution approved by the Provincial Executive of the NSTU. The Retired Teachers Organization has its own executive, executive committee, standing committees, and branch locals throughout the province. Its mandate is to work within the NSTU to support retired teachers. Its mission advances, promotes and protects the welfare of its members.

NSTU Services

Group Insurance

The NSTU has negotiated for each active member, payment by the Employer for purchase of a Union Life and Accidental Death & Dismemberment Policy as follows:

Group	Coverage	Annual Cost
Public School Member	\$50,000 Life/ \$50,000 AD&D	\$112.80
APSEA Member	\$50,000 Life/ \$50,000 AD&D	\$112.80

The NSTU has negotiated for active members, payment by the Employer for 100% of the Union Total Care Medical Plan, Single and Family Policy, as follows for those who apply for coverage:

Group	Coverage	Annual Cost
Public School Member	Single/Family	\$1,324.68/\$3,428.40
APSEA Member	Single/Family	\$1,324.68/\$3,428.40

The NSTU has negotiated for active members, payment by the Employer for 65% of the Union Total Care Dental Plan, Single and Family Policy, as follows for those who apply for coverage:

Group	Coverage	Annual Cost
Public School Member	Single/Family	\$319.32/\$675.12
APSEA Member	Single/Family	\$319.32/\$675.12

The above is not applicable to Reserve Members.

Other Group Insurance Possibilities

Members may purchase, at group rates, additional life insurance up to a total of \$300,000. The initial amount of \$100,000/member or \$50,000/spouse for a new member is not subject to medical evidence of insurability. However, a 24-month pre-existing condition clause applies. Other group plans at member's option and payment include accidental death and dismemberment, critical illness, NSED Travel Insurance, trip cancellation, and automobile and home insurance. These can be paid through monthly payroll deductions.

Member Assistance Program (MAP)

Counselling Services

Counselling Services works to strengthen and support the quality of personal and professional life for NSTU members, their partners and dependents throughout all school districts.

Counselling Services provides short-term assistance. Those requiring longer-term intervention are, after an initial assessment, assisted by referral to an appropriate community-based professional.

Workshops for school staffs are offered, as requested, on issues such as wellness and managing workplace stress.

Crisis intervention for staff members to address trauma and grief situations is available on request.

All counselling requires the consent and participation of the client regardless of the referring circumstances.

All information given to Counselling Services will be confidential.

Any release of information requires the signed consent of all parties involved who are over the age of 12. Exceptions to this apply if subpoenaed by the court or required under legislation.

Therapists with Counselling Services are highly qualified, registered with their professional organizations and recognized for their excellence as clinical therapists and workshops leaders.

Counselling sessions are made by appointment only. Appointments are available at a mutually acceptable time and place throughout all regions of the province. To arrange an appointment, please call Member Assistance Program (MAP) between 8:00 am and 4:00 p.m. at the NSTU Central Office, 1-902-477-5621, or 1-800-565-6788 (toll free) or email nurse@nstu.ca. NSTU provides these services to members at no additional charge.

Early Intervention Program (EIP)

The Early Intervention Program (EIP) is a program for all NSTU members who are working or on paid sick leave and are experiencing illness or injury. The intent of the program is to facilitate early return to health and work or early application to disability benefits.

Participation in the program is voluntary and confidentiality is assured. NSTU members are encouraged to contact the Member Assistance Program (MAP) directly if they feel assistance is required or if they are at risk of disability.

Intervention may include assistance with coordinating health services, ergonomic assessments or facilitation of a return to work plan. In the event a member is unable to return to work, he or she will be guided through the process of early application to disability benefits. Intervention services are provided by registered occupational therapists.

For information, please contact MAP at 902-477-5621; toll free 1-800-565-6788; fax 902-477-3517, email nurse@nstu.ca; website: www.nstu.ca, under "Member Services" tab, choose Other Services, and EIP (Early Intervention Program).

Resilience®

Employee and Family Assistance Program

In addition to NSTU Counselling Services, Resilience® is an Employee and Family Assistance Program available to all permanent, probationary or term contract teachers. Counselling Services can be provided in-person, by phone or through a secure online service that can deal with such things as stress, psychological disorders, alcohol and drug abuse, anger management and conflict resolution. There are also plan smart and career smart services giving a member support in such things as childcare, eldercare, legal, financial, nutritional support and 12 weeks to wellness. It is available 24 hours/7 days a week, 365 days a year for both counselling services and plan smart and career smart services. Members also can access an online resource of healthcare related material through Health eLinks. It allows you to take part in an interactive health risk assessment and comprehensive library of medical information. The toll-free number is 1-877-955-NSTU (6788) or in French 1-514-875-0720. Online counselling is available at www.myresilience.com (use contract #39146).

CAREpath – The Cancer Assistance Program

The CAREpath program is a service provided by the Insurance Trustees. If an active or retired member, their spouse, or dependent children suspect having cancer, are diagnosed with cancer, or are living with cancer, CAREpath is able to provide support. CAREpath provides a cancer nurse, backed by an oncologist specializing in the specific cancer. Support is provided through scheduled telephone discussions to help ensure the best treatment possible. CAREpath is intended to support, not replace, health services provided by doctors. The toll-free number is 1-866-883-5956. More information can be found at www.carepath.ca.

Senior Care Assistance Program

Effective January 1, 2016, the NSTU Group Insurance Trustees introduced a new program funded by the NSTU Group Insurance Trust Fund for both active and retired NSTU members and their families.

The Seniors' Care Assistance Program is the only service in Canada that connects members, immediate family, and parents to a Registered Nurse who specializes in senior care assistance. The program helps members understand their senior care choices and ensure they get the right care every time. The toll free number is 1-844-453-NSTU (6788).

HealthCareAssist Program

Effective March 1, 2018, the NSTU Group Insurance Trustees introduced the HealthCareAssist Program which is a comprehensive navigation service that provides NSTU members, spouses and dependent children with answers, guidance and support before, during and after treatment, in the event of an illness or health crisis.

HealthCareAssist provides individual case management of all types of medical conditions. A Nurse Case Manager provides a single point of contact, creates continuity of care and ensures patients receive the right treatment, at the right time, in the right place.

HealthCareAssist combines CAREpath's team of highly trained and caring nurses with Cleveland Clinic Canada's global network of physicians and specialists. The toll-free number is 1-844-453-NSTU (6788).

Your Wellness Partner

Effective January 1, 2020, the NSTU Group Insurance Trustees introduced the Your Wellness Partner program which provides two levels of intervention: navigation and psychotherapy. Navigation is provided by baccalaureate level registered social workers and nurses who are qualified to assess mental health concerns, and to deliver psychoeducation and supportive counseling and coaching with the goal of enhancing self-care strategies and management of concerns. The role of the navigator is to ensure a smooth integration with the member's existing circle of health/ medical care, and to provide assistance in navigating the mental health care system.

This 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 primarily distance technologies including telephone and virtual resources (e.g., internet, mobile app, email, and secured video chat via Cleveland Clinic Express Care® Online). The program includes:

- Initial assessment and navigation by a mental health nurse or social worker.
- Access to psychiatric assessment and family physician consultation. A referral to Medaca Health Group (MHG) may occur at time of intake or at any time along the trajectory.
- Psychoeducation and coaching for self-management strategies, supporting members to be active partners in achieving wellness
- A facilitated CBT program called "Mind Zone" delivered by mobile application for iOS and android.
- Psychotherapy by Masters/PhD prepared social workers, mental health nurses, and psychologists (including francophone).

Your Wellness Partner is designed to complement broad healthy-workplace strategies and community based mental health services, and to address gaps, improving the timeliness of service delivery. This is made possible by offering solutions that promote prevention and early intervention of mental health issues, acute mental illness, or chronic mental health conditions.

Group Insurance Trustee Website

Your NSTU Group Insurance are excited to announce the launch of a website dedicated to keeping you informed of all your Group Insurance benefits. This website specifically focuses on benefits you have access to and creates a one-stop shop for coverage overviews, costings, key contact information, Member Assistance Programs, etc. Visit www.nstuinsurance.ca to explore all the benefits available to you and be sure to join the NSTU Group Insurance Trust distribution list.

Grievance, Arbitration and Legal Protection

A. GRIEVANCES

In the case of a grievance under the Provincial or Regional Agreement, requests for legal assistance are handled as follows:

- I. The member or in the case of a Regional Agreement the Regional Grievance Committee, consults with the assigned Executive Staff Officer, after which the Executive Staff Officer determines whether the NSTU will carry the grievance forward to arbitration.

- II. If the member or Regional Grievance Committee does not agree with the Executive Staff Officer's decision, an appeal of the decision may be made in writing to the Executive Director by using Form A within fourteen (14) calendar days of receiving the Executive Staff Officer's decision. The decision of the Executive Director on whether the NSTU will carry the grievance is final.
- III. When the NSTU determines that the grievance will be referred to arbitration, the NSTU, after consultation with the member and/or the Regional Grievance Committee, makes all decisions relating to the carriage of the grievance, including, but not limited to, instructing counsel and making strategic decisions including withdrawing or settling the grievance prior to or during arbitration.
- IV. Notwithstanding 20 A II, if the grievance arises from the suspension, termination, or discharge from employment and the member does not agree with the Executive Director's decision regarding the NSTU's carriage of the grievance, the member may appeal within fourteen (14) calendar days of receipt of the Executive Director's decision in writing to the Provincial Executive by using Form D. The decision of the Provincial Executive on whether to assume carriage of the grievance is final. All other provisions of 20 A. apply to the provision of legal services in this instance.

B. ARBITRATION PROCEDURE FEES

- I. Interest Arbitration
The maximum cost to each Local in a bargaining unit of an Interest Arbitration, full or partial, or any part thereof, shall not exceed five dollars per capita (\$5.00/capita) for the Locals concerned.
- II. Rights Arbitration
The maximum cost to each Local in a bargaining unit of a Rights Arbitration, full or partial, or any part thereof, shall not exceed five dollars per capita (\$5.00/capita) for the Locals concerned.
In the above cases, costs:
 - a. shall be those associated with preparing and presenting a case;
 - b. shall not include staff expenses or such others as the Union ordinarily incurs; and,
 - c. may be appealed by a Local to the Provincial Executive for a reassessment.*Reference: Provincial Executive, October 1983, January 15, 2004*

C. GRIEVANCE PROCEDURE – DOCUMENTATION AND FEES

Pursuant to Article 42 of the Teachers' Provincial Agreements, once a formal grievance has been initiated, the NSTU will provide written confirmation to the Grievor(s) as each stage of the grievance procedure has been concluded and inform the Grievor(s) of the direction the NSTU plans to proceed.

- I. The maximum cost to each Local in a bargaining unit of a grievance procedure, full or partial, or any part thereof, shall not exceed five dollars per capita (\$5.00/capita) for the Locals concerned.
- II. Requests for legal opinions that affect all members of the bargaining unit:
 - a. must come from the bargaining unit; and,
 - b. will be charged back to each Local in the bargaining unit at a rate not to exceed one dollar per capita (\$1.00/capita).

- III. Any requests for legal opinions from a Local may be charged back to that Local at a rate not to exceed one dollar per capita (\$1.00/capita).

Reference: Provincial Executive, November, 1980; September, 1999; January, 2004

D. CRIMINAL MATTERS

In the case of a criminal charge arising from the member's employment, requests for legal assistance are handled as follows:

- I. The member consults with an Executive Staff Officer, after which the Executive Staff Officer determines if legal services will be provided by the NSTU.
- II. If the member does not agree with the Executive Staff Officer's decision, the member may appeal the Executive Staff Officer's decision in writing to the Executive Director within ten (10) calendar days of receiving the Executive Staff Officer's decision by using Form E. The decision of the Executive Director on whether to provide legal services is final.
- III. If the NSTU determines to provide legal services, the NSTU has the right to be kept informed of developments and strategy and to be consulted by legal counsel. The provision of legal services may be withdrawn by the NSTU if the member fails to aid and co-operate with NSTU and its appointed legal counsel and/or fails to reasonably follow the advice and direction or follow the reasonable advice of the NSTU and its appointed legal counsel. As well, the NSTU may place monetary and other reasonable restrictions on the provision of legal services.

E. AUTHORIZATION OF LEGAL SERVICES

The NSTU will not be responsible for any bills for legal services that have not been authorized by an Executive Staff Officer, Executive Director or Provincial Executive in advance.

(The Forms referenced here are available from the NSTU Member Services Department)

NSTU First Response Protocol Criminal Investigation

PROTOCOL IF CONTACTED BY POLICE

1. You are to inform the police authority that you wish to exercise your right to speak to legal counsel and legal counsel will contact the police authority once the NSTU has informed legal counsel of the investigation.
2. You are to obtain the name of the investigating officer and contact number for the officer.
3. **You should not discuss the complaint with anyone (including school administrators, your employer or staff) or give a written or verbal statement without the benefit of legal counsel.**
4. You are **not** required by law:
 - To go with the police upon request, unless you have been arrested;
 - Give a written or verbal statement, even if arrested;
 - Give a written or verbal statement at any time, unless advised by legal counsel;
 - To talk to police at any time under any circumstances, unless advised by legal counsel (other than to give your name and address);
 - Report to the police station to answer any questions;
 - Allow police to enter your residence without a search warrant. If police have a search warrant you should obtain a copy and contact an Executive Staff Officer ASAP;
 - Submit to a polygraph.

When a teacher is approached by the police (at home or at work), is in police custody, or has been contacted by police authorities for a future meeting, NSTU Central Office should be contacted immediately. 1-800-565-6788 (NSTU) 477-5621. Ask to speak to a staff officer in Member Services. In the event that it is after hours, please contact your Provincial Executive Member for an emergency phone number.

Professional Representation

The Nova Scotia Teachers Union speaks on behalf of teachers on various external boards and committees.

Negotiations

The NSTU is the sole bargaining agent for all teachers employed in the public schools of Nova Scotia. The NSTU negotiates regional agreements with CSAP and RCE and the Teachers' Provincial Agreement with the Minister of Education and Early Childhood Development. The NSTU is also the bargaining agent for teachers with the Atlantic Provinces Special Education Authority (APSEA).

Benevolent Fund

A. PURPOSE

To provide assistance to an Active Member where there is little or no financial coverage or protection through salary/wages, sick leave, long term disability, insurance benefits, credit union/banks, etc.

B. FUND

Ten thousand dollars (\$10,000) is budgeted annually for the purposes of Benevolent Grants.

C. BENEVOLENT GRANT ASSISTANCE

The merits of each case and the amount of assistance in each instance to be determined by the Table Officers. The maximum amount of a single grant shall not exceed two thousand dollars (\$2,000).

D. APPLICATION

Requests should be accompanied by a completed Benevolent Grant Application Form sent to the attention of the Executive Director, Nova Scotia Teachers Union, 3106 Joseph Howe Drive, Halifax, B3L 4L7 or electronically to executivedirector@nstu.ca.

Program Development Assistance Fund (PDAF)

The Program Development Assistance Fund (PDAF) receives an annual sum of \$200,000. The fund is administered jointly by the Department of Education and Early Childhood Development and the NSTU. PDAF is intended to support the development of innovations in programs in the public school system. Only NSTU public school members are eligible for individual grants up to \$5,000. The PDAF Committee meets in October, December, February, April, June and August. Applications must be received by 4:00 p.m. on the first day of the month in which the Committee meets.

Forms are available through PDAF, Nova Scotia Teachers Union, 3106 Joseph Howe Dr., Halifax, NS B3L 4L7; email: pdaf@nstu.ca; or online at www.nstu.ca.

An amount of \$30,000 has been budgeted for the 2020/2021 fiscal year for **Educational Research Awards, NSTU Full-Time Study Grants, and Out-of-Province Grants**. The disbursement of these funds will be on the recommendation of the Professional Development Committee, ratified by the Provincial Executive. If the application deadline is on a weekend or holiday, the deadline is the next business day at 4 pm.

Education Research Award

A fund has been established to encourage and assist education research. Members are awarded a maximum of \$475 based on research completed in the current or previous two school years.

Application forms can be obtained from the NSTU Central Office or the NSTU website. Applications must be received at NSTU Central Office by 4:00 p.m. on the first Wednesday in December.

NSTU Full Time Study Grants

An annual fund has been established to provide support to members wishing to follow a full time program of studies for the purpose of Professional Development. The NSTU may award grants of \$2,000 each year. Applications are available on the NSTU website and from NSTU Central Office. Deadline for receipt of applications at the NSTU Central Office is 4:00 p.m. on the first Wednesday in March. The application can only be made for the year in which the award is to be utilized. University confirmation can follow your application.

Out-of-Province Conference Grants

An annual fund has been established for Out-of-Province Conference grants to provide support to teachers wishing to attend conferences for the purpose of Professional Development. To assist the greatest number of members no grant shall exceed \$475. Applications are available on the NSTU website and from NSTU Central Office. Applications must be received at NSTU Central Office by 4:00 p.m. on the first Wednesday in October, January and March.

Travel Fellowship (Johnson Inc.)

For teachers engaged in educational travel, a total of \$3,000 is available from Johnson Inc. for participation in seminars, workshops or conferences, but not for university courses or certification study.

Eligible travel periods include summer months, but not during those times generally referred to as Christmas break or March break.

Application forms and information sheets may be obtained from the NSTU Central Office or the NSTU website. Applications must be received at NSTU Central Office by 4:00 p.m. on the first Wednesday in March.

NSTU Group Insurance Trustees Mental Health and Wellness Grant

The NSTU Group Insurance Trustees with support from Johnson Incorporated will fund projects that support mental health and well-being of children and youth in the schools across Nova Scotia, programs in classrooms, schools or communities for children and youth. The Mental Health and Wellness Grant was established to support innovative initiatives that promote the well-being of our youth and children in coping with the pressures of growing up. The deadline to apply is October 30 and applications can be found on the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

John Huntley Memorial Internship Program

Developed to honour the contribution of active Local leader and executive staff officer John Huntley, this program provides active members with an opportunity to learn more about the NSTU. The internship experience helps fulfil Huntley's desire that all members develop a thorough understanding of the Union. The program is offered to six members three times a year. For more information and to obtain applications, go to the NSTU website or contact Central Office. Applications must be received at NSTU Central Office by 4:00 p.m. on the 1st of October, February and April.

Member Engagement Day

The NSTU celebrates Member Engagement Day on World Teachers' Day. Should World Teachers' Day fall on a weekend, the Friday preceding it shall be Member Engagement Day. Each year a different theme is chosen and NSTU Locals are encouraged to promote activities that promote member engagement.

NSTU Awards

The Provincial Executive from time to time recognizes outstanding contributions of NSTU members and others through the following awards:

Honourary Membership Award

The Honourary Membership Award is conferred on an individual who might otherwise have no membership eligibility and has given meritorious service to education, the profession, or the NSTU. The service must have been dedicated, long-standing service that benefited the members of the NSTU and therefore, the teaching profession and public education. Upon approval of the Provincial Executive, the President of the Union shall move a motion, seconded by the First Vice-President, that the Annual Council confer the award upon the nominee.

Life Membership Award

The Life Membership Award is awarded to members retiring from the profession for displaying consistently high qualities of leadership, performance and service to education, the teaching profession or to the Nova Scotia Teachers Union. It is awarded at the sole discretion of the Provincial Executive and is the highest honour that the Provincial Executive can confer upon a member.

Special Award

The Special Award is awarded to active members for a particular outstanding service to education, the teaching profession, or the Nova Scotia Teachers Union and to bring public recognition to the contributions of teachers to education, the community or the organization. It is awarded at the sole discretion of the Provincial Executive.

Local Service Award

The Local Service Award is awarded for displaying at the Local level a consistent and continuing involvement in Local leadership, professional development or long-term service to education or the teaching profession. It is awarded to active members by the Provincial Executive on the recommendation of a Local Executive.

Public Education Advocacy Award

The Public Education Advocacy Award promotes the concept that public education is an investment in Nova Scotia's future and recognizes non-teachers who have made major contributions to public

education. The purpose is also to focus public attention on public education and to strengthen relationships between public education and other sectors as well as between teachers and educational partners.

It is open to individuals or groups who are not active members of the NSTU; and who have made major contributions to public education at the provincial, national or international levels.

Retired Member Recognition Award

This award was established to recognize the contribution made to education and society by a retired member who has made a significant voluntary commitment to advance the cause of education either at home or abroad.

In-Province Teacher Exchange Program

The In-Province Teacher Exchange Program was initiated to provide a vehicle for teachers to move from one RCE to another and from one experience in the teaching profession to another. Such exchanges are beneficial in providing new challenges, a new atmosphere and a new working experience for those who participate.

Exchanges are organized on a position-to-position basis and the exchange cannot occur without the approval of the two Regional Centres of Education (RCE)/Boards involved. Application deadline is January 31. Information regarding this program can be obtained by contacting NSTU Central Office or on the NSTU website.

CONTACT

CONTACT (Conference on New Techniques and Classroom Teaching) is a regional conference organized by the Nova Scotia Teachers Union, the New Brunswick Teachers' Association, Prince Edward Island Teachers' Federation and the Newfoundland and Labrador Teachers' Association. The conference provides teachers with the opportunity to remain current in their profession and make contact with their colleagues from the Atlantic region. For more information about CONTACT check the NSTU website at www.nstu.ca.

Sheonoroil Foundation

The Sheonoroil Foundation is a registered charity supporting research, inquiry, reflection, writing, distribution of information and interventions that focus on anti-violence and peaceful schools initiatives in the public school system.

Established by the NSTU in 1999, it operates with a Board of Directors. The Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor.

Funding grants shall be awarded to anti-violence/peaceful school programs that have a direct and immediate impact on classrooms, students, teachers, staff, administration and community.

Application forms are located on the website at sheonoroil.nstu.ca. Deadlines are the second Friday in November and April. For more information, contact NSTU Central Office at 1-800-565-6788.

Publications

The Teacher – Published eight times per year, September to June.

Membership Registry — On-line member update



NSTU reps should be updating site lists through the Membership Registry online and in real time. When an NSTU rep updates the site list, the changes are immediately made to the database ensuring the Union's membership information is current and accurate. Individual members can also update their personal, employment, assignment and contact information by accessing the Membership Registry page on the website (menu item "The NSTU", submenu item "Membership"; clicking on the Membership Registry icon on the NSTU homepage or by logging into the Registry directly at <http://www.nstucentral.ca/>. (Note: Access to the Membership Registry is based on your NSTU web account credentials. If you do not currently have an NSTU web account, see below for further information.)

Webmail

All NSTU members have access to a free NSTU web account. NSTU webmail is the preferred means of communicating with our membership and provides a secure, encrypted, private web account accessible anywhere. It also provides an opportunity for members to join mailing lists pertinent to the profession. NSTU web account holders will also benefit from an online registration feature which automatically enters personal information into the appropriate fields when registering for NSTU conferences.

Opening an NSTU web account is automated. Simply follow the link on the NSTU website (select "NSTU Web Accounts" from the "Communications" menu) and enter the necessary information to open an account. Please be advised that you must be entered in the Membership Registry in order to open an account and you cannot open more than one account. Once an account has been activated in your name the system will not process a second account for you.

The system will allow you to select your own username and request that you assign a password to your account. You should note the policies relevant to usernames and passwords before you follow the link to process an account request.

Alternatively, you can email webaccounts@nstu.ca to request an account. If you select this method to request an account, please include your full name (including middle name) and your professional number.

Website (www.nstu.ca)

The NSTU website features videos, tweets and banners which are "clickable." In addition, any forms posted on the website are also available on one page titled "Online Forms" which is located under the "Communications" menu. The site features a single interface; therefore, if you attempt to access a protected page the system will prompt you to provide your NSTU username and password (see above for further information on NSTU web accounts).

NSTU App

The NSTU app provides quick access to News, Staff Contacts, Voting, Webmail and other current events. The app also provides users the ability to stay up to date through push notifications. The app is available for download in the Apple App Store for iOS devices and in the Google Play Store for Android devices.

NSTU Webmail Protocol

Preamble

It is the policy of the NSTU that all members use the NSTU webmail system for all electronic communications concerning Union related matters.

Protocol

1. Members wishing to communicate with NSTU Central Office shall do so using the NSTU webmail system, a non-employer email address, or telephone.
2. Members wishing to communicate with other members on Union related matters shall use the NSTU webmail system, a non-employer email address, or telephone.
3. Any member who contacts the NSTU office using the employer's webmail system will receive a reply advising them that the NSTU will not communicate using the employer's webmail and providing instructions to call the NSTU or email using an NSTU account or a non-employer email address. Members will be advised if they do not have an NSTU webmail account how they may obtain one.
4. When members communicate with NSTU leaders using the employer's email system, NSTU leaders are to respond advising them to use the NSTU email or a non-employer email address or communicate by phone or other means.

Deferred Salary Leave Plan

The Deferred Salary Leave Plan offers NSTU members the opportunity of taking a one (1) year or a six (6) month leave of absence through the deferral of salary to finance the leave. Any teacher who holds a permanent contract with an RCE, Board, or APSEA is eligible to participate in the Plan.

A teacher must make written application to the Regional Executive Director of the RCE or the Superintendent of APSEA or the Board on or before April 30 of the school year prior to the school year deferred plan is to commence, requesting permission to participate in the Plan. Approval of individual requests to participate in the Plan shall rest solely with the employer and a refusal by the employer to approve an application shall be final and non-grievable.

While a member is enrolled in the Plan and not on leave, any benefits tied to salary level shall be structured according to the salary the member would have received had the member not been enrolled in the Plan.

A member's benefits will be maintained during the leave of absence, however the premium costs of all benefits shall be paid by the member during the leave. Sick leave credits shall not accumulate and cannot be used during the time spent on leave. Pension deductions shall be continued during the leave. The leave shall be 6 months or 1 year of pensionable service and 6 months or 1 year of service. Pension deductions shall be made on the salary the member would have received had the member not entered the Plan or gone on leave.

A requirement of the Plan is that the member shall return to work for the same period as the leave (i.e. six months or one year). On return from leave a member shall be assigned to the same position, or if due to declining or changing enrollment patterns said position no longer exists, the employee shall be governed by the appropriate terms of the agreement.

A teacher may withdraw from the Plan anytime prior to March 1 of the calendar year in which the leave is to commence. Any exceptions shall be at the discretion of the employer. Teachers may, under exceptional circumstances such as serious illness, resignation or early retirement withdraw

from the Plan at any time during the year(s) of deferral provided the withdrawal is approved by the employer. Such approval shall not be unreasonably withheld. If a teacher withdraws, the teacher shall be paid a lump sum adjustment equal to any monies deferred plus interest accrued. Repayment shall be made as soon as possible within 60 days of withdrawal from the Plan. If a withdrawal is made during the year of deferral, a \$500 service charge will be levied by the Teachers *Plus* Credit Union.

All members wishing to participate in the Plan shall be required to sign the approved contract before final approval for participation is granted. Once entered into the contract provisions concerning percentage of salary and time of leave may be amended by mutual agreement between the member and the employer.

The Deferred Salary Leave Plan is described in the Teachers' Provincial Agreement. Information is also provided on the Members-Only NSTU website (www.nstu.ca) or by contacting the NSTU Central Office.

Pension Plan

The Nova Scotia Teachers' Pension Plan (TPP) and the Canada Pension Plan (CPP) are coordinated except as otherwise stated.

Contributions

All teachers contribute whether they teach for a year, a month or a day. The contributions for August 2020 are calculated as follows:

- a) To the TPP:
 - 11.3% of amount up to the YMPE.
 - 12.9% of amount of salary in excess of the YMPE.
- b) To the CPP:
 - 5.25% of the amount of salary between \$3,500 and the YMPE.

The YMPE is the Year's Maximum Pensionable Earnings as prescribed by the Canada Pension Act. For 2020, the YMPE has been set at \$58,700 per annum. The YMPE is adjusted yearly on January 1st according to the changes in the Average Industrial Wage in Canada. The contribution rate to CPP will increase to 5.45% of the amount of salary between \$3,500 and the YMPE on January 1, 2021.

Deductions

Contributions are deducted from each bi-weekly pay. For teachers earning over YMPE some monthly deductions will be larger than others. This is because the contribution to the CPP is taken from the total monthly salary and accumulates each month until the maximum amount has been deducted. Once the maximum amount has been deducted no further CPP deductions will be made. For 2020, the maximum deduction for CPP is \$2,898.00.

Refunds

As of January 1, 1988, teachers who leave teaching but do not retire, and who have been contributors to the Teachers' Pension Plan (TPP) for at least two years may not withdraw contributions in respect of service since January, 1988. Provincial laws require locking in of such contributions. The options available to the teacher are:

- 1) Leave contributions in the fund to receive a deferred pension.

- 2) Transfer the commuted value of the deferred pension to another pension plan if the other plan accepts.
- 3) Transfer commuted value to a locked-in RRSP.

Teachers with less than two years of service who leave teaching will be eligible for a cash refund.

Retired teachers who substitute will not ordinarily make contributions to the Teachers' Pension Plan. If contributions are inadvertently taken from substitute pay, the retired teacher should contact the employer for which they substituted to arrange for a refund.

Advice to teachers who are leaving teaching: contact the Nova Scotia Pension Services Corporation (see number on page 2) and ask "What are my pension options?"

Under the CPP no contributions are refundable. However, there is provision for a return of any overpayment made by the teacher. There is provision on the annual income tax form to claim tax credit and/or a refund of such overpayments.

Indexing

Teachers retiring after August 1, 2006 will have indexing based on the funded level of the pension plan. If the funded level is below 90%, then there will be no indexing. If it is between 90% and 100%, the Trustees may pay 50% of CPI (Consumer Price Index). If it is above 100% funded, then full indexing will be paid unless it brings the funded level below 100%. No less than 50% of CPI will be paid at any time the fund is over 100%. The Trustees will pay an amount between 50% and full CPI as long as the fund does not go below 100%.

Teachers retired prior to August 1, 2006 remain with CPI – 1% indexing unless they elected the new rules by July 31, 2006.

List of Benefits

Under the Integrated Plan there are provisions for:

- a service pension
- reduced service pension
- spouse's pension
- death benefit
- orphan's benefit
- survivor's pension

An outline of each is given below.

- Note:
- 1) A Full Service Pension does not necessarily mean a maximum 70% pension.
 - 2) Full Service Pension means 2% for each year of teaching service to a maximum of 35 years with no reduction.
 - 3) Maximum Service Pension is 70% and can only be obtained with 35 or more years of service.

Full Service Pension

Conditions:

A teacher is eligible to receive a full service pension under the TPP

- 1) at age 55 when age and service total at least 85.
- 2) with 35 or more years of pensionable service regardless of age.
- 3) at age 60 with ten or more years of pensionable service.
- 4) at age 65 with two years of service (as of January 1988).

Benefits

A FULL SERVICE PENSION UNDER THE TPP IS 2% OF SALARY FOR EACH YEAR OF SERVICE TO A MAXIMUM OF 70%. THE SALARY USED IS THE AVERAGE OF THE FIVE HIGHEST YEARS.

A maximum service pension is 70% and can only be obtained with 35 or more years of service.

When a full service pensioner under the TPP reaches age 65 their previous pension under the TPP is recalculated and readjusted. Upon integration the teacher receives two deposits, one from TPP and one from CPP. Retired teachers may elect to receive 'normal' amounts of CPP at age 65, reduced CPP benefits as early as age 60, or increased CPP benefits as late as age 70. A member must apply for their teacher's pension by age 71.

Reduced Service Pension

(TPP Coordinated with CPP)

A teacher may retire on a reduced pension as follows:

- A. 50 years of age with 30 or more years of service with two per cent (2%) for each year of service with pension reduced by five per cent (5%) for each year or part thereof, calculated to three decimal places, by which
 - (i) the teacher's age is less than 55, or
 - (ii) the teacher's pensionable service is less than 35;Whichever is lesser
- B. 55 years of age with 20 or more years of service with 2% for each year of service with pension reduced by:
4/10 of 1% for each of the first 24 months,
3/10 of 1% for the next 36 months,

in respect of the number of months that would elapse between the date of eligibility for the reduced pension and the first day on which the teacher could retire and receive a pension which would not be subject to any reduction.

Advice if leaving teaching: contact the Nova Scotia Pension Services Corporation (see number on page 2) and ask: "What are my pension options?"

Flex Pension Option

Part-Time Employment – Full-Time Service

Teachers may elect to work part-time and make pension contributions to earn pension service equal to that earned in the previous school years. The maximum period that a teacher may participate in this arrangement is a total of two years in a lifetime. The teacher must work less days and earn less money than in the year prior to entering this arrangement and must teach a minimum of 40 per cent each year. The agreement to work less time must be arranged between the teacher and the employer.

Pensions Based on Commuted Value

It is possible for teachers age 55 to 59 who have from two to nineteen years of service to receive a pension based on commuted value. Some of the service must have occurred since January 1989. The actual amount of pension will vary depending on the teacher's salary and certain actuarial assumptions such as rate of inflation and rate of investment return. Further details are available from the Nova Scotia Pension Services Corporation.

CPP Disability

A person who has contributed four of the last six consecutive years to the Plan and who is unable to continue any type of gainful employment is entitled to a disability pension. Disability must be severe and prolonged.

Under the CPP (2020 amounts)

A teacher who becomes totally disabled is eligible for the following benefits, provided he/she taught and contributed for four of the last six years.

- a) a monthly pension of up to \$1,387.66 (maximum for 2020), plus
- b) \$255.03 a month for each dependent child.

Spouse's Pension (TPP plus CPP)

Conditions Under the TPP

In order for a spouse to receive a pension under the TPP the deceased contributor must have been a pensioner, or at the time of his or her death, have taught two or more years in the province.

Under the CPP

Determining factors are the age of the surviving spouse, whether or not they are disabled, and whether or not they have dependent children.

A SURVIVING SPOUSE MAY RECEIVE BENEFITS FROM BOTH THE TPP AND THE CPP.

Benefits Under the TPP

- a) for spouses of teachers who retired prior to January 1988; – 50% of the spouse's pension plus 10% for each child under the age of 18 to a maximum of 40%.
- b) for spouses of teachers employed after January 1, 1988; – 60% of the spouses' pension plus 10% for each child under the age of 18 to a maximum of 40%. If the child is under age 25 and completing his/her education, the 10% continues.

Under the CPP

The amount that a surviving spouse may receive depends on the age of the surviving spouse and whether the surviving spouse is also entitled to a retirement pension under the Canada Pension Plan. Contact the Canada Pension Office for exact calculations (1-800-277-9914).

Survivor's Pension (TPP Only)

Conditions

The deceased person must have been a pensioner or must have taught two or more years in the province at the time of death. Where there is no surviving spouse, benefits are paid to children, or where there are no children, to the dependents (mother, father, brother, sister, or child of any age) who by reason of any mental or physical disability where dependent on the deceased person at the time of death.

Benefits

60% of the teacher's pension or what the teacher would have received had they been on pension shall be divided equally among the children up to 18 years of age, or to age 25 if attending a post-secondary institution. If no children, benefits are divided equally among the other dependents.

Options

A teacher may elect to retire with a reduced life-time pension in order to enhance a survivor's

pension. The teacher at time of retirement may elect for the spouse to receive an 80% or 100% pension and/or a teacher can guarantee their pension for 5, 10, or 15 years.

Children's Benefit (CPP Only)

Conditions

This benefit is payable on the death of the contributor. It is also paid to the guardian of the children if both parents are deceased. It is paid in addition to any other benefit or pension that may be received from either the TPP or CPP or both.

Benefits (2020)

\$255.03 a month for each dependent child.

Death Benefit (CPP Only)

Conditions

This benefit is given to the survivor of the contributor. The contributor must have contributed to the CPP for at least two years and one-third of the years in which he/she could have contributed.

Benefits (2020)

The benefit is \$2,500. The benefit is taxable to the estate.

Refund Payments (TPP Only)

When a teacher who has taught less than two years dies, the amount of their payments to the TPP shall be paid to the surviving spouse. If no spouse, to the children, then to the dependants of the teachers, if no dependants, then to the estate.

Details

For further details on the Teachers' Pension Plan, contact Nova Scotia Pension Services Corporation, 902-424-5070, 1-800-774-5070 toll-free or visit their website at www.nstpp.ca.

Further information on the Canada Pension Plan is available from your local Service Canada office, by calling 1-800-277-9914, or visiting their website at www.esdc.gc.ca.

Retiring teachers please check the following for additional information:

The Teachers' Pension Plan and Retirement Tips, a handbook containing information on pension, retirement service awards, group insurance benefits, Employment Insurance benefits and the Retired Teachers Organization is available on request through NSTU Central Office 902-477-5621 or toll-free 1-800-565-6788.

Nova Scotia Pension Services Corporation

Email: pensionsinfo@nspension.ca

Website: www.nstpp.ca

Canada Pension website

www.canada.ca/en/services/benefits/publicpensions/cpp.html

Salary

NSTU Executive Staff and President's Salary

(as of August 2020)

Executive Director	\$160,250
Assistant Executive Director	\$145,682
Executive Staff Officer	\$102,561 to \$131,108
President	\$152,127

Provincial Salary Scale (Effective July 31, 2019)

Position on Scale	VTPA	Year of Teaching	TCM			VTCI			VTCII			VTCIII			VTCIV		
			TC1	TC2	TC3	TC4	TC5	TC6	TC7	TC8	TC9	TC10	TC11	TC12	TC13	TC14	TC15
1	\$ 47,514.00	1	\$ 48,342.00	\$ 48,342.00	\$ 47,515.00	\$ 53,276.00	\$ 59,583.00	\$ 64,846.00	\$ 69,836.00								
26 Pays	1,827.46		1,859.31	1,827.50	2,049.08	2,291.65	2,494.08	2,686.00									
1/195	243.66		247.91	243.67	273.21	305.55	332.54	358.13									
2	\$ 49,752.00	2	\$ 48,342.00	\$ 49,753.00	\$ 56,122.00	\$ 62,740.00	\$ 68,000.00	\$ 72,991.00									
26 Pays	1,913.54		1,859.31	1,913.58	2,158.54	2,413.08	2,615.38	2,807.35									
1/195	255.14		247.91	255.14	287.81	321.74	348.72	374.31									
3	\$ 51,987.00	3	\$ 48,342.00	\$ 51,988.00	\$ 58,966.00	\$ 65,895.00	\$ 71,156.00	\$ 76,148.00									
26 Pays	1,999.50		1,859.31	1,999.54	2,267.92	2,534.42	2,736.77	2,928.77									
1/195	266.60		247.91	266.61	302.39	337.92	364.90	390.50									
4	\$ 54,223.00	4	\$ 48,342.00	\$ 54,224.00	\$ 61,813.00	\$ 69,050.00	\$ 74,311.00	\$ 79,303.00									
26 Pays	2,085.50		1,859.31	2,085.54	2,377.42	2,655.77	2,858.12	3,050.12									
1/195	278.07		247.91	278.07	316.99	354.10	381.08	406.68									
5	\$ 56,460.00	5	\$ 48,342.00	\$ 56,460.00	\$ 64,659.00	\$ 72,205.00	\$ 77,466.00	\$ 82,458.00									
26 Pays	2,171.54		1,859.31	2,171.58	2,486.88	2,777.12	2,979.46	3,171.46									
1/195	289.54		247.91	289.54	331.58	370.28	397.26	422.86									

Provincial Salary Scale
(Effective July 31, 2019) (continued)

Position on Scale	VTPA	Year of Teaching	TCM		VTCI	VTCII		VTCIII	VTCIV		TC8
			TC1	TC2		TC3	TC4		TC5	TC6	
Annual	\$ 58,695.00	6	\$ 52,544.00	\$ 58,697.00	\$ 67,504.00	\$ 75,360.00	\$ 80,623.00	\$ 85,613.00			
26 Pays	2,257.50		2,020.92	2,257.58	2,596.31	2,898.46	3,100.88	3,292.81			
1/195	301.00		269.46	301.01	346.17	386.46	413.45	439.04			
Annual		7	\$ 60,933.00	\$ 70,348.00	\$ 78,517.00	\$ 83,777.00	\$ 88,770.00				
26 Pays			2,343.58	2,705.69	3,019.88	3,222.19	3,414.23				
1/195			312.48	360.76	402.65	429.63	455.23				
Annual		8	\$ 73,193.00	\$ 81,671.00	\$ 86,933.00	\$ 91,925.00					
26 Pays			2,815.12	3,141.19	3,343.58	3,535.58					
1/195			375.35	418.83	445.81	471.41					
Annual		9+	\$ 76,038.00	\$ 84,827.00	\$ 90,087.00	\$ 95,080.00					
26 Pays			2,924.54	3,262.58	3,464.88	3,656.92					
1/195			389.94	435.01	461.98	487.59					

UNDER NEGOTIATION

Mobile Banking Apps

Whether you use an iPhone, Android or Tablet, mobile banking allows you to do your banking anywhere, anytime.



Deposit Anywhere

Use your mobile app and camera to take a picture of your cheque and deposit the funds to your account immediately.

24-Hour Account Access

Using MemberDirect® online banking or TeleService® telephone banking, you can access your account 24 hours a day. You can check your balance, transfer funds, and pay bills all from the comfort of your home or office.

Province-wide Access

Make deposits, withdrawals, transfers and bill payments at more than 60 Credit Union ABMs throughout the province—that's more than any other financial institution. You can also access your account at any Credit Union in Atlantic Canada.

Payroll Deduction

With payroll deduction, you can have your mortgage, loan, or investment savings payments come directly off your paycheque. Managing your money has never been easier. You can also have your entire paycheque directly deposited into your account.

New Teacher Program

This unique program has been developed to provide assistance to new Teachers who are in the first five years of their Teaching Profession. It includes an attractive free Chequing Account Package, free Financial Counselling Session, Debt Restructuring Program and other benefits to help the New Teacher start their career on the right financial foot.

Teachers Plus Strike Policy

In the event of a teachers' strike, active teachers will be afforded the option of deferring the obligation to pay principal and interest payments on applicable TPCU loans, mortgages and lines of credit until the strike is over.

Mortgages

Teachers *Plus* Credit Union offers flexible mortgages at very competitive rates.

Personal Loans and Lines of Credit

A flexible Teachers *Plus* Credit Union Personal Loan or Line of Credit at competitive rates can finance that vacation you've put off for too long, repairs to your home or any other priority.

Masters Plus Line of Credit

This specialized product has been developed to assist Teachers with raising their Teaching License by offering preferred lending to those enrolled in a Masters Degree Program.

Student Loan/Line of Credit

Getting an education is expensive. Our financing for students is convenient and flexible with repayment schedules that are fair and easy to understand.

New Car Loans

We watch the market carefully and offer highly competitive rates for new car loans.

RRSP Loans

Looking to top up this year's RRSP contribution, but don't quite have enough cash right now? An RRSP loan, with rates as low as Credit Union prime, can help you get the savings and tax advantages of a larger RRSP contribution.

Buy-back Pension Loans

If you're looking to purchase years of service in the Teachers' Pension Plan, we can provide loans at 1.25% below our advertised rates.

Credit Cards:

We know credit cards aren't a one size fits all, that's why we offer a full suite of personal cards, so you can choose the one that works best for you.

Personal Chequing Accounts

Teachers *Plus* Credit Union offers Chequing Account Packages with some of the lowest service charges in the industry. With various levels to choose from, we're sure to have the right account for you.

Savings Accounts

Teachers *Plus* offers a variety of savings options that will satisfy your needs.

US Dollar Accounts

Save your money in US funds in a US\$ account and don't worry about exchange rates. You can write US cheques and withdraw or deposit US cash without passing through the Canadian dollar.

Money Management

Review your best financial options by talking to one of our trained financial advisors to help map the course to your financial goals.

RESPs

Help your children, grandchildren or any other children you care about achieve their dreams. We offer RESPs as a way to save for a child's education. Talk to us about ways to take advantage now.

Investments and RRSPs

We offer a range of investment possibilities. Our trained financial advisors can help you find your path to a solid financial future.

Patronage Rebates

We have returned in excess of \$2.7 million of our earnings to our members since 2001. NOW there are more than a million reasons to do business with TPCU.

Corporate Social Responsibility

At Teachers *Plus* Credit Union we are committed to:

- 1) The protection of our environment
- 2) The development of programs to help our community
- 3) The giving of our time, our expertise and our experience to make a difference where we can.

E-Money Transfer

Interac e-Transfer is a simple, convenient, and secure way to send and receive money directly from one bank account to another. It is a great alternative to cheques and cash.

Foreign Currency

We can order Foreign Currency and have it in our office within 3 business days.

Wire Transfer

We have the ability to wire funds all over the world.

Tax Free Savings Account (TFSA)

TFSA allows Canadians, age 18 and over to set money aside tax free throughout their lifetime. Each calendar year, you can contribute up to the TFSA dollar limit set for that year.

Travel Insurance

This simple convenient coverage provides peace of mind protection and worry-free security while travelling. This insurance is offered through our CUMIS partner.

No Penalty

We have a no penalty for Retired Teachers who want to pay off their mortgage with their own resources.

Small Business Accounts

We offer four current account packages to choose from. We offer flexibility as well as some of the lowest fees in the industry and no charge deposits.



**16-36 Brookshire Court,
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Toll-Free: **1-800-565-3103**

Email: **info@teachersplus.ca** / Website: **www.teachersplus.ca**



Board of Directors 2020-2021

Bill Redden Chair (Southern Region); **Coralie Cameron** (East Region); **Danielle Eleftheros** (Metro Halifax Region); **Ivan Skeete** (Metro Halifax Region); **Maureen Smith** (Metro Halifax Region); **Jason Kavanaugh** (Cape Breton Region); **Jim MacFarlane** Vice Chair (Metro Halifax Region); **Danny Wadden** (Central Nova Scotia Region); and **Derek Harvey** (Metro Halifax Region).

Missing from the photo: **Pat Hillier** (Central Region)



Code of Ethics

[Continued from inside front cover]

C. Member and Internal Administration

- I. The member should maintain a reasonable and professional level of support to internal administration of the school/educational site.
- II. The member responsible for internal administration should maintain a reasonable and professional level of support to the members of the staff.
- III. The member responsible for internal administration should not make any detrimental report, oral or written, on a member's performance without first discussing the matter with the member.

D. Member and External Administration

- I. The member should adhere to a contract until the contract has been terminated by mutual consent, or the contract has otherwise been legally terminated. A verbal agreement is a contract.
- II. The member should not accept a salary below that which they would receive according to the scale negotiated between the NSTU and the employer.
- III. The member should not accept a salary above that which they would receive according to the scale negotiated between the NSTU and the employer, without notifying the NSTU.

E. Member and Professional Organization

- I. The member should be a member of and participate in the Nova Scotia Teachers Union.
- II. The member who in their professional capacity is a member of a committee, board, or authority dealing with matters affecting the educational program of Nova Scotia as a whole should be elected, appointed, or approved by the Nova Scotia Teachers Union.
- III. The member, or group of members, should not take any individual action in matters which should be dealt with by their Local or by the NSTU.
- IV. The Local should not take any individual action in matters where the assistance of the NSTU has been sought, or in matters requiring the authorization of the NSTU.

F. Member and Profession

- I. The member should maintain their professional learning by professional development, or study, by travel, or by other means which will keep them abreast of the trends in education and the world in which we live.
- II. The member should engage in no gainful employment, outside of the contract, where the employment affects adversely their professional status, or impairs their standing with students, associates, and the community.
- III. The member should not accept remuneration for tutoring their pupils except under unusual circumstances and with the approval of their supervisor or principal.

G. Member and Community

- I. The member should so conduct themselves in their private life that no dishonour may befall them or through them to the profession.

Nova Scotia Teachers Union

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