



MEMBER DIARY 2021–22

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Teachers Plus Credit Union



**CREDIT
UNION**

TEACHERS PLUS



**Nova Scotia
Teachers Union**

Code of Ethics

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/Parent/Guardian

- 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/parents/guardians.
- 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.
- VI. The Member should not accept remuneration for tutoring their pupils except under compelling circumstances and with the approval of their supervisor or principal.

B. Member and Member/Colleague

- I. The Member should not make defamatory, disparaging, condescending, embarrassing, or offensive comments concerning another Member or colleague.
- II. The Member shall not make derogatory remarks about the professional competence of another Member or colleague.
- 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 or colleague.

[Continued on inside back cover]



Nova Scotia Teachers Union Member Diary 2021-2022

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Halifax, NS B3L 4L7
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Twitter: <http://twitter.com/nsteachersunion>

The Nova Scotia Teachers Union was founded in 1895/96 with a mission: "As the unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education." This diary features programs and 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 |
| Johnson Inc. | 1-800-453-9543 |
| | Fax: 902-453-8539 |
| Medavie Blue Cross (Claims) | 1-800-565-8785 |
| | Fax: 902-468-3967 |
| Manulife Employee and Family Assistance Program (EFAP)..... | 1-877-955-NSTU (6788) |
| | (French) 1-514-875-0720 |

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

| | |
|---|-------------------|
| | 902-424-5168 |
| | 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 |
| Office of Teacher Certification | 902-424-6620 |
| Educational Leadership Consortium of Nova Scotia (ELCNS)..... | 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 2021 | | | | | | |
|-----------------------|-----------------------------|----------------|------------------------------|-----------------|--|---------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | <i>Labour Day (Holiday)</i> | | <i>The Teacher published</i> | School begins | <i>The Teacher submission deadline</i> | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| | | | | | NSTU Provincial Executive NSTU Local Presidents /RRC Chairs Conference | NSTU Provincial Executive |

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

| | | | | | | |
|----|---------------------------|----|----|----|----|----|
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | NSTU PA Provincial PD Day | | | | | |

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

| November 2021 | | | | | | |
|----------------------|---------------|----------------|------------------|------------------------------|---|---|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| | | | | John Huntley Interns at NSTU | John Huntley Interns at NSTU | |
| | | | | | Deadline: Sheonorail – Fall Call for Proposals | |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| | | | | <i>Remembrance Day</i> | | |
| | | | | | Professional Association Leadership Conference (PALC) | Professional Association Leadership Conference (PALC) |

| | | | | | | |
|----|----|----|--|----|----|----|
| 21 | 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 2021

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

| | | | | | | | |
|-----------|---|-----------|-----------|---|-----------|---|---------------------------|
| | | | | 1 | 2 | 3 | 4 |
| | | | | <p>Deadline for applications: Education Research Award</p> <p>Deadline: Applications for PDAF</p> <p><i>The Teacher</i> published</p> | | | |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 | |
| | Membership numbers for Council Delegate allocation | | | | | NSTU Provincial Executive | NSTU Provincial Executive |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | |
| | | | | | | Deadline for submissions: Resolutions for Council 2022 | |

| | | | | | | |
|---------------------------------|----|--|----|----|----|--------------------------------|
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | | Last Day of School before Christmas Break | | | | <i>Christmas Day (Holiday)</i> |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| <i>Boxing Day (Holiday)</i> | | | | | | |

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

| January 2022 | | | | | | |
|---------------------|---------------|------------------------------------|--|-----------------|---------------|--|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 <i>New Year's Day</i> |
| 9 | 10 | 11 <i>School resumes</i> | 12 <i>Deadline: Applications for Conference Grants</i> | 13 | 14 | 15 |
| | | | | | | <i>Deadline: Applications for In-Province Teacher Exchange</i> |

| | | | | | | |
|--|----|----|------------------------------|---------------------------|---|----|
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |
| Deadline to Register for Winter Wellness Challenge | | | <i>The Teacher</i> published | NSTU Provincial Executive | <i>The Teacher</i> submission deadline NSTU Provincial Executive | |

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

February 2022

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|--|-----------|----------|--------|----------|
| | | 1 Deadline for applications: John Huntley Memorial Internship Program | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 Deadline: Applications for PDAF | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |

| | | | | | | |
|----|--|----|----|---------------------------|---------------------------|----|
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | <i>Heritage Day – The Landscape of Grand Pré World Heritage Site (Holiday)</i> | | | NSTU Provincial Executive | NSTU Provincial Executive | |
| 27 | 28 | | | | | |

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

March 2022

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

| | | | | | | |
|----|--|----|----|----|------------------------------|----|
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | John Huntley Interns at NSTU | |
| | Membership numbers for Local rebate | | | | | |

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

| April 2022 | | | | | | |
|-------------------|---------------|----------------|------------------|--|--|--|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | | | 1 Deadline for applications: John Huntley Memorial Internship Program Deadline: Applications for PDAF | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 <i>The Teacher</i> submission deadline Local Presidents Conference Deadline: Sheonoroi – Spring Call for Proposals | 9 |
| 10 | 11 | 12 | 13 | 14 NSTU Provincial Executive | 15 Good Friday (Holiday) | 16 Local Presidents Conference |

| | | | | | | | | | |
|----|--------------------------------|--|--|--|--|--|--|--|--|
| 17 | | | | | | | | | |
| 18 | Easter Monday (Holiday) | | | | | | | | |
| 19 | | | | | | | | | |
| 20 | | | | | | | | | |
| 21 | | | | | | | | | |
| 22 | | | | | | | | | |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | Education Week Ceremony | | | | | | | | |
| 26 | | | | | | | | | |
| 27 | | | | | | | | | |
| 28 | | | | | | | | | |
| 29 | | | | | | | | | |
| 30 | | | | | | | | | |

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

| May 2022 | | | | | | |
|---------------------|---------------|----------------|------------------------------|-----------------|--|-----------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| NSTU Annual Council | | | | | <i>The Teacher submission deadline</i> | |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| | | | <i>The Teacher published</i> | | | |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| | | | | | | |

| | | | | | | |
|----|-------------------------------|----|----|------------------------------|------------------------------|----|
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | <i>Victoria Day (Holiday)</i> | | | John Huntley Interns at NSTU | John Huntley Interns at NSTU | |
| 29 | 30 | 31 | | | | |

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

| June 2022 | | | | | | |
|------------------|---------------|----------------|---|-----------------|---------------------------------|---------------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 Deadline: Applications for PDAF | 9 | 10 NSTU Provincial Executive | 11 NSTU Provincial Executive |
| 12 | 13 | 14 | 15 <i>The Teacher submission</i> deadline | 16 | 17 | 18 |
| | | | <i>The Teacher published</i> | | | |

| | | | | | | |
|----|----|----|----|----|---------------------------|----|
| 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 2022

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|--------|---------|-----------|----------|---------------------------|----------|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | Canada Day (Holiday) 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |

| | | | | | | |
|----|-------------------------------|----|----|----|----|----|
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| | NSTU BUILDING SHUTDOWN | | | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | (18-29 JULY INCLUSIVE) | | | | | |
| 31 | | | | | | |

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

August 2022

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

| | 1 | 2 | 3 | 4 | 5 | 6 |
|----|--|--|--|--|--|----------------------------|
| | <p>Deadline: Applications for PDAF</p> <p>Halifax Natal Day (Civic Holiday)</p> | CONTACT conference hosted by the NSTU | CONTACT conference hosted by the NSTU | CONTACT conference hosted by the NSTU | CONTACT conference hosted by the NSTU | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| | | | NSTU Leadership Conference | NSTU Leadership Conference | NSTU Leadership Conference | NSTU Leadership Conference |

| | | | | | | |
|----|----|----|----|----|----|----|
| 21 | 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 2022

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|-----------------------------|---------|-----------|----------|---------------------------|---------------------------|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | <i>Labour Day (Holiday)</i> | 13 | 14 | 15 | 16 | 17 |
| 11 | 12 | | | | | |
| | | | | | NSTU Provincial Executive | NSTU Provincial Executive |

| | | | | | | |
|----|----|----|----|----|--|----|
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |
| | | | | | Local Presidents/RRRC Chairs Conference | |

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

October 2022

November 2022

December 2022

January 2022

| | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 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 | | | | | | | |
| May/mai 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 | | | | | | | | June/juin 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 | | | | | | | |
| July/juillet 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 | | | | | | | | August/août 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 | | | | | | | |
| September/septembre 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 | | | | | | | | October/octobre 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 | | | | | | | |
| November/novembre 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 | | | | | | | | December/décembre 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 | | | | | | | |

| | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 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 | | | | | | | |
| May/mai 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 | | | | | | | | June/juin 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 | | | | | | | |
| July/juillet 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 | | | | | | | | August/août 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 | | | | | | | |
| September/septembre 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 | | | | | | | | October/octobre 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 | | | | | | | |
| November/novembre 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 | | | | | | | | December/décembre 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 | | | | | | | |

2024

| | | | | | | | | | | | | | | | |
|---|--|--|--|--|--|--|--|---|--|--|--|--|--|--|--|
| 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 29 | | | | | | | |
| 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 | | | | | | | |
| May/mai 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 | | | | | | | | June/juin 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 | | | | | | | |
| July/juillet 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 | | | | | | | | August/août 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 | | | | | | | |
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| November/novembre 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 | | | | | | | | December/décembre 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 | | | | | | | |

School Calendar 2021-2022

2021

| | |
|--------------------|---|
| September 2 | School begins |
| September 6 | Labour Day (Holiday) |
| September 10-11 | NSTU Provincial Executive |
| September 17 | NSTU Local Presidents/RRC Chairs Conference |

| | |
|-------------------|--|
| October 1 | Deadline: Applications for PDAF |
| October 1-3 | NSTU Annual Council |
| October 5 | Member Engagement Day |
| October 5 | World Teachers' Day |
| October 6 | Deadline: Applications for Conference Grants |
| October 11 | Thanksgiving Day (Holiday) |
| October 15-16 | NSTU Provincial Executive |
| October 22 | NSTU PA Provincial PD Day |

| | |
|--------------------|---|
| November 4-5 | John Huntley Interns at NSTU |
| November 11 | Remembrance Day |
| November 12 | Deadline: Sheonoroil – Fall Call for Proposals |
| November 19-20 | Professional Association Leadership Conference (PALC) |

| | |
|--------------------|---|
| December 1 | Deadline: Applications for PDAF |
| December 1 | Deadline: Applications for Education Research Award |
| December 3-4 | NSTU Provincial Executive |
| December 6 | Membership numbers for Council Delegate allocation |
| December 17 | Deadline for submissions: Resolutions for Council 2022 |
| December 21 | 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.**

2022

| | |
|--------------------|---|
| January 1 | New Year's Day (Holiday) |
| January 4 | School resumes |
| January 5 | Deadline: Conference Grants |
| January 15 | Deadline: Draft minutes of General meeting at which Resolutions were considered |
| January 15 | Deadline for applications: In-Province Teacher Exchange |
| January 20-21 | NSTU Provincial Executive |
| February 1 | Deadline: Applications for PDAF |
| February 1 | Deadline for applications: John Huntley Memorial Internship Program |
| February 21 | Heritage Day – The Landscape of Grand Pré World Heritage Site (Holiday) |
| February 24-25 | NSTU Provincial Executive |
| March 2 | Deadline: Applications for NSTU Full Time Study Grants, Conference Grants and Travel Fellowship |
| March 14-18 | Spring Break |
| March 24-25 | John Huntley Interns at NSTU |
| March 28 | Membership numbers for Local rebate |
| April 1 | Deadline: Applications for PDAF |
| April 1 | Deadline for applications: John Huntley Memorial Internship Program |
| April 7 | NSTU Provincial Executive |
| April 8 | Deadline: Sheonoroil – Spring Call for Proposals |
| April 8-9 | NSTU Local Presidents/RRC Chairs Conference |
| April 15 | Good Friday (Holiday) |
| April 18 | Easter Monday (Holiday) |
| April 22-23 | Member Services Conference |
| April 24-30 | Education Week (Ceremony – April 25) |
| April 30 | Deadline for applications: Deferred Salary Leave Plan |
| April 29-May 1 | NSTU Annual Council |
| May 23 | Victoria Day (Holiday) |
| May 26-27 | John Huntley Interns at NSTU |
| June 1 | Deadline: Applications for PDAF |
| June 3-4 | NSTU Provincial Executive |
| June 30 | Last Day of School |
| July 1 | Canada Day |
| July 18-29 | NSTU Building Shutdown (inclusive) |
| August 1 | Deadline: Applications for PDAF |
| August 2-5 | CONTACT Conference |
| August 17-19 | NSTU Leadership Conference |
| September 5 | Labour Day (Holiday) |
| September 16-17 | NSTU Provincial Executive |
| September 23 | 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

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

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

Dr. H.P. Moffatt
 Rev. Dr. Malcolm MacLellan
 Margaret Graham
 Dr. Florence Wall
 Rod Fredericks
 Dr. Tom Parker
 Cecil Durling
 Dr. T.L. Sullivan
 Hon. Robert L. Stanfield
 Arthur T. Conrad
 L. Emmet Currie
 Gerald McCarthy
 Dr. Norman Fergusson
 Murray Fahie
 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, 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 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 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 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 your first teaching day.

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. It is conceivable to have a T4 statement giving Union Dues greater than \$850, this does not necessarily indicate that you have overpaid Union Dues.

Provincial Executive 2021-2022

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

The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members. The Second Vice-President and Secretary-Treasurer are elected by the Executive from amongst the Regional Members.

| | OfficeHeld / Region | Email/Phone |
|-------------------------|---|---|
| Paul Wozney | NSTU President | president@nstu.ca |
| Thérèse Forsythe | First Vice-President | ctforsythe@nstu.ca |
| Russell Comeau | Second Vice-President (Digby-Shelburne-Yarmouth) | rcomeau@nstu.ca |
| Peter Day | Secretary-Treasurer (Cape Breton District) | pwwday@nstu.ca cell: 902-578-9164 |
| Yolanda Aubrecht | Cape Breton District | ymaubrecht@nstu.ca |
| Myla Borden | Pictou | mlborden@nstu.ca cell: 902 759-5186 school: 902 755-8180 ext. 20302 |
| Byron Butt | Lunenburg County-Queens | byronbutt@nstu.ca |
| Duncan Cameron | Halifax County | duncancameron@nstu.ca cell: 902-401-6141 |
| Mary Currie | APSEA | mlcurrie@nstu.ca cell: 506-461-6658 |
| Kathy Evans | Northside-Victoria | kbevans@nstu.ca cell: 902-565-9529 |
| Meg Ferguson | Halifax County | mmferguson@nstu.ca cell: 902-877-2381 |
| Angela Gillis | Halifax City | adgillis@nstu.ca |
| Mike Jamieson | Dartmouth | msjamieson@nstu.ca |
| Deena Jewers | Antigonish-Guysborough | drjewers@nstu.ca |
| Line Murphy | CSANE | lila72@nstu.ca |

| | OfficeHeld / Region | Email/Phone |
|-------------------------|----------------------------|--|
| Natalie MacIsaac | Annapolis-Hants West-Kings | ndmacisaac@nstu.ca |
| Richard MacLean | Halifax City | rmaclean@nstu.ca |
| Jo-Leigh MacPhee | Annapolis-Hants West-Kings | jdmacphee@nstu.ca |
| Sharon Midwinter | Cumberland | swmidwinter@nstu.ca |
| Shannon Roy | Colchester-East Hants | roysd@nstu.ca cell: 902-899-6054 |
| Phil Samson | Inverness-Richmond | pjsamson@nstu.ca cell: 902-631-5368 |
| Georgette Samson | CSANE | clara@nstu.ca cell: 902-227-8470 |
| Colleen Scott | Digby-Shelburne-Yarmouth | cscott@nstu.ca cell: 902-635-3614 |

Executive Staff

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



STEVE BROOKS

Executive Director

sbrooks@staff.nstu.ca



JANINE KERR

Assistant Executive Director

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PAUL BOUDREAU

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Member Services*

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WALLY FIANDER

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*Executive Staff Officer,
Professional Learning*

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JACK MACLEOD

*Executive Staff Officer,
Member Services*

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(On leave)



TIM MACLEOD

*Executive Staff Officer,
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KYLE MARRYATT

*Executive Staff Officer,
Member Services*

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(Term contract until July 31, 2022)



AMANDA O'REGAN-MARCHAND

*Executive Staff Officer,
Professional Learning*

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LOUIS ROBITAILLE

*Executive Staff Officer,
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STACY SAMSON

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SIMON WILKIN

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Professional Services Staff



ANGELA MURRAY

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Coordinator*

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MELANIE WAYE

Financial Officer

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MARK LAVENTURE

*Communications and Public Affairs
Officer*

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Legal Counsel



LEAH KUTCHER

In-House Legal Counsel

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NANCY MORTON

Human Resources Officer

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Human Resources

Member Assistance Program (MAP)



SANDRA MURRAY
Counsellor, Counselling Services
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BRIAN ROBERTS
Counsellor, Counselling Services
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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

2021-2022 Support Staff

COURTNEY COSTARD (on leave)

NANCY DAY

LISA FARMER

PAUL HAMER

RADKA JANOSOVA

SHELLY LANDRY

ROBERT LAUSHWAY

MARIE MACINNIS

BRAD MCISAAC

LISE MEUNIER

MICHELLE MYERS

ERYNN NGUYEN

HILTON SMITH

KAREN STAPLES

BEV TUFTS

NICOLE WELLS

Local Presidents 2021-2022

| | Name | Email/Phone |
|------------------------------|--------------------------|--|
| Annapolis | Heather Hiscock | annapolislocal@nstu.ca |
| Antigonish | Lynnette Babin | ldbabin@nstu.ca cell: 902-615-7821 |
| APSEA | Andrew McCara | apsealocalpres@nstu.ca |
| CSANE | Sue Larivière-Jenkins | csane@nstu.ca cell: 902-870-1958 |
| Cape Breton District | Peter Murphy | cbpres@nstu.ca cell: 902-537-9754 |
| Colchester-East Hants | Lori MacIntosh | cehpresident@nstu.ca |
| Cumberland | Lindsay Crossman Wheaton | lecrossman@nstu.ca |
| Dartmouth | Mark Savoury | dartmouthlocal@nstu.ca |
| Digby | Denise Boudreau | denise18@nstu.ca |
| Guysborough County | Dana Jewers | guysborough@nstu.ca |
| Halifax City | Liette Doucet | halifaxcity@nstu.ca cell: 902-497-9254 |
| Halifax County | Shawn Hanifen | halifaxcountylocal@nstu.ca |
| Hants West | Nick DeWolfe (ACTING) | nickdewolfe@nstu.ca |
| Inverness | Vince Jessome | invernesslocal@nstu.ca |
| Kings | Joanne Richardson-Landry | jrichardson-landry@nstu.ca cell: 902 670 8540 |
| Lunenburg County | Mai-Ling Storm | lunenburg@nstu.ca |
| Northside-Victoria | Milton Bonnar | mhbonnar@nstu.ca |
| Pictou | Doug Read | jdread@nstu.ca |
| Queens | Sarah Tutty | queens@nstu.ca |
| Richmond | Danielle O'Brien | dyobrien@nstu.ca |
| Shelburne County | Michelle Goreham | mcgoreham@nstu.ca |
| Yarmouth | Glenys Stephenson | gbfraser@nstu.ca |

2021-2022 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.

| | Name | Email |
|-----------------------------|--------------------------|----------------------------|
| Annapolis Valley | Adam Boyd | jaboyd@nstu.ca |
| Cape Breton-Victoria | Peter Murphy | cbpres@nstu.ca |
| Chignecto | Lindsay Crossman Wheaton | lecrossman@nstu.ca |
| Halifax | Shawn Hanifen | halifaxcountylocal@nstu.ca |
| South Shore | Sarah Tutty | queens@nstu.ca |
| Strait | Paula Landry | pllandry@nstu.ca |
| Tri-County | Glenys Stephenson | 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 matters 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 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 relevance and accuracy, and to review and update governance documents with a view to sound governance practices.

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.

Health and Safety Committee: studies matters related to occupational health and safety as it pertains to teachers and educational sites and reports its findings to the Provincial Executive.

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, 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 and enhance 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 Associations 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: 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)/CSAP.

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, Long Term Disability (LTD), NSED Travel Insurance, and NSED Trip Interruption / Cancellation Insurance, Critical Illness Insurance, Manulife Employee and Family Assistance Program (EFAP), CAREpath – Cancer Assistance Program, CAREpath – Senior Care Assistance Program, CAREpath – HealthCareAssist Program, CAREpath – Your Wellness Partner, Early Intervention Program (EIP), Counselling 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 | \$15.00 |
| 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 | \$109.80 |
| APSEA Member | \$50,000 Life/ \$50,000 AD&D | \$109.80 |

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 | \$309.72/\$654.84 |
| APSEA Member | Single/Family | \$309.72/\$654.84 |

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 have the legal capacity to consent. 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).

Manulife – Employee and Family Assistance Program (EFAP)

In addition to NSTU Counselling Services, the Employee and Family Assistance Program (EFAP) is 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 fertility issues, stress, psychological disorders, alcohol and drug abuse, anger management and conflict resolution. There are lifestyle and specialty coaching services giving a member support in such things as childcare, eldercare, legal, financial, and nutritional support. There is also specialized treatment for depression and trauma. It is available 24 hours/7 days a week, 365 days a year. 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 provides access to a 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.manulifeefap.com (use contract #39146 when registering).

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 1-844-453-NSTU (6788). More information can be found at www.carepath.ca.

CAREpath – Seniors' Care Assistance Program

This program funded by the NSTU Group Insurance Trust Fund is available 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).

CAREpath – HealthCareAssist Program

The HealthCare Assist Program, which is funded by the NSTU Group Insurance Trust Fund, 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).

CAREpath – 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. The toll-free number is 1-844-453-NSTU (6788).

Group Insurance Trustee Website

Your NSTU Group Insurance Trustees want to remind you of the website that is dedicated to keeping you informed of all your group insurance benefits. Visit www.nstuinsurance.ca.

Once you are on the NSTU Group Insurance Website, you can click the "Communications" tab where you will be asked to provide information to be added to an emailing list in order to receive important and timely information, tips and FAQs on the benefits and programs available to you. Please note, the information provided will be strictly used to communicate insurance / benefit information.

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.

F. REPRESENTATION BY NSTU STAFF FOR A MEMBER ACTING AS A PARENT/GUARDIAN

A member, acting as a parent/guardian, who brings a complaint against another member, shall only be represented where the case is related to their employment.

Reference: 98-51; February, 1999; December 2009, January 2019; January 2021

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.

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 RCEs 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 Active Members (as defined in NSTU By-Law Article I – Membership, 2 – Active Member, Subsections (a) and (c)) 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.

Awards Fellowships and Grants

An amount is budgeted annually for **Conference Grants**, **Educational Research Awards**, and **Full-Time Study Grants**. The disbursement of these funds will be on the recommendation of the Professional Development Committee, ratified by the Provincial Executive. If the deadline falls on a holiday or weekend we will accept applications until 4:00 pm the next business day.

Conference Grant

Conference Grants (excluding October Conference) are provided to support members wishing to attend conferences for the purpose of professional learning. In order to assist the greatest number of Members, individual Grants will be limited to up to six-hundred dollars (\$600). No individual shall receive more than one Conference Grant in any two (2) consecutive school year period. Conference offerings may include in-person or online conferences.

Education Research Award

Educational Research Awards are provided to support, encourage, and recognize Members who engage in professional inquiry and research focused on educational inquiry. The Awards will be given out once per year at a ceremony at the Local level. In order to encourage the greatest number of Members, individual Awards will be limited to five-hundred dollars (\$500). No individual shall receive more than one Educational Research Award in any three (3) consecutive school year period.

NSTU Full Time Study Grants

Full-Time Study Grants are provided to support Members that are following a full-time program of study for the purpose of professional learning. In order to assist the greatest number of Members, individual Grants will be limited to two-thousand dollars (\$2,000). No individual shall receive more than one Full-Time Study Grant in any three (3) consecutive school year period.

Travel Fellowship (Johnson Inc.)

Johnson Incorporated sponsors these Travel Fellowships in the amount of three-thousand dollars (\$3,000) in order to provide support to Members engaged in educational travel. In order to assist the greatest number of Members, individual Fellowships will be limited to five-hundred dollars (\$500). Eligible travel period is generally over the summer break for members; however, exceptions can be made for Members assigned to work during that period..

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. Applications can be found on the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

NSTU Group Insurance Trustees EDUWellness Grant

The NSTU Group Insurance Trustees will fund projects that support the mental health and well-being of plan members across Nova Scotia. The EDUWellness Grants – For Members By Members have been established to support innovative initiatives that promote the well-being of our plan members in an effort to recognize the tremendous work and efforts put in by teachers every day. For more information and how to apply, please go to 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 and reserve members with an opportunity to learn more about the NSTU. The internship experience helps fulfill 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 incorporate Member Engagement Day as part of their Welcome Back/New Member events typically held early in the school year.

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 mechanism for teachers to experience new work environments through alternate teaching assignments in different settings. Such work experiences may be beneficial to the professional growth of NSTU members by providing new challenges and opportunities in their teaching careers.

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 15th. 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 may 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.

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 personal 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, most 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 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 2021 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:
 - 5.45% 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 2021, the YMPE has been set at \$61,600 per annum. The YMPE is adjusted yearly on January 1st according to the changes in the Average Industrial Wage in Canada.

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 2021, the maximum deduction for CPP is \$3,166.45.

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 fewer 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 (2021 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 \$1,413.66 (maximum for 2021), plus
- b) \$257.58 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 were 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 (2021)

\$257.58 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 (2021)

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 1, 2021)

| | |
|------------------------------|---------------------|
| Executive Director | \$187,775 |
| Assistant Executive Director | \$153,864 |
| Executive Staff | \$108,322-\$138,471 |
| President | \$160,672 |

Provincial Salary Scale (Effective August 1, 2021)

| Position on Scale | VTPA | Year of Teaching | TCM | | | VTCII | | | VTCIII | | | VTCIV | | |
|----------------------|--------------|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|--|-------|--|--|
| | | | TC1 | TC2 | TC3 | VTCI TC4 | TC5 ITC | TC6 ATC1 | TC7 ATC2 | TC8 ATC3 | | | | |
| Annual | \$ 50,183.00 | 1 | \$ 51,057.00 | \$ 51,057.00 | \$ 50,184.00 | \$ 56,268.00 | \$ 62,929.00 | \$ 68,488.00 | \$ 73,759.00 | | | | | |
| 26 Pays | 1,930.12 | | 1,963.73 | 1,963.73 | 1,930.15 | 2,164.15 | 2,420.35 | 2,634.15 | 2,836.88 | | | | | |
| 1/195 | 257.35 | | 261.83 | 261.83 | 257.35 | 288.55 | 322.71 | 351.22 | 378.25 | | | | | |
| Annual | \$ 52,546.00 | 2 | \$ 51,057.00 | \$ 52,547.00 | \$ 59,275.00 | \$ 66,263.00 | \$ 71,818.00 | \$ 77,090.00 | | | | | | |
| 26 Pays | 2,021.00 | | 1,963.73 | 2,021.04 | 2,279.81 | 2,548.58 | 2,762.23 | 2,965.00 | | | | | | |
| 1/195 | 269.47 | | 261.83 | 269.47 | 303.97 | 339.81 | 368.30 | 395.33 | | | | | | |
| Annual | \$ 54,906.00 | 3 | \$ 51,057.00 | \$ 54,907.00 | \$ 62,276.00 | \$ 69,594.00 | \$ 75,152.00 | \$ 80,424.00 | | | | | | |
| 26 Pays | 2,111.77 | | 1,963.73 | 2,111.81 | 2,395.23 | 2,676.69 | 2,890.46 | 3,093.23 | | | | | | |
| 1/195 | 281.57 | | 261.83 | 281.57 | 319.36 | 356.89 | 385.39 | 412.43 | | | | | | |
| Annual | \$ 57,268.00 | 4 | \$ 51,057.00 | \$ 57,269.00 | \$ 65,285.00 | \$ 72,928.00 | \$ 78,485.00 | \$ 83,757.00 | | | | | | |
| 26 Pays | 2,202.62 | | 1,963.73 | 2,202.65 | 2,510.96 | 2,804.92 | 3,018.65 | 3,221.42 | | | | | | |
| 1/195 | 293.68 | | 261.83 | 293.69 | 334.79 | 373.99 | 402.49 | 429.52 | | | | | | |
| Annual | \$ 59,631.00 | 5 | \$ 51,057.00 | \$ 59,632.00 | \$ 68,290.00 | \$ 76,260.00 | \$ 81,816.00 | \$ 87,089.00 | | | | | | |
| 26 Pays | 2,293.50 | | 1,963.73 | 2,293.54 | 2,626.54 | 2,933.08 | 3,146.77 | 3,349.58 | | | | | | |
| 1/195 | 305.80 | | 261.83 | 305.81 | 350.21 | 391.08 | 419.57 | 446.61 | | | | | | |

Provincial Salary Scale
(Effective August 1, 2021) (continued)

| Position on Scale | VTPA | Year of Teaching | TCM | | | VTCII | | VTCIII | | VTCIV | |
|----------------------|--------------|---------------------|--------------|--------------|--------------|---------------|--------------|--------------|-------------|-------------|-------------|
| | | | TC1 | TC2 | TC3 | VTCI TC4 | ITC | TC5 ATC1 | TC6 ATC1 | TC7 ATC2 | TC8 ATC3 |
| Annual | \$ 61,991.00 | 6 | \$ 55,495.00 | \$ 61,993.00 | \$ 71,296.00 | \$ 79,591.00 | \$ 85,150.00 | \$ 90,420.00 | | | |
| 26 Pays | 2,384.27 | | 2,134.42 | 2,384.35 | 2,742.15 | 3,061.19 | 3,275.00 | 3,477.69 | | | |
| 1/195 | 317.90 | | 284.59 | 317.91 | 365.62 | 408.16 | 436.67 | 463.69 | | | |
| Annual | | 7 | \$ 64,354.00 | \$ 74,298.00 | \$ 82,926.00 | \$ 88,483.00 | \$ 93,757.00 | | | | |
| 26 Pays | | | 2,475.15 | 2,857.62 | 3,189.46 | 3,403.19 | 3,606.04 | | | | |
| 1/195 | | | 330.02 | 381.02 | 425.26 | 453.76 | 480.81 | | | | |
| Annual | | 8 | \$ 77,303.00 | \$ 86,258.00 | \$ 91,815.00 | \$ 97,089.00 | | | | | |
| 26 Pays | | | 2,973.19 | 3,317.62 | 3,531.35 | 3,734.19 | | | | | |
| 1/195 | | | 396.43 | 442.35 | 470.85 | 497.89 | | | | | |
| Annual | | 9+ | \$ 80,309.00 | \$ 89,590.00 | \$ 95,145.00 | \$ 100,420.00 | | | | | |
| 26 Pays | | | 3,088.81 | 3,445.77 | 3,659.42 | 3,862.31 | | | | | |
| 1/195 | | | 411.84 | 459.44 | 487.92 | 514.97 | | | | | |

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 \$2.8 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.

Mobile Wallet

We now offer a new and easy way to pay! Whether you use an Apple device, Samsung Galaxy smartphone, or Android device, you can load your Interac® debit card for secure and easy purchases.



**16-36 Brookshire Court,
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Phone: **902-477-5664** / Fax: **902-477-4108**

Toll-Free: **1-800-565-3103**

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



Board of Directors 2021-2022

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 Administration

- I. The Member should maintain a reasonable and professional level of support to internal administration of the school/educational site and regional office.

D. Member and Professional Organization

- I. 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.
- II. The Member, or group of Members, should not take any individual action in matters which should be dealt with by their Local, Regional Representative Council, or by the NSTU.
- III. The Local or Regional Representative Council 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.

E. Member and Profession

- I. The Member's conduct should advance and promote the teaching profession and the cause of education in the province.
- II. The Member should maintain their professional learning which will keep them abreast of the trends in education.
- III. 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 pupils, colleagues, and the community.

F. 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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