

member diary

2022-2023

This diary is made available to NSTU
members with support from the
Teachers *Plus* Credit 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 2022-2023

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Halifax, NS B3L 4L7
Email: nstu@nstu.ca
Website: www.nstu.ca

902-477-5621 / 1-800-565-6788

Fax: 902-477-3517

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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
NS Pension.....	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.....

.....	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 2022

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

October 2022						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 Deadline: Applications for PDAF Deadline for applications: John Huntley Memorial Internship Program
2	3	4	5 Member Engagement Day World Teachers' Day Deadline: Applications for Conference Grants	6	7 <i>The Teacher submission</i> deadline	8
9	10 <i>Thanksgiving (Holiday)</i>	11	12 <i>The Teacher</i> published	13 John Huntley interns at NSTU	14 John Huntley Interns at NSTU Political Action/Public Relations Conference Treasurers Conference	15 Deadline to register for Dental Coverage Political Action/Public Relations Conference Treasurers Conference

16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
Deadline to enter application for Mental Health and Wellness Grant					NSTU Provincial Executive Association Conference Day	NSTU Provincial Executive

20	21	22	23	24	25	26	
27	28	29	30	Professional Associations Leaders Conference <i>The Teacher submission</i> deadline Professional Associations Leaders Conference			Professional Associations Leaders Conference
							<i>The Teacher published</i>

Dates and events are subject to change.

December 2022

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

				1	2	3
4	5	6	7	8	9	10
	Membership numbers for Council Delegate allocation		Deadline for applications: Education Research Award	Deadline: Applications for PDAF	NSTU Provincial Executive Deadline for submitting Council 2023 Resolutions and Draft, General Meeting Minutes Engage, Encourage, Evolve Summit (Ad-Hoc committee for Equity Deserving Members)	NSTU Provincial Executive Deadline for Resolution Submission Engage, Encourage, Evolve Summit (Ad-Hoc committee for Equity Deserving Members)
11	12	13	14	15	16	17

18	19	20	21	22	23	24
		Last Day of School before Christmas Break				
25	26	27	28	29	30	31
<i>Christmas Day (Holiday)</i>	<i>Boxing Day (Holiday)</i>					Deadline for the Early Retirement Incentive Program (If resigning at the end of the school year)

January 2023						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
<i>New Year's Day (Holiday)</i>		<i>School resumes</i>	Deadline: Applications for Conference Grants			
8	9	10	11	12	13	14
15	16	17	18	19	20	21
In-Province Teacher Exchange application deadline				NSTU Provincial Executive	NSTU Provincial Executive <i>The Teacher submission</i> deadline	

22	23	24	25 <i>The Teacher published</i>	26	27	28
29	30	31				

February 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

12

13

14

15

16

17

18

Deadline:
Applications for PDAF

Deadline for applications:
John Huntley Memorial
Internship Program

5

6

7

8

9

10

11

19	20	21	22	23	24	25
	<i>Heritage Day (Holiday)</i>			NSTU Provincial Executive	NSTU Provincial Executive	
26	27	28				

March 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

12

13

14

15

16

17

18

Deadline: Applications for
NSTU Full Time Study Grants,
Conference Grants and
Travel Fellowship

The Teacher submission
deadline

5

6

7

8

9

10

11

SPRING BREAK

SPRING BREAK

SPRING BREAK

SPRING BREAK

SPRING BREAK

19	20	21	22	23	24	25
26	27	28	29	30	31	
	Membership numbers for Local rebate			NSTU Provincial Executive	John Huntley Interns at NSTU	John Huntley Interns at NSTU
					Local Presidents Conference	

April 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

							1 Deadline: Applications for PDAF
2	3	4	5	6	7	8	Deadline for applications: John Huntley Memorial Internship Program Local Presidents Conference
9	10	11	12	13	14	15	<i>The Teacher submission</i> deadline <i>Good Friday (Holiday)</i> Deadline: Sheonorail – Spring Call for Proposals Equity Conference
							Equity Conference

16	Education Week	17	Education Week Ceremony Education Week	18	Education Week	19	Education Week	20	Education Week	21	Pension Symposium Education Week	22	Pension Symposium Education Week
23		24		25	Pre-Council Voting Closes at Noon	26		27		28		29	
30	NSTU Annual Council												NSTU Annual Council

May 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1

2

3

4

5

6

7

8

9

10

11

12

13

*The Teacher submission
deadline*

14

15

16

17

18

19

20

The Teacher published

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

June 2023						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8 Deadline: Applications for PDAF	9 NSTU Provincial Executive	10 NSTU Provincial Executive
11	12	13	14 <i>The Teacher</i> published	15	16 <i>The Teacher submission</i> deadline	17

18	19	20	21	22	23	24
25	26	27	28	29	30	<i>Last Day of School</i>

July 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

2

3

4

5

6

7

8

Canada Day (Holiday)

9

10

11

12

13

14

15

16	17	18	19	20	21	22
	NSTU BUILDING SHUTDOWN					
23	24	25	26	27	28	29
	(19-30 JULY INCLUSIVE)					
30	31					

August 2023

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

		1	2	3	4	5
		Deadline: Applications for PDAF CONTACT conference hosted by PEITF	CONTACT conference hosted by PEITF	CONTACT conference hosted by PEITF	CONTACT conference hosted by PEITF	
6	7	8	9	10	11	12
	<i>Halifax, Natal Day (Civic Holiday)</i>					
13	14	15	16	17	18	19
			NSTU Leadership Skills Development Institute	NSTU Leadership Skills Development Institute	NSTU Leadership Skills Development Institute	

20	21	22	23	24	25	26
27	28	29	30	31		

September 2023

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

17	18	19	20	21	22	23
24	25	26	27	28	29	30
					Local Presidents/RRR Chairs Conference	

October 2023

November 2023

December 2023

January 2023

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

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							
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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 M/l T/m W/m T/j F/v S/s S/d 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							

2025

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 M/l T/m W/m T/j F/v S/s S/d 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 2022-2023

2022

September 1	School begins
September 5	Labour Day (Holiday)
September 16-17	NSTU Provincial Executive
September 23	NSTU Local Presidents/RRC Chairs Conference
September 30	Truth and Reconciliation Day (Holiday)
October 1	Deadline for applications: John Huntley Memorial Internship Program
October 1	Deadline: Applications for PDAF
October 5	Member Engagement Day
October 5	World Teachers' Day
October 7	Deadline: Applications for Conference Grants
October 10	Thanksgiving Day (Holiday)
October 13-14	John Huntley Interns at NSTU
October 14-15	Communications Conference
October 14-15	Treasurers Conference
October 21-22	NSTU Provincial Executive
October 28	NSTU Professional Association Conference Day
November 3-4	John Huntley Interns at NSTU
November 4-5	Professional Development Conference
November 11	Remembrance Day
November 14	Deadline: Sheonoroil – Fall Call for Proposals
November 25-26	Professional Associations Leaders Conference
December 1	Deadline: Applications for PDAF
December 2-3	NSTU Provincial Executive
December 5	Membership numbers for Council Delegate allocation
December 7	Deadline: Applications for Education Research Award
December 10	Deadline for submissions: Resolutions for Council 2023
December 20	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.

2023

January 1	New Year's Day (Holiday)
January 3	School resumes
January 4	Deadline: Conference Grants
January 15	Deadline for applications: In-Province Teacher Exchange
January 19-20	NSTU Provincial Executive

February 1	Deadline: Applications for PDAF
February 1	Deadline for applications: John Huntley Memorial Internship Program
February 20	Heritage Day (Holiday)
February 23-24	NSTU Provincial Executive

March 1	Deadline: Applications for NSTU Full Time Study Grants, Conference Grants and Travel Fellowship
March 7	Membership numbers for Local rebate
March 13-17	Spring Break
March 23-24	John Huntley Interns at NSTU
March 30	NSTU Provincial Executive
March 31-April 1	NSTU Local Presidents Conference

April 1	Deadline: Applications for PDAF
April 1	Deadline for applications: John Huntley Memorial Internship Program
April 7	Good Friday (Holiday)
April 10	Easter Monday (Holiday)
April 11-25	Pre-Council Vote
April 14	Deadline: Sheonoroil – Spring Call for Proposals
April 14-15	Equity Conference
April 16-22	Education Week (Ceremony – April 17)
April 21-22	Pension Symposium
April 28-30	NSTU Annual Council
April 30	Deadline for applications: Deferred Salary Leave Plan

May 22	Victoria Day (Holiday)
May 25-26	John Huntley Interns at NSTU

June 1	Deadline: Applications for PDAF
June 2-3	NSTU Provincial Executive
June 30	Last Day of School

July 1	Canada Day
July 19-30	NSTU Building Shutdown (inclusive)

August 1	Deadline: Applications for PDAF
August 16-18	Leadership Skills Development Conference

September 1	School begins
September 4	Labour Day (Holiday)
September 15-16	NSTU Provincial Executive
September 22	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
2018-2022.....	Paul Wozney
2022-.....	Ryan Lutes

Honourary Members

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

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
 Hope Lemoine

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. SUBSTITUTE TEACHER MEMBER

- (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 as a Substitute Teacher 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.
- (c) A Substitute Teacher Member, who can prove employment by an education entity to the satisfaction of the NSTU, shall have rights of Membership that include, but not necessarily be limited to the right to:
 - (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties;
 - (iii) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (iv) an NSTU web mail account.

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.



2022-2023 Provincial Executive

Seated: Paul Wozney (past president), Russell Comeau (second vice-president, Digby-Shelburne-Yarmouth), Ryan Lutes (president), Thérèse Forsythe (first vice-president) and Peter Day (secretary-treasurer, Cape Breton District).

Standing: Duncan Cameron (Halifax County), Phil Samson (Inverness-Richmond), John MacKinnon (Digby-Shelburne-Yarmouth), Deena Jewers (Antigonish-Guysborough), Crystal Sampson (Cape Breton District), Sharon Midwinter (Cumberland), Jo-Leigh MacPhee (Annapolis-Hants West-Kings), Natalie MacIsaac (Annapolis-Hants West-Kings), Jeff Morse (Dartmouth), Georgette Samson (CSANE), Angela Gillis (Halifax City), Line Murphy (CSANE), Taunya Pynn Crowe (Colchester-East Hants), Kathy Evans (Northside-Victoria), Sarah Tutty (Lunenburg-Queens), Meg Ferguson (Halifax County) and Myla Borden (Pictou).

Provincial Executive 2022-2023

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
Ryan Lutes	NSTU President	president@nstu.ca
Paul Wozney	Past-President	pwwozney@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)	pwday@nstu.ca cell: 902-578-9164
Myla Borden	Pictou	mlborden@nstu.ca cell: 902 759-5186 school: 902 755-8180 ext. 20302
Duncan Cameron	Halifax County	duncancameron@nstu.ca cell: 902-401-6141
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
Deena Jewers	Antigonish-Guysborough	drjewers@nstu.ca
Line Murphy	CSANE	lila72@nstu.ca
Natalie MacIsaac	Annapolis-Hants West-Kings	ndmacisaac@nstu.ca
John MacKinnon	Digby-Shelburne-Yarmouth	jrmackinnon@nstu.ca cell: 902-740-3026
Jo-Leigh MacPhee	Annapolis-Hants West-Kings	jdmacphee@nstu.ca
Sharon Midwinter	Cumberland	swmidwinter@nstu.ca

	OfficeHeld / Region	Email/Phone
Jeff Morse	Dartmouth	jemorse@nstu.ca cell: 902-471-1161
Taunya Pynn Crowe	Colchester-East Hants	tmpynn.crowe@nstu.ca
Phil Samson	Inverness-Richmond	pjsamson@nstu.ca cell: 902-631-5368
Georgette Samson	CSANE	clara@nstu.ca cell: 902-227-8470
Crystal Sampson	Cape Breton District	cesampson@nstu.ca cell: 902-574-7266
Sarah Tutty	Lunenburg County-Queens	sacarmichael@nstu.ca cell: 902-350-3318
TBD – September 14, 2022		Halifax City
TBD	APSEA	

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

jkerr@staff.nstu.ca



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JACK MACLEOD

*Executive Staff Officer,
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KYLE MARRYATT

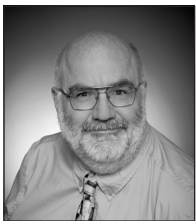
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STACY SAMSON

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Professional Services Staff



ANGELA MURRAY

*Communications and Public Relations
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MELANIE WAYE

Financial Officer

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MARK LAVENTURE

*Communications and Public Affairs
Officer*

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2022-2023 Support Staff



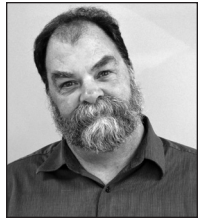
(L-R): Brad McIsaac, Lise Meunier, Bev Tufts, Nicole Wells, Paul Hamer, Marie MacInnis, Lisa Farmer, Michelle Myers, Shelly Landry, Hilton Smith .

Missing from photo: Courtney Costard, Nancy Day, Robert Laushway, and Karen Staples.

Member Assistance Program (MAP)



SANDRA MURRAY
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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

Legal Counsel



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



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

Human Resources

Local Presidents 2022-2023

	Name	Email
Annapolis	Heather Hiscock	annapolislocal@nstu.ca
Antigonish	Dean Marchand	dmmarchand@nstu.ca
APSEA	Andrew McCara	apsealocalpres@nstu.ca
CSANE	Sue Larivière-Jenkins	csane@nstu.ca
Cape Breton District	Dawn Spracklin	cbpres@nstu.ca
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	Janet O'Brien	guysborough@nstu.ca
Halifax City	Liette Doucet	halifaxcity@nstu.ca
Halifax County	Shawn Hanifen	halifaxcountylocal@nstu.ca
Hants West	Nick DeWolfe	nickdewolfe@nstu.ca
Inverness	Vince Jessome	invernesslocal@nstu.ca
Kings	Joanne Richardson-Landry	kingslocal@nstu.ca
Lunenburg County	Denise Burgess	lunenburg@nstu.ca
Northside-Victoria	Milton Bonnar	mhbonnar@nstu.ca
Pictou	Doug Read	jdread@nstu.ca
Queens	Laura Fryday	queens@nstu.ca
Richmond	Danielle O'Brien	dyobrien@nstu.ca
Shelburne County	Sarah Acker	saacker@nstu.ca
Yarmouth	Chad Warren	cswarren@nstu.ca

2022-2023 Regional Representative Council (RRC) Chairs

Regional Representative Councils are established by By-Law.

- (b) The mandate of the Regional Representative Council within the geographic boundaries of a Regional Centre for Education shall be to address NSTU Members' bargaining unit issues with their RCE.
- (c) The Regional Representative Council shall carry out the responsibilities as set out in the Teachers' Provincial Agreement, and applicable Regional Collective Agreement, between the RCE and the NSTU.

	Name	Email
Annapolis Valley	Adam Boyd	jaboyd@nstu.ca
Cape Breton-Victoria	Milton Bonnar	mhbonnar@nstu.ca
Chignecto	Lindsay Crossman Wheaton	lecrossman@nstu.ca
Halifax	Liette Doucet	halifaxcity@nstu.ca
South Shore	Mai-Ling Storm	mlstorm@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, Employee and Family Assistance Program (EFAP), CAREpath – Chronic Disease Program, CAREpath – Elder Care Program, CAREpath – Mental Health Program, 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

NSTU By-Laws allow the formation of Professional Associations:

- (a) Active Members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Professional Association.
- (b) The mandate of Professional Associations shall be to encourage and assist Members in professional development activities in their respective fields.
- (c) 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 Associations.

		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	\$98.40
APSEA Member	\$50,000 Life/ \$50,000 AD&D	\$98.40

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	\$1,389.36/\$3,596.16
APSEA Member	Single/Family	\$1,389.36/\$3,596.16

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	\$318.72/\$673.80
APSEA Member	Single/Family	\$318.72/\$673.80

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 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).

CAREpath – Chronic Disease Program

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members permanently residing in Canada.

Living with a chronic disease often involves managing the symptoms through interventions like education, lifestyle modifications, and physical activity interventions that help reduce symptoms and give you the confidence you need to manage your condition and improve your quality of life.

This program (formerly HealthCareAssist and includes the Cancer Care) is led by Nurse Case Managers who act as partners and advocates for you and your family. Their Nurse Case Managers will help you understand your condition, test results and treatments, and will follow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes.

The toll-free number is 1-844-453-NSTU (6788). More information can be found at www.carepath.ca.

CAREpath – Elder Care Program

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members.

Carepath's Elder Care program (previously referred to as the Seniors Care Assistance Program) provides seniors and their families with a Nurse Case Manager to address members' evolving elder care needs. A Nurse Case Manager will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

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

CAREpath – Mental Health Program

Formerly Your Wellness Partner, the Mental Health Program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members.

This program offers multiple levels of support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns, using distance technologies such as telephone and virtual resources (e.g., web portal, mobile app, email, and secured video call).

They provide two levels of intervention: navigation and psychotherapy. Navigation is provided by qualified mental health clinicians, generally mental health nurses and clinical social workers, for those with mild to moderate distress. They provide assessment psychoeducation, supportive counseling, and coaching with the goal of enhancing self-care strategies and management of concerns. They ensure smooth integration with your existing circle of health/ medical care and assistance in navigating the mental health care system.

When navigation is not sufficient and psychotherapy is required for more complex needs, they have advanced practitioners, including Masters/PhD prepared social workers, mental health nurses, or psychologists, each of whom has more than 10 years' experience in psychotherapy. When the situation warrants, access to in-depth psychiatric assessment, consultation, and assistance with care planning is available.

The toll-free number is 1-844-453-NSTU (6788), or 1-888-393-8267.

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.

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.

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;
 - 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

Fourteen-thousand dollars (\$14,000) is budgeted in 2022-2023 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. Application forms for all Grants, Awards, and Fellowships are available on the NSTU website or by contacting the Professional Learning Department of the NSTU Central Office. Eligibility for Grants, Awards, and Fellowships is limited to NSTU Active Members. For greater detail, please see Operational Procedure – Awards, Fellowships, and Grants.

Conference Grants

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). Applications must be received and reviewed prior to the conference occurring. Grant applications will be reviewed three (3) times per year (fall, winter, and spring). Application deadlines are 4:00 p.m. on the first Wednesday of October, January, and March.

Educational Research Awards

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). Any educational research that focuses on topics in education at the individual, classroom, educational site, regional, or provincial level will be eligible. Award applications will be reviewed once per year in the winter. Application deadline is 4:00 p.m. on the first Wednesday of December each year.

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). Grant applications will be reviewed once per year in the spring. Application deadline is 4:00 p.m. on the first Wednesday of March each year.

Travel Fellowships

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). Fellowships are awarded to Members engaged in educational travel for the purposes of participating in events, seminars, workshops, conferences, or non-accredited courses. Fellowship applications will be reviewed once per year in the spring. Successful applications will be determined by a draw from all eligible applications received each spring. Application deadline is 4:00 p.m. on the first Wednesday of March each year.

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

From time-to-time, Council or the Executive of Council, recognizes outstanding contributions of NSTU members and others through the following awards. For greater detail, please see Standing Order – Awards and Operational Procedure – Awards.

Honourary Member

To confer membership status on an individual who might otherwise have no membership eligibility and who is a person that the Union wants to bestow an honour upon in recognition of a significant contribution to education, the profession, or the NSTU.

Life Membership Award

To recognize from time-to-time the outstanding contributions of members. The Life Membership Award is the highest honour that the Provincial Executive can confer upon a Member.

Special Award

To recognize a particular outstanding service to education, the teaching profession, or the NSTU and to bring public recognition to the contributions of Members to education, the community, or the organization.

Local Service Award

To recognize the outstanding contribution of Members who provided leadership and service at the Local level of the NSTU.

Public Education Advocacy Award

To promote the concept that public education is an investment in Nova Scotia's future and to recognize 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 members and educational partners.

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.

COMMUNICATION PROTOCOL

Upon request, designated NSTU web account mailing lists shall be established for NSTU Leaders (Provincial Executive, Local Presidents and Executives, RRC Chairs, and Professional Association Presidents and Executives).

Members wishing to communicate with NSTU Central Office or with fellow Members on Union related matters shall do so using a non-employer email address, facsimile, or the telephone.

Any Member who contacts the NSTU office or NSTU Leaders, using an employer’s webmail system, are to receive a reply advising them that the NSTU will not communicate using the employer’s webmail and instructing them to use a non-employer email address or the telephone.

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 2022 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:
 - 5.7% 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 2022, the YMPE has been set at \$64,900 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 2022, the maximum deduction for CPP is \$3,499.80.

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 NS Pension (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 NS Pension (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 NS Pension.

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 may be entitled to a disability pension. Disability must be severe and prolonged.

Under the CPP (2022 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 \$1,457.45 (maximum for 2022), plus
- b) \$264.53 a month for each dependent child.

Spouse's Pension (TPP plus CPP)

Conditions Under the TPP

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

Under the CPP

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

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

Benefits Under the TPP

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

Under the CPP

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

Survivor's Pension (TPP Only)

Conditions

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

Benefits

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

Options

A teacher may elect to retire with a reduced life-time pension in order to enhance a survivor's pension. The teacher at time of retirement may elect for the spouse to receive an 80% or 100% pension and/or a teacher can guarantee their pension for 5, 10, or 15 years.

Children's Benefit (CPP Only)

Conditions

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

Benefits (2022)

\$264.53 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 (2022)

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 NS Pension, 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.

NS Pension

Email: info@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, 2022)

Executive Director	\$191,544
Assistant Executive Director	\$156,172
Executive Staff	\$109,947-\$140,548
President	\$163,082

Provincial Salary Scale (Effective August 1, 2022)

	Position on Scale	Year of Teaching	TCM			VTCII			VTCIII			VTCIV				
			VTPA	TC2	TC3	VTCI TC4	ITC	TC5	TC6	ATC1	TC7	ATC2	TC8	ATC3		
Annual	1	1	\$ 50,936.00	\$ 51,823.00	\$ 51,823.00	\$ 50,937.00	\$ 57,112.00	\$ 63,873.00	\$ 69,515.00	\$ 74,865.00						
26 Pays			1,959.08	1,993.19	1,993.19	1,959.12	2,196.62	2,456.65	2,673.65	2,879.42						
1/195			261.21	265.76	265.76	261.22	292.88	327.55	356.49	383.92						
Annual	2	2	\$ 53,334.00	\$ 51,823.00	\$ 51,823.00	\$ 53,335.00	\$ 60,164.00	\$ 67,257.00	\$ 72,895.00	\$ 78,246.00						
26 Pays			2,051.31	1,993.19	1,993.19	2,051.35	2,314.00	2,586.81	2,803.65	3,009.46						
1/195			273.51	265.76	265.76	273.51	308.53	344.91	373.82	401.26						
Annual	3	3	\$ 55,730.00	\$ 51,823.00	\$ 51,823.00	\$ 55,731.00	\$ 63,210.00	\$ 70,638.00	\$ 76,279.00	\$ 81,630.00						
26 Pays			2,143.46	1,993.19	1,993.19	2,143.50	2,431.15	2,716.85	2,933.81	3,139.62						
1/195			285.79	265.76	265.76	285.80	324.15	362.25	391.17	418.62						
Annual	4	4	\$ 58,127.00	\$ 51,823.00	\$ 51,823.00	\$ 58,128.00	\$ 66,264.00	\$ 74,022.00	\$ 79,662.00	\$ 85,013.00						
26 Pays			2,235.65	1,993.19	1,993.19	2,235.69	2,548.62	2,847.00	3,063.92	3,269.73						
1/195			298.09	265.76	265.76	298.09	339.82	379.60	408.52	435.96						
Annual	5	5	\$ 60,525.00	\$ 51,823.00	\$ 51,823.00	\$ 60,526.00	\$ 69,314.00	\$ 77,404.00	\$ 83,043.00	\$ 88,395.00						
26 Pays			2,327.88	1,993.19	1,993.19	2,327.92	2,665.92	2,977.08	3,193.96	3,399.81						
1/195			310.38	265.76	265.76	310.39	355.46	396.94	425.86	453.31						

Provincial Salary Scale
(Effective August 1, 2022) (continued)

Position on Scale	VTPA	Year of Teaching	TCM		VTCI		VTCII		VTCIII		VTCIV	
			TC1	TC2	TC3	TC4	TC5	ITC	TC6	ATC1	TC7	ATC2
Annual	\$ 62,921.00	6			\$ 56,327.00	\$ 62,923.00	\$ 72,365.00	\$ 80,785.00	\$ 86,472.00	\$ 91,776.00		
26 Pays	2,420.04				2,166.42	2,420.12	2,783.27	3,107.12	3,325.85	3,529.85		
1/195	322.67				288.86	322.68	371.10	414.28	443.45	470.65		
Annual		7				\$ 65,319.00	\$ 75,412.00	\$ 84,170.00	\$ 89,810.00	\$ 95,163.00		
26 Pays						2,512.27	2,900.46	3,237.31	3,454.23	3,660.12		
1/195						334.97	386.73	431.64	460.56	488.02		
Annual		8				\$ 78,463.00	\$ 87,552.00	\$ 93,192.00	\$ 98,545.00			
26 Pays						3,017.81	3,367.38	3,584.31	3,790.19			
1/195						402.37	448.98	477.91	505.36			
Annual		9+				\$ 81,514.00	\$ 90,934.00	\$ 96,572.00	\$ 101,926.00			
26 Pays						3,135.15	3,497.46	3,714.31	3,920.23			
1/195						418.02	466.33	495.24	522.70			

Mobile Banking Apps

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



TEACHERS PLUS

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.

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.



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

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



Board of Directors 2022-2023

Back row (L-R):

Derek Harvey (Metro Halifax Region); **Bill Redden** Chair (Southern Region); **Danielle Eleftheros** (Metro Halifax Region); **Pat Hillier** (Central Region); **Jason Kavanaugh** (Cape Breton Region); **Maureen Smith** Secretary (Metro Halifax Region).

Front row (L-R):

Coralie Cameron (Eastern Region); **Danny Wadden** (Central Region).

Regrets:

Jim MacFarlane Vice-chair (Metro Halifax Region); **Ivan Skeete** (Metro Halifax 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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