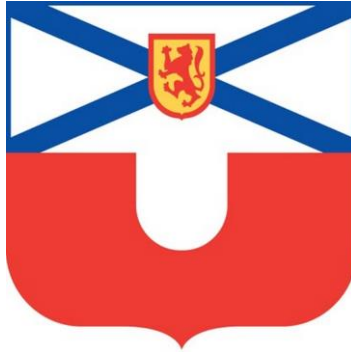


Nova Scotia Teachers Union



FINAL REPORT

**Ad Hoc Committee on
NSTU Governance**

**PRESENTED TO THE PROVINCIAL EXECUTIVE
February 29, 2024**

FINAL REPORT

Ad Hoc Committee on NSTU Governance

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FINAL REPORT

Ad Hoc Committee on NSTU Governance

1.00 Executive Summary

The mandate of the Ad Hoc Committee was to propose alternative models to the governance structure of the organization. The Committee has fashioned 5 possible alternative models for the structure of the Provincial Executive, 2 possible alternative models for the structure of Locals and Regions, and 1 possible alternative model for mandated Local Committees.

The Provincial Executive created the Ad Hoc Committee on NSTU Governance following recommendations flowing from the October 2022 report on the Strategic Plan. These recommendations come out of Membership's response during the strategic planning process to Grant Thornton's December 2020 report – *Shaping Our Future*. Grant Thornton was engaged to conduct an audit following Council Resolution 2018-07:

BE IT RESOLVED THAT an external party be hired to conduct an audit of NSTU's governing structure in order to identify increased efficiencies and the results be reported back to Annual Council 2019.

Before delving into the work of the Ad Hoc Committee it is important to review the pertinent details from *Shaping Our Future* and the Strategic Planning Report. After a quick review of those two pieces this report summarizes the mandate and composition of the Ad Hoc Committee before proposing alternative models to the structure of the NSTU.

The terms of reference for the Ad Hoc Committee were established by the Provincial Executive at their February 2023 meeting; however, the Committee did not initiate their work until the fall of 2023 because the first call for interested Members failed to have enough interest from every region. The Provincial Executive populated the Committee in June of 2023 and the Committee began its work in September of 2023. The Committee had an aggressive timeline to complete its work prior to deadlines for Council 2024.

Respectfully Submitted

Line Murphy
Chair – Ad Hoc Committee on NSTU Governance
On behalf of the Committee
February 29, 2024

2.00 Shaping Our Future Recommendations

In December of 2020, Grant Thornton filed their final report entitled *Shaping Our Future* regarding its audit of NSTU's governing structure in order to identify increased efficiencies. This audit was directed by Annual Council 2018. Grant Thornton provided 5 recommendations, 3 of which ultimately were directed to the Ad Hoc Committee to propose models for implementation. These 3 recommendations are related to the Provincial Executive Structure, the Local/Regional Structure, and mandatory Local committees. The full report from Grant Thornton can be found by following the link below:

<https://nstu.blob.core.windows.net/nstuwebsite/ShapingOurFuture.pdf>

2.01 Recommendation 1 – Provincial Executive Structure

Grant Thornton's recommendations regarding the Provincial Executive are outlined here (see the full report for greater details and reasoning):

NSTU should align the size of its executive governance structure (i.e., Provincial Executive) to comparable unions in Nova Scotia and comparable public sector educational organizations across the country. This would serve to reduce the size of PE from its current level of 23 members down to a range of between 12 and 15 members. Compared to the existing status quo, this will have a positive impact on:

- a. *PE costs (a potential savings of approximately \$66,000, assuming all costs are variable based on number of members, and the size is reduced from 23 to 15)*
- b. *Volunteer time (a reduction of 8 members would reduce total PE volunteer time by approximately 1,440 hours)*
- c. *Efficiency of operations*

With the reduction in size of PE, the organization would need to determine how seats on the governing body are allocated. To align seat allocation with the comparable organizations included in Appendix C, it is recommended that NSTU continue to allocate a seat to each of the following two positions: President and Vice-President. Recognizing the importance of regional voices, suggested allocation of the remaining PE seats could entail:

- a. *One representative from each of the seven RRCs*
- b. *One representative from CSANE*
- c. *One representative from APSEA*
- d. *Remaining seats be allocated based on either:*

- i) *Proportional representation of the membership by RRC size, and/or*
- ii) *Representation of minority or oppressed groups*

2.02 Recommendation 2 – Local/Regional Structure

Grant Thornton made recommendations regarding Local/Regional structure; each are outlined here (see the full report for greater details and reasoning):

- 1. Reduce the number of Locals – Given the current significant spending on Locals, and the challenges related to volunteer succession, the NSTU should consider reducing the number of Locals. Particular consideration should be given to Locals where the number of members is significantly less than others. Possible approaches could include:*
 - a. Reduce the number of Locals to align with the RRCs/Regions. The NSTU could reduce the number of Locals to align with the RRCs, with additional Locals for CSANE and APSEA. This would result in a total of nine Locals. This approach would significantly reduce the spending required to support the Local structure and would also reduce the number of volunteers required at the Local level, positively impacting the existing risk of succession planning and lack of volunteers. This type of alignment with the Regional Centres for Education is consistent in approach to the previous alignment with the School Boards. However, we recognize that this approach will also result in some Locals (e.g., HRM) being significantly larger than others. This could lead to an excessive workload for volunteers in those larger Locals, as well as the risk that one Local could have the strongest voice at the Local level, and possible control over decisions made by Annual Council based on delegate representation.*
 - b. Merge small Locals with larger Locals in their geographic area. This approach would have some positive impact on the demand for volunteers, particularly in smaller Locals where there are challenges in obtaining a sufficient number of volunteers. However, financial savings would be minimal, and this type of merging process would need to consider a fair proportionate representation on the Executive from the previously unmerged Locals. When implementing this type of change, it's important to consider the potential resistance from members who may not feel like they would get the same level of service from a larger Local or may believe that their voice would be lost. Communication to members, well in advance of any change, is important. This will engage them in the change management process. Part of this communication should include transparency regarding the benefits*

to members, as well as the challenges that a reduction in the number of Locals could present and the plans to overcome those challenges.

2. Outcomes and service levels – Independent of the union’s decision regarding the number of Locals, the organization should strongly consider clearly defining the specific outcomes required from each Local from the funds provided. The organization is also encouraged to consider requiring regular reporting back from each Local on these defined outcomes. This would improve service delivery, as well as consistency of services delivered between varying Locals through increased accountability.

Additionally, the NSTU should consider reviewing the current level of funding provided to Locals. This is of particular importance given that it’s a significant portion of the overall spending by the union, and spending should be focused on the priorities identified by members as part of this engagement. It would be beneficial to determine how much Local funding was focused on those priority areas, and whether funding provided is being spent on services of lower priority that could be redirected elsewhere.

3. Clarity of roles and responsibilities – The NSTU should clearly define the roles and responsibilities of each governance body. This should be done to ensure that members can understand the purpose of each part of the governance structure at a glance, how they relate to each other, and who they should contact regarding common member issues, questions or concerns. This documentation could be posted on the website, in a location that can be readily accessible to members, and could also form part of a member orientation package.

2.03 Recommendation 5 – Mandated Local Committees

Grant Thornton’s recommendation regarding mandated Local Committees is outlined here (see the full report for greater details and reasoning):

Consideration should be given to streamlining the number of Local committees. This recommendation should be evaluated independently of recommendation (#2) (To reduce the number of Locals) and irrespective of the decision associated with recommendation (#2).

3.00 Strategic Planning Report Recommendations – NSTU Governance

In October of 2022, the NSTU Executive Director filed his final report from the strategic planning process with the Provincial Executive. From the NSTU Governance section of the plan there are 4 recommendations which specifically reference the *Shaping Our Future* recommendations. Three of these (V-1, V-2, and V-4) were ultimately directed to the Ad Hoc Committee to propose models for implementation. The full report from the Strategic Plan can be found by following the link below:

<https://nstu.blob.core.windows.net/nstuwebsite/data/StrategicPlanning/StrategicPlanningFinalReport-Oct2022.pdf>.

From the Strategic Planning Report, it was clear that there is varying appetite for considering changes to the NSTU governance structure that will reduce the demand on volunteers, increase effectiveness, and reduce financial costs. It is also clear that there is a very real concern that changes should not adversely impact the ability of Members to engage with their Union either provincially, regionally, or locally. What follows are 3 recommendations from the strategic planning process along with a brief reasoning for these recommendations.

3.01 Recommendation V-1 – Provincial Executive Structure

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the size of the NSTU Provincial Executive. Nearly 2/3 (65%) of respondents either agreed or strongly agreed with this recommendation, with fewer than 1/5 (18%) of Members disagreeing or strongly disagreeing.

Response on *Shaping Our Future* Recommendation 1

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	50	77	113	276	173	3
% Response	7.2%	11.1%	16.3%	39.9%	25.0%	0.4%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-1 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, the Provincial Executive develop a set of resolutions for consideration by Annual Council 2024 addressing alternative governance models regarding composition, size, and election processes of the Provincial Executive. It is further recommended that the task of developing these

models be directed to an ad hoc committee of local/regional leaders and provincial executive members who sit on the Governance & Policy Committee.

3.02 Recommendation V-2 – Local/Regional Structure

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the number of Locals. Nearly half (48%) of respondents either agreed or strongly agreed with this recommendation with just over a 1/3 (35%) disagreeing or strongly disagreeing.

Response on *Shaping Our Future* Recommendation 2

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	105	137	115	199	132	4
% Response	15.2%	19.8%	16.6%	28.8%	19.1%	0.6%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-2 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, an ad hoc committee of local/regional leaders and Provincial Executive members that serve on the Governance & Policy Committee develop a set of recommendations for the consideration of the Provincial Executive by October of 2023, regarding the composition, size, boundaries, and election processes for Locals. It is further recommended that the task of developing any resolutions flowing from the ad hoc committee’s recommendation be directed to the Governance and Policy Committee for consideration by Annual Council 2024.

3.03 Recommendation V-4 – Mandated Local Committees

During the strategic planning process, Members were asked about the *Shaping Our Future* recommendation to reduce the number of mandated Local committees. Overall support for this idea was only marginal with just over half (56%) of respondents either agreeing or strongly agreeing with this recommendation. However, a greater number of members had no opinion verses opposing the concept.

Response on *Shaping Our Future* Recommendation 5

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree	Left Blank
Response	41	91	168	269	121	2
% Response	5.9%	13.2%	24.3%	38.9%	17.5%	0.3%

The Provincial Executive adopted the following recommendation from the Strategic Planning Report:

Recommendation V-4 – Using the Shaping Our Future recommendations and feedback attained through the strategic planning process, an ad hoc committee of local/regional leaders review the number, mandate, and composition of mandated Local committees through NSTU Operational Procedures in an attempt to ease the volunteer expectations on Local members. To be presented to the Provincial Executive for their consideration December of 2023.

4.00 Ad Hoc Committee on NSTU Governance

4.01 Terms of Reference for the Ad Hoc Committee

At their February 22, 2023 meeting the Provincial Executive set the Terms of Reference for the Ad Hoc Committee on NSTU Governance. The mandate of the Committee mirrors the 3 recommendations (V-1, V-2, and V-4) of the Strategic Plan. The Terms of Reference are as follows:

I. Mandate

Using the *Shaping Our Future* recommendations and feedback attained through the strategic planning process, the ad hoc committee shall:

- a. develop a set of alternative governance models regarding composition, size, and election processes of the Provincial Executive;
- b. develop a set of recommendations regarding the composition, size, boundaries, and election processes for Locals; and,
- c. develop a set of recommendations regarding the number, mandate, and composition of mandated Local committees through NSTU Operational Procedures in an attempt to ease the volunteer expectations on Local members.

II. Composition

- a. The Committee shall consist of nine (9) Local/Regional Leaders and three (3) Provincial Executive Members who serve on the Governance and Policy Committee.

- b. The nine (9) Local/Regional Leaders shall be individuals who sit on Local Executives and/or Regional Representative Councils and shall be selected through recommendation by the Nominating Committee and appointed by the Provincial Executive.
- c. The three (3) Provincial Executive Members shall be selected through recommendation of the Governance and Policy Committee and appointed by the Provincial Executive. The Chair shall be selected from amongst the Governance and Policy Committee members.
- d. Every reasonable effort will be made to ensure the Ad Hoc Committee Membership consists of the following:
 - i. an Active Member from each of the seven (7) Regions as well as a Member from CSANE and a Member from APSEA;
 - ii. gender balance; and,
 - iii. equity balance for under-represented groups.

III. Meeting Frequency

The work of the Ad Hoc Committee should be completed by the October 2023 Provincial Executive meeting in order for the Executive to have time to act on recommendations prior to Annual Council 2024. It is anticipated that the Ad Hoc Committee can fulfill its mandate in six (6) meetings.

4.02 Composition of the Ad Hoc Committee

The Provincial Executive, at their June 1, 2023 meeting, selected the following individuals to serve on the Committee:

- Line Murphy (Provincial Executive – CSANE), Chair
- Andrew McCara (Provincial Executive – APSEA)
- Phil Samson (Provincial Executive – Inverness-Richmond)
- Alicia Mills (Strait Region)
- Andrea Heans (Halifax Region)
- Joanne Richardson-Landry (Annapolis Region)
- Mai-Ling Storm (South Shore Region)
- Marilyn MacDougall (Cape Breton-Victoria Region)
- Shannon Roy (Chignecto Central Region)
- Sue Larivière Jenkins (CSANE)
- Nick Wilson (Tri-County Region) (appointed by the Provincial Executive at their September 2023 meeting due to a resignation prior to the Ad Hoc Committee’s initial meeting)
- Louis Robitaille, Executive Staff Liaison

4.03 Meeting dates of the Ad Hoc Committee

The Ad Hoc Committee on NSTU Governance met on September 25, 2023, October 23, 2023, November 27, 2023, January 12, 2024, and February 9, 2024.

In order to fulfill its mandate, the Committee reviewed the *Shaping Our Future* Report, the Strategic Planning Report, the 2005 NSTU Structure Review Report, CTF/FCE member organization Executive composition, and the CTF/FCE member organization fee structure; further, the Committee held discussions with the NSTU Financial Officer and the Executive Staff Officer on BIPOC Engagement and Advocacy.

Following the mandate, the Ad Hoc Committee developed several governance models for the Provincial Executive, Locals/Regions, and mandated Local committees. The Ad Hoc Committee does not endorse any specific model(s) and sees merit in each. Consideration must be given in the rollout of any of the alternative models, in particular regarding phasing in periods. Any alternative model for the Provincial Executive will require amendments to NSTU By-Laws and approval of Annual Council. The authority to set the boundaries for Locals rests with the Provincial Executive; however, one proposed alternative model would require amendments to NSTU By-Laws that would require approval from Annual Council as well as amending the NSTU Operational Procedures. The authority to adopt the alternative model for mandated Local committees rests with the Provincial Executive and the Ad Hoc Committee sees no need to seek endorsement from Annual Council.

5.00 Provincial Executive Governance Models

The Ad Hoc Committee determined 6 models for the Provincial Executive structure for consideration, the first is simply status quo plus 5 alternative structures. Each of the alternative structures include a reduction in the size of the Executive and 3 of the alternatives include designated seats for equity-deserving Members. The order in which the models are presented is not intended to indicate preference or priority in any manner.

Changes to the structure, voting procedure, and duties of the Provincial Executive (Table Officers and Regional Members) would require changes to the NSTU By-Laws and Operational Procedures. All amendments to NSTU By-Laws require approval from Council at a 2/3 majority vote level. Operational Procedures would only be amended once (if) Council approves By-Law amendments.

The proposed alternate models would require some sort of phase-in as changes in positions are contemplated and implemented. Likely the phase-in required would be just over a year and possibly phase-in over 2 years. For clarity, it is anticipated that if any

one of the alternative models for the Provincial Executive structure is adopted at Annual Council 2024 that amendments to the By-Laws would take effect August 1st, 2025, and the full effects of these changes would only become fully realized August 1st, 2026. The 2025-2026 school year would have a half step towards implementation.

Finally, if ultimately an alternate Provincial Executive structure is chosen by Annual Council, but the existing Local/Regional structure is maintained, then modifications to the duties of Regional Executive Members must be considered because of the workload implications. Basically, expecting 1 Provincial Executive Member to attend Executive and General meetings for 2 to 4 Locals as well as RRC meetings is a substantial burden for any volunteer.

5.01 Provincial Executive Motion Flowing from Report Regarding Section 5

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Provincial Executive Structure:

MOTION REQUIRED TO IMPLEMENT A RANKED VOTE AT COUNCIL

THAT THE FOLLOWING BE FORWARDED TO ANNUAL COUNCIL 2024:

THAT A RANKED VOTE ON THE SIX (6) POSSIBLE MODELS FOR THE STRUCTURE OF THE PROVINCIAL EXECUTIVE BE CONDUCTED AT ANNUAL COUNCIL 2024 AS A TIMED ITEM ON THE AGENDA USING A PROCESS OF ELIMINATION. THE SIX (6) MODELS TO BE PRESENTED AS:

1. MODEL I – STATUS QUO.
2. MODEL II – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND NINE (9) REGIONAL MEMBERS.
3. MODEL III – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS.
4. MODEL IV – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND TWO (2) DESIGNATED MEMBERS.
5. MODEL V – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND THREE (3) DESIGNATED MEMBERS.
6. MODEL VI – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS WITH FIVE (5) OF THE REGIONAL MEMBERS' POSITIONS BEING RESERVED FOR EQUITY-DESERVING MEMBERS.

Discussion on the Report to be a timed item at Council with an opportunity for questions and answers. The vote would have the least popular Model eliminated each round until either Status Quo achieves a majority vote or one of the Alternative Models

achieves a 2/3 majority vote. If/once an Alternative Model is selected, then one Resolution to amend By-Law Article III – The Provincial Executive would be considered by Council. The Provincial Executive then approved 5 motions to forward 5 Resolutions to Annual Council regarding the necessary By-Law amendments to implement each of the Alternative Models.

5.02 Model I – Provincial Executive (Status Quo)

The first model structure is simply status quo, no changes to the current structure of the Provincial Executive. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration.

A costing of the current structure was conducted in order to compare to the alternative models proposed in this report. Not included in this costing, or that of the alternative models, that has an impacted on the overall budget are line 5.10 – Conferences & Workshops and line 5.20 – Substitute Costs. These two lines are difficult to cost and vary significantly from year to year.

Model I – Status quo , no change to the current structure. President, First Vice-President, and 21 Regional Members, sometimes a Past President				
Current Cost:	4/5 TO + 21 RM (2 also TO)	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	22	\$11,000.00
	Executive Meetings	4550	23	\$104,650.00
	Attendance Annual Council	720	23	\$16,560.00
	Attendance Leadership	580	23	\$13,340.00
	Honoraria	2400	22	\$52,800.00
	El on Honoraria	65	22	\$1,430.00
	Regional Elections	310	21	\$6,510.00
	In Local Expenses	1190.5	21	\$25,000.50
	Total Cost			<u>\$231,290.50</u>
	Total with Past President			<u>\$240,040.50</u>

5.03 Alternative Model – Table Officers

The proposed change in the composition of the Table Officers could be implemented independent of the other models detailed in this section. All the alternative models to the structure of the Provincial Executive include a reduction in the number of Table Officers to 3 positions (President, Vice-President, and Secretary-Treasurer) along with changes in duties and method of election for the Vice-President and Secretary-Treasurer. This aligns with CTF/FCE affiliate members of similar size including Manitoba

Teachers' Society (MTS) and Saskatchewan Teachers' Federation (STF), and it would be one more Officer than the Newfoundland and Labrador Teacher Association (NLTA).

Each alternative model would have the NSTU President elected by universal suffrage of the entire Membership as currently done, with 100% release to fulfill the duties of the office, and continue the same duties as outlined currently for this position. The Vice-President would be elected at Annual Council by the Voting Delegates of Council as currently done for the First Vice-President, possibly be given some amount of release time to fulfill the duties of the office, and have the same or similar duties as the current duties assigned to the First Vice-President and Second Vice-President. The Secretary-Treasurer would be elected at Annual Council by the Voting Delegates of Council, which is a variance from the current practice, possibly be given some amount of release time to fulfill the duties of the office, and have the same duties as outlined currently for the position of Secretary-Treasurer but without the extra responsibilities associated with being a Regional Provincial Executive Member. Term of office for Vice-President would remain the same and double for the Secretary-Treasurer, 2-year term with a maximum of 2 consecutive terms. The Table Officers and election process would be as follows:

- NSTU President – elected by majority vote by universal suffrage of the entire membership.
- NSTU Vice-President – elected by majority vote by voting delegates at Annual Council.
- NSTU Secretary-Treasurer – elected by majority vote by voting delegates at Annual Council.

The cost of implementing this independently from any of the proposed alternative models would be an increase in the budget by 1 Provincial Executive Member. This cost would be **\$8,815** for Communication allowance, Executive Meetings, Attendance Annual Council, Attendance Leadership, Honoraria, and EI on Honoraria.

5.04 Model II – Alternative Provincial Executive Structure

Model II for the Provincial Executive structure would have a total of 12 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 9 Regional Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait

(ix) Tri-County

Term of office for Regional Members and method of election would remain the same as current practice, 2-year term with a maximum of 2 consecutive terms elected by universal suffrage by Members from within the Region. Local and Regional duties may vary depending on any changes to the Local/Regional structures of the organization. If the Local/Regional structure of the organization remains the same, then the duties of Regional Members would see Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be **\$125,685.50** as calculated below:

Model II – total of 12 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 9 Regional Members.				
Cost:	3 TO + 9 RM	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	11	\$5,500
	Executive Meetings	4550	12	\$54,600
	Attendance Annual Council	720	12	\$8,640
	Attendance Leadership	580	12	\$6,960
	Honoraria	2400	11	\$26,400
	EI on Honoraria	65	11	715
	Regional Elections	310	9	\$2,790
	In Local Expenses	1190.5	0	0
	Total Cost			<u>\$105,605.00</u>
	Cost Saving			<u>\$125,685.50</u>

5.05 Model III – Alternative Provincial Executive Structure

Model III for the Provincial Executive structure would have a total of 17 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 14 Regional Members.

The number of Regional Members reduced to 14 – Regions and number of Members as follows:

(i)	Annapolis Valley	2 members
(ii)	Atlantic Provinces Special Education Authority (APSEA)	1 member
(ii)	Cape Breton-Victoria	2 members
(iv)	Chignecto	2 members
(v)	Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 members
(vi)	Halifax	2 members
(vii)	South Shore	1 member
(viii)	Strait	1 member
(ix)	Tri-County	1 member

Term of office for Regional Members and method of election would remain the same as current practice, 2-year term with a maximum of 2 consecutive terms elected by universal suffrage by Members from within the Region. Local and Regional duties may vary depending on any changes to the Local/Regional structures of the organization. If the Local/Regional structure of the organization remains the same, then the duties of Regional Members would see Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be **\$80,060.50** as calculated below:

Model III – total of 17 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 14 Regional Members.				
Cost:	3 TO + 14 RM	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	16	\$8,000
	Executive Meetings	4550	17	\$77,350
	Attendance Annual Council	720	17	\$12,240
	Attendance Leadership	580	17	\$9,860
	Honoraria	2400	16	\$38,400
	EI on Honoraria	65	16	\$1,040
	Regional Elections	310	14	\$4,340
	In Local Expenses	1190.5	0	0
	Total Cost			<u>\$151,230.00</u>
	Cost Saving			<u>\$80,060.50</u>

5.06 Model IV – Alternative Provincial Executive Structure

Model IV for the Provincial Executive structure would have a total of 14 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above, 9 Regional Members as outlined in model II, and 2 designated seats for equity-deserving Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait
- (ix) Tri-County

The 2 designated seats on the Provincial Executive for Members identifying as equity-deserving. One individual from the Halifax Region and one from outside of the Halifax Region. These 2 members to be elected at Annual Council by all Voting Delegates of

Council. Term of office to be consistent with Regional Members, 2-year term with a maximum of 2 consecutive terms. Terms to be staggered to allow for continuity, the first year 1 to be elected to a 1-year term, determined by lottery. Duties to be similar to Regional Provincial Executive Members but with no Local or Regional duties. The cost savings of implementing this alternative model would be **\$108,055.50** as calculated below:

Model IV – total of 14 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer), 9 Regional Members, and 2 designated seats elected at Council.				
Cost:	3 TO + 9 RM + 2 DS	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	13	\$6,500
	Executive Meetings	4550	14	\$63,700
	Attendance Annual Council	720	14	\$10,080
	Attendance Leadership	580	14	\$8,120
	Honoraria	2400	13	\$31,200
	El on Honoraria	65	13	845
	Regional Elections	310	9	\$2,790
	In Local Expenses	1190.5	0	0
	Total Cost			<u>\$123,235.00</u>
	Cost Saving			<u>\$108,055.50</u>

5.07 Model V – Alternative Provincial Executive Structure

Model V for the Provincial Executive structure would have a total of 15 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above, 9 Regional Members as outlined in model II, and 3 designated seats for equity-deserving Members.

The 9 Regional Members would be one (1) from each of the following Regions:

- (i) Annapolis Valley
- (ii) Atlantic Provinces Special Education Authority (APSEA)
- (iii) Cape Breton Victoria
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)
- (v) Chignecto
- (vi) Halifax
- (vii) South Shore
- (viii) Strait
- (ix) Tri-County

The 3 designated seats on the Provincial Executive for Members identifying as equity-deserving. These 3 Members to be elected Regionally by universal suffrage from within the Region – one from each of the following Regions:

- (i) South-West (incorporating the geographical regions of Annapolis Valley, South Shore, and Tri-County)

- (ii) Central (incorporating the geographical region of Halifax)
- (iii) North-East (incorporating the geographical regions of Cape Breton Victoria, Chignecto, and Strait)

CSANE and APSEA NSTU Members eligible to run in their given geographical Region, APSEA Members employed outside of Nova Scotia eligible to run in the North-East geographical Region. Term of office to be consistent with Regional Members, 2-year term with a maximum of 2 consecutive terms. Terms to be staggered to allow for continuity, the first year 1 to be elected to a 1-year term, determined by lottery. Duties to be similar to Regional Provincial Executive Members but with no Local or Regional duties. The cost savings of implementing this alternative model would be **\$98,310.50** as calculated below:

Model V – total of 15 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer), 9 Regional Members, and 3 designated seats elected regionally.				
Cost:	3 TO + 9 RM + 3 DS	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	14	\$7,000
	Executive Meetings	4550	15	\$68,250
	Attendance Annual Council	720	15	\$10,800
	Attendance Leadership	580	15	\$8,700
	Honoraria	2400	14	\$33,600
	El on Honoraria	65	14	910
	Regional Elections	310	12	\$3,720
	In Local Expenses	1190.5	0	0
	Total Cost			<u>\$132,980.00</u>
	Cost Saving			<u>\$98,310.50</u>

5.08 Model VI – Alternative Provincial Executive Structure

Model VI for the Provincial Executive structure would have a total of 17 Executive members – 3 Table Officers (President, Vice-President, and Secretary-Treasurer) as outlined above and 14 Regional Members as outlined in model III; however, where 5 of the Regional Members are designated seats.

The number of Regional Members reduced to 14 – Regions and number of Members as follows:

- (i) Annapolis Valley 2 members
- (ii) Atlantic Provinces Special Education Authority (APSEA) 1 member
- (ii) Cape Breton-Victoria 2 members
- (iv) Chignecto 2 members
- (v) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) 2 members
- (vi) Halifax 2 members
- (vii) South Shore 1 member
- (viii) Strait 1 member

Each Region that has 2 Provincial Executive Members shall have one of those seats designated for Members identifying as equity-deserving. Term of office to be consistent with all other Regional Members, 2-year term with a maximum of 2 consecutive terms. Duties to be the same as all other Regional Provincial Executive Members including having Regional duties remain the same and Local duties removed. The cost savings of implementing this alternative model would be \$80,060.50 as calculated below:

Model VI – total of 17 Executive members with 3 Table Officers (President, Vice-President, and Secretary-Treasurer) and 14 Regional Members where 5 Regional Members are designated seats.

Cost:	3 TO + 14 RM (5 also DS)	Cost Per Head	# Members	Cost per Item
	Communication allowance	500	16	\$8,000
	Executive Meetings	4550	17	\$77,350
	Attendance Annual Council	720	17	\$12,240
	Attendance Leadership	580	17	\$9,860
	Honoraria	2400	16	\$38,400
	EI on Honoraria	65	16	\$1,040
	Regional Elections	310	14	\$4,340
	In Local Expenses	1190.5	0	0
	Total Cost			<u>\$151,230.00</u>
	Cost Saving			<u>\$80,060.50</u>

5.09 Definition of Equity-Deserving for Designated Seats for Alternative Provincial Executive Structures

There are 3 alternative Provincial Executive structures that propose designated seats for equity-deserving Members. In a review of sister organizations within CTF/FCE affiliates there are 3 organizations that designate seats on their executive board for equity-deserving members. These are British Columbia Teachers’ Federation (BCTF) with 2 designated seats out of a total of 12 seat on their executive, Elementary Teachers' Federation of Ontario (ETFO) with 3 designated seats out of a total of 14 seats on their executive, and Nunavut Teachers' Association (NTA) with 1 designated seat out of a total of 10 seats on their executive. Each of these organizations define what they mean by equity-deserving for their own circumstances in the following fashion:

- BCTF – one (1) seat is designated for a Member who identifies as Aboriginal, and one (1) seat is designated for a Member who identifies as racialized.
- ETFO – one (1) Vice-President position designated for a woman, one (1) seat designated for a woman who is also First Nation, Métis, or Inuit (FNMI), Member with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning Member, or racialized Member, and one

(1) seat designated for a Member who is FNMI, Member with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning Member, or racialized Member.

- NTA – one (1) seat is designated for a Member who identifies as Inuit.

The definition of equity-deserving is unique to the organization; however, the Ad Hoc Committee believes it is important to have a clear definition. The Committee is suggesting 2 possible definitions for the NSTU as follows:

- A Member who identifies as Mi'kmaw, First Nation, Métis, or Inuit; Black, African Nova Scotian, or African ancestry; a person of colour or racialized.
- A Member who identifies as Mi'kmaw, First Nation, Métis, or Inuit; Black, African Nova Scotian, or African ancestry; a person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.

6.00 Local/Regional Structure Models

The Ad Hoc Committee determined 3 models for the Local/Regional structure for consideration, the first is simply status quo plus 2 alternative structures. The order in which the models are presented is not intended to indicate preference or priority in any manner.

Authority to set Local boundaries rests with the Provincial Executive through NSTU By-Law Article III – Provincial Executive, 8 – Duties, (c) (viii) reads: *determine the boundaries of the Locals*. Also in NSTU By-Law is Article IV – Local Governance, 1 – NSTU Locals, (a) that reads: *Active Members may, with the consent of the Provincial Executive, form a Local*. Both indicating the Provincial Executive as the body that sets the boundaries of a Local. However, one of the proposed alternative models would remove the necessity of having Regional Representative Councils, NSTU By-Law Article V – Regional Governance would become redundant as would NSTU Operational Procedure 16 – Regional Representative Council. Depending on the model chosen, amendments may be required to NSTU By-Laws and Operational Procedures.

The proposed alternate models would require some sort of phase-in as changes in officers at the Local and Regional level are contemplated and implemented. Likely the phase-in required would be over a period of a year or more.

6.01 Provincial Executive Motion Flowing from Report Regarding Section 6

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Local/Regional Structures.

MOTION REQUIRED TO POSTPONE DISCUSSION REGARDING SECTION 6 OF THE REPORT

That consideration of Section 6.00 – Local/Regional Structure Models from the Ad Hoc Committee on NSTU Governance Report be postponed to the fall of 2024 following consultation with Local and Regional Leadership.

6.02 Model I – Local/Regional Structure (Status Quo)

The first model structure is simply status quo, no changes to the current structure of Locals or RRCs. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration. Current structure of 22 Locals and 7 Regional Representative Councils.

6.03 Model II – Alternative Local/Regional Structure

The first alternative model would have Local boundaries equated to current regional employers with a hierarchy of Sub-locals similar to the current structure of the CSANE Local. If implemented, there would no longer be a need for Regional Representative Councils and this structure would be redundant. Current duties/responsibilities of RRCs to fall to the Local along with the current Local duties/responsibilities. Sub-locals will be committees of their given Local, Locals will be committees of the NSTU answerable to Council and its Executive. The model would have 9 NSTU Locals with a system of 24 sub-Locals as follows:

- (i) Annapolis Valley Local
 - (a) Annapolis Sub-local
 - (b) Hants West Sub-local
 - (c) Kings Sub-local
- (ii) Atlantic Provinces Special Education Authority Local (APSEA Local)
- (iii) Cape Breton-Victoria Local
 - (a) Cape Breton District Sub-local
 - (b) Northside Victoria Sub-local
- (iv) Conseil syndical acadien de la Nouvelle-Écosse Local (CSANE Local)
 - (a) Central Region Sub-local
 - (b) North-East Region Sub-local
 - (c) South-West Region Sub-local
- (v) Chignecto Local
 - (a) Colchester East-Hants Sub-local
 - (b) Cumberland Sub-local
 - (c) Pictou Sub-local

- (vi) Halifax Local
 - (a) Dartmouth Sub-local
 - (b) Halifax City Sub-local
 - (c) Halifax County Sub-local
- (vii) South Shore Local
 - (a) Lunenburg County Sub-local
 - (b) Queens Sub-local
- (viii) Strait Local
 - (a) Antigonish Sub-local
 - (b) Guysborough County Sub-local
 - (c) Inverness Sub-local
 - (d) Richmond Sub-local
- (ix) Tri-County Local
 - (a) Digby Sub-local
 - (b) Shelburne County Sub-local
 - (c) Yarmouth Sub-local

Each Local would be mandated to have an Executive to consist of the following officers:

- (i) Local President,
- (ii) Provincial Executive Member(s) (depending on adoption of proposed alternative models this could be one individual or more),
- (iii) First Vice-President,
- (iv) Secretary,
- (v) Treasurer, and
- (vi) Members-at-Large with a designated number from each of the Sub-locals (1 to 3 from each Sub-local, the exact number to be left to the discretion of the Local, as stipulated by their Constitution as duly ratified by the Provincial Executive) (depending on the Local this would mean 4 to 12 individuals).

Each Sub-local would elect 1 Member to serve as Vice-President of the Sub-local, this individual to serve as a Member-at-Large on the Local. Each Sub-local would elect 0 to 2 additional Members to sit on the Local Executive as Members-at-Large. From the Local Members-at-Large the Local Executive would select various Vice-Presidents of the Local at the discretion of the Local, as stipulated by their Constitution as duly ratified by the Provincial Executive. For example, a Member-at-Large from a given Sub-local could also serve as the Local's Vice-President of Professional Development.

Each Local would be mandated to set Standing Committees, with a Local Executive Member as Chair, as follows:

- (a) Economic Welfare Committee,
- (b) Grievance Committee,
- (c) Management/Teacher Committee (or Teacher/Management Committee depending on Regional Agreement),

- (d) Negotiating Committee (this may be the same as the Economic Welfare Committee or a sub-section of the same),
- (e) Professional Development Fund Committee (PDFC),
- (f) Finance Committee, and
- (g) Nominating Committee.

Each Local would be mandated to assign, from amongst its Executive, an individual to serve on the Class Climate Review Team. Each Local may be mandated to assign, from amongst its Executive, individuals to serve in such functions as: Equity Contact, New Member Contact, Resolutions Contact, Status of Women Contact, and Substitute Teacher Contact.

Implementing this Model would make reference to Regional Representative Councils in NSTU By-Law and Operational Procedures redundant. These would be rescinded. NSTU Operational Procedures already contemplates the concept of Sub-locals so no amendments would be required to implement a sub-local structure.

The Ad Hoc Committee felt very strongly that if this model were to be implemented that the duties of the Local Presidents would require at least some amount of release time from teaching duties. Currently, the following Local Presidents have arranged release with the indicated percentage of release: Cape Breton District Local at 50%, Colchester-East Hants Local at 20%, Dartmouth Local at 60%, Halifax City Local at 100%, Halifax County Local at 100%, and Kings Local at 30%. Release time must be negotiated with the regional employer and there is no guarantee of release. Though there is no guarantee of release, the following table gives an approximate percentage of release time based on Local cost savings with the elimination of RRCs. Certainly, any given Local could negotiate different amounts of release and release for more than one individual based on the individual Local's finances and priorities. Beyond Local revenues from the Local rebate shown in the table below each Local would also have revenue from EI rebates that vary but are approximately 70% of a Local's NSTU rebate. The following illustrates approximate percentages of release that could be afforded from the cost savings of the elimination of RRC structures. Currently, neither APSEA Local or CSANE Local pay into the RRC structure as neither of these Locals have RRC structures.

CURRENT REGIONS/ MODEL II LOCALS	CURRENT LOCALS/ MODEL II SUB-LOCALS	MARCH 2023 LOCAL#	CURRENT REGIONAL#/ MODEL II LOCAL#	MODEL II LOCAL REBATE	COST SAVINGS OF ELIMINATING RRCS	APPROXIMATE %RELEASE FROM COST SAVINGS
Annapolis Valley	Annapolis	163	975	\$124,313	\$12,431.25	30.00%
	Hants West	174				
	Kings	638				
APSEA (min rebate based on 200 members)	APSEA	78	78	\$25,500	\$0.00	6.00%
Cape Breton-Victoria	Cape Breton District	643	904	\$115,260	\$11,526.00	30.00%
	Northside-Victoria	261				
Chignecto	Colchester-East Hants	780	1510	\$192,525	\$19,252.50	50.00%
	Cumberland	308				
	Pictou	422				
CSANE	Central Region	581	581	\$79,078	\$0.00	20.00%
	North-East Region					
	South-West Region					
Halifax	Dartmouth	726	4039	\$514,973	\$51,497.25	100.00%
	Halifax City	1076				
	Halifax County	2237				
South Shore	Lunenburg County	432	528	\$67,320	\$6,732.00	20.00%
	Queens	96				
Strait	Antigonish	203	497	\$63,368	\$6,336.75	20.00%
	Guysborough County	60				
	Inverness	175				
	Richmond	59				
Tri-County	Digby	111	500	\$63,750	\$6,375.00	20.00%
	Shelburne	133				
	Yarmouth	256				
	TOTAL	9612	9612	\$1,230,530	\$114,150.75	293.00%

Each Local would send their President and First Vice-President to the biannual Local Presidents Conferences hosted by the NSTU President. This would be similar to current practice for APSEA and CSANE as neither of these two Locals have an RRC Chair.

6.03 Model III – Alternative Local/Regional Structure

The second alternative model would set a minimum size (number of members) that if a Local were to have fewer than this set number the Local would have to amalgamate with a neighbouring Local within the same RCE. The number to be 200 members as of a certain date. The exception to this rule would be APSEA Local, who has fewer than 200 members but does not have any other Local with the same employer. If this were to be implemented using December 2023 Member Registry numbers, this would mean the following 15 Locals:

- (i) Annapolis, Kings, and Hants West – would need to amalgamate likely named Annapolis Valley Local
- (ii) Atlantic Provinces Special Education Authority Local (APSEA) – remain unchanged
- (iii) Antigonish and Guysborough County – would need to amalgamate likely names Antigonish-Guysborough Local
- (iv) Cape Breton District Local – remain unchanged
- (v) Colchester-East Hants Local – remain unchanged
- (vi) Conseil syndical acadien de la Nouvelle-Écosse Local (CSANE) – remain unchanged
- (vii) Cumberland Local – remain unchanged
- (viii) Dartmouth Local – remain unchanged
- (ix) Digby, Shelburne County, and Yarmouth – would need to amalgamate likely named Tri-County Local
- (x) Halifax City Local – remain unchanged
- (xi) Halifax County Local – remain unchanged
- (xii) Inverness and Richmond – would need to amalgamate likely named Inverness-Richmond Local
- (xiii) Lunenburg County and Queens – would need to amalgamate Likely named South Shore Local
- (xiv) Northside Victoria Local – remain unchanged
- (xv) Pictou Local – remain unchanged

Regional Representative Councils would still be required in certain areas – namely Cape Breton-Victoria, Chignecto, Halifax, and Strait. Any amalgamation that made the RRC redundant for that Region would result in the elimination of the RRC for that Region; further, any new Local created by such an amalgamation would no longer have 10% of their Local rebate deducted to help fund RRCs. Local amalgamation that resulted in the elimination of an RRC may consider a system of sub-locals similar to Model II.

Implementing this Model would not require any amendments to NSTU By-Laws or Operational Procedures. This could be done, by motion, by the Provincial Executive.

7.00 Mandated Local Committees

7.01 Provincial Executive Motion Flowing from Report Regarding Section 7

Following the presentation of this Final Report to the Provincial Executive on March 1st, 2024 the Executive approved the following motion regarding the decisions on proposed Models of the Local/Regional Structures.

MOTION REQUIRED TO POSTPONE DISCUSSION REGARDING SECTION 7 OF THE REPORT

That consideration of Section 7.00 – Mandated Local Committees Models from the Ad Hoc Committee on NSTU Governance Report be postponed to the fall of 2024 following consultation with Local and Regional Leadership.

7.02 Model I – Mandated Local Committees (Status Quo)

The first model for mandated Local committees is simply status quo, no changes to the current Local Constitutions as mandated by the Provincial Executive. The Ad Hoc Committee wishes to have this explicitly stated as an option for consideration.

7.03 Model II – Alternative Mandated Local Committees

Only one alternative model was considered by the Ad Hoc Committee, this model would reduce the number of mandatory Local committees, expand the examples of possible additional committees, and expand the list of local executive contact people for various roles.

This Model would reduce the number of mandated Local committees to 2 committees, those being a Finance Committee and a Nominating Committee. Locals would be allowed to designate other committees at their discretion. Locals would be mandated to assign Local Executive Members to serve as contacts for various portfolios, these to include – Equity Contact, New Member Contact, Resolutions Contact, Status of Women Contact, and Substitute Teacher Contact.

Implementing the change would require a change to the Model Local Constitution in the NSTU Operational Procedures. Locals could adjust their list of committees over time at their own discretion.

Appendix A

Amendments Required for Alternative Provincial Executive Structure Models

Implementation of any By-Law amendments would require a Resolution to Annual Council as outlined below. Changes to Operational Procedures would only change with the implementation of the By-Law changes. Effective dates of Resolutions should be timed for 15 months following the Annual Council where the decision is made. For example, if a proposed alternative model is adopted by Annual Council 2024 the implementation of the amendments should be effective August 1st, 2025. Full implementation may require more than a year, an interim step in August 2025 and full implementation as of August 1st, 2026. This is to allow time for adjusting the composition of the Executive. Any amendments to NSTU Operational Procedures flowing from changes to By-Laws would need to come into effect at the same time (August 1st, 2025).

SECTION 1

By-Law Amendments as Required for Model II – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model II – Alternative Provincial Executive Structure for three (3) Table Officers and nine (9) Regional Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

(a) The composition of the Provincial Executive shall be: the President, the ~~First Vice-President, the Secretary-Treasurer Immediate Past-President, and twenty-one (21)~~ **nine (9)** Regional Members.

(b) **One Regional Member shall be elected from each of the following Regions** ~~The number of Regional Members and the regions from which they shall be elected are as follows:~~

- (i) Annapolis Valley**
- (ii) Atlantic Provinces Special Education Authority (APSEA)**
- (iii) Cape Breton Victoria**
- (iv) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)**
- (v) Chignecto**
- (vi) Halifax**
- (vii) South Shore**
- (viii) Strait**
- (ix) Tri-County**

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member

(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

- (a) The Table Officers of the Union shall be:
 - (i) the President,
 - (ii) the ~~First~~ Vice-President, **and**
 - (iii) ~~the Second Vice-President,~~
 - ~~(iv) the Secretary-Treasurer, and~~
 - ~~(v) the Immediate Past President.~~
- (b) Table Officers are Members of the Provincial Executive.
- (c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
- (b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
- (c) The President may call a Special Meeting of the Provincial Executive.
- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.

- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President,~~ **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- ~~(f) The term of office for the Immediate Past President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.

- (b) In the temporary absence of the ~~First Vice-President~~, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the ~~First Vice-President~~.
- (c) In the temporary absence of the ~~Second Vice-President~~ or the ~~Secretary-Treasurer~~, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First Vice-President~~ shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First Vice-President~~ is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First Vice-President~~ shall assume the office as President for the remainder of the term.
 - b. If the ~~First Vice-President~~ is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First Vice-President~~ **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**

- eb. A by-election shall be held at Annual Council to complete the term of office.
- (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.~~
- (d) ~~For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
 - (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;

- (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
- (iv) determine the place and date and make arrangements for workshops and special Council meetings;
- (v) issue a post-Council press release;
- (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 2

By-Law Amendments as Required for Model III – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model III – Alternative Provincial Executive Structure for three (3) Table Officers and fourteen (14) Regional Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the ~~First Vice-President, the Secretary-Treasurer Immediate Past President, and twenty one (21)~~ **fourteen (14)** Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:

(i) Annapolis Valley	2 members
(ii) Atlantic Provinces Special Education Authority (APSEA)	1 member
(iii) Cape Breton-Victoria	2 members
(iv) Chignecto	2 members
(v) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 members
(vi) Halifax	2 members
(vii) South Shore	1 member

(viii) Strait	1 member
(ix) Tri-County	1 member
(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

- (c) A Provincial Executive Member must be an Active Member of the NSTU.
(d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

- (a) The Table Officers of the Union shall be:
(i) the President,
(ii) the ~~First~~ Vice-President, **and**
(iii) the ~~Second~~ Vice-President,
~~(iv) the Secretary-Treasurer, and~~
~~(v) the Immediate Past President.~~
- (b) Table Officers are Members of the Provincial Executive.
(c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
(b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
(c) The President may call a Special Meeting of the Provincial Executive.
(d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
(e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
(f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
(g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
(h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record

of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).

- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President,~~ **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- (f) ~~The term of office for the Immediate Past President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- (g) ~~The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (h) ~~The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~

- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
- (c) In the temporary absence of the ~~Second Vice-President~~ or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:

- a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
- b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
- a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
- eb. A by-election shall be held at Annual Council to complete the term of office.
- (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.~~
- (d) ~~For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*,

these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:

- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
- (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
- (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
- (iv) determine the place and date and make arrangements for workshops and special Council meetings;
- (v) issue a post-Council press release;
- (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 3

By-Law Amendments as Required for Model IV – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers, nine (9) Regional Members, and two (2) Designated Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the ~~First Vice-President~~, the ~~Secretary-Treasurer Immediate Past-President~~, and ~~twenty-one (21)~~ **nine (9) Regional Members, and two (2) Designated Members.**

(b) **One (1) Regional Member shall be elected from each of the following Regions** The number of Regional Members and the regions from which they shall be elected are as follows:

- (i) **Annapolis Valley**
- (ii) **Atlantic Provinces Special Education Authority (APSEA)**
- (iii) **Cape Breton Victoria**
- (iv) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)**
- (v) **Chignecto**
- (vi) **Halifax**
- (vii) **South Shore**
- (viii) **Strait**
- (ix) **Tri-County**

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

(c) **Two (2) Designated Members to be elected from amongst equity-deserving Members, equity-deserving as defined in NSTU Operational Procedures. One (1) individual from the Halifax Region and one (1) from outside of the Halifax Region.**

(ed) A Provincial Executive Member must be an Active Member of the NSTU.

(de) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. **TABLE OFFICERS**

(a) The Table Officers of the Union shall be:

- (i) the President,
- (ii) the First Vice-President, **and**
- (iii) the Second Vice-President,
- ~~(iv) the Secretary-Treasurer, and~~
- ~~(v) the Immediate Past President.~~

(b) Table Officers are Members of the Provincial Executive.

~~(c) The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. **GOVERNANCE**

(a) A majority of the Provincial Executive shall constitute quorum.

(b) There shall be at least six (6) regular meetings of the Provincial Executive each year.

(c) The President may call a Special Meeting of the Provincial Executive.

- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.
- (d) The Designated Members shall be elected by a plurality vote conducted at Annual Council following the process outlined in Operational Procedures.**

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members **or Designated Member** shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member **or Designated Member** shall serve for more than two (2) consecutive terms as a Regional Member **or Designated Member**. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office. **A Designated Member may be re-elected as a Designated Member once absent from the Provincial Executive in this capacity for a full term of office.**
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First~~ Vice-President, **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.

- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- ~~(f) The term of office for the Immediate Past President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice President as Second Vice President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary Treasurer as Secretary Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
- (c) In the temporary absence of the ~~Second Vice President~~ or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:

- a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
- (ii) If the vacancy occurs after the first fifteen (15) months of the term:
- a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
- (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - eb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.~~
- (d) ~~For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting

of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
 - (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
 - (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
 - (viii) determine the boundaries of the Locals;
 - (ix) publish a magazine or other official publications;
 - (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
 - (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 4

By-Law Amendments as Required for Model V – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers, nine (9) Regional Members, and three (3) Designated Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the ~~First Vice-President, the Secretary-Treasurer Immediate Past-President, and twenty-one (21)~~ **nine (9) Regional Members, and three (3) Designated Members.**
- (b) **One (1) Regional Member shall be elected from each of the following Regions** ~~The number of Regional Members and the regions from which they shall be elected are as follows:~~
- (i) **Annapolis Valley**
 - (ii) **Atlantic Provinces Special Education Authority (APSEA)**
 - (iii) **Cape Breton Victoria**
 - (iv) **Conseil syndical acadien de la Nouvelle-Écosse (CSANE)**
 - (v) **Chignecto**
 - (vi) **Halifax**
 - (vii) **South Shore**
 - (viii) **Strait**
 - (ix) **Tri-County**
- | | |
|---|----------------------|
| (i) Annapolis/Hants West/Kings | 2 Members |
| (ii) Antigonish/Guysborough | 1 Member |
| (iii) Atlantic Provinces Special Education Authority (APSEA) | 1 Member |
| (iv) Cape Breton Industrial | 2 Members |
| (v) Colchester/East Hants | 1 Member |
| (vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) | 2 Members |
| (vii) Cumberland | 1 Member |
| (viii) Dartmouth | 1 Member |
| (ix) Digby/Shelburne/Yarmouth | 2 Members |
| (x) Halifax City | 2 Members |
| (xi) Halifax County | 2 Members |
| (xii) Inverness/Richmond | 1 Member |
| (xiii) Lunenburg County/Queens | 1 Member |
| (xiv) Northside Victoria | 1 Member |
| (xv) Pictou | 1 Member |
- (c) **Three (3) Designated Members to be elected from amongst equity-deserving Members, equity-deserving as defined in NSTU Operational Procedures. One (1) Designated Member shall be elected from each of the following Regions:**

- (i) **South-West (incorporating the geographical regions of Annapolis Valley, South Shore, and Tri-County)**
- (ii) **Central (incorporating the geographical region of Halifax)**
- (iii) **North-East (incorporating the geographical regions of Cape Breton Victoria, Chignecto, and Strait)**

With CSANE and APSEA NSTU Members eligible to run in their given geographical Region and APSEA Members employed outside of Nova Scotia eligible to run in the North-East geographical Region.

- (ed) A Provincial Executive Member must be an Active Member of the NSTU.
- (de) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

- (a) The Table Officers of the Union shall be:
 - (i) the President,
 - (ii) the ~~First~~ Vice-President, **and**
 - (iii) ~~the Second Vice-President,~~
 - ~~(iv) the Secretary-Treasurer, and~~
 - ~~(v) the Immediate Past President.~~
- (b) Table Officers are Members of the Provincial Executive.
- (c) ~~The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

- (a) A majority of the Provincial Executive shall constitute quorum.
- (b) There shall be at least six (6) regular meetings of the Provincial Executive each year.
- (c) The President may call a Special Meeting of the Provincial Executive.
- (d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.
- (e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.
- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.

- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.
- (d) The Designated Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (c), following the process outlined in Operational Procedures for Regional Members.**

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members **or Designated Member** shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member **or Designated Member** shall serve for more than two (2) consecutive terms as a Regional Member **or Designated Member**. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office. **A Designated Member may be re-elected as a Designated Member once absent from the Provincial Executive in this capacity for a full term of office.**
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President,~~ **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**
- ~~(f) The term of office for the Immediate Past President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice President as Second Vice President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary Treasurer as Secretary Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.

- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.
- 6. TEMPORARY ABSENCE**
- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
 - (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice-President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
 - (c) In the temporary absence of the ~~Second Vice-President~~ or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
 - (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
 - (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.
- 7. VACANCY**
- (a) A vacancy shall occur in the event of removal, resignation, or death.
 - (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
 - (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
 - (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.~~
 - b. ~~If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of~~

~~its Members as Acting First Vice President until a by-election is held. The election shall be by majority vote.~~

- a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
- eb. A by-election shall be held at Annual Council to complete the term of office.
- (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice President shall assume the office as First Vice President for the remainder of the term.~~
 - b. ~~If the Second Vice President is unable or unwilling to assume the office as First Vice President, the Provincial Executive shall elect one (1) of its Members as First Vice President for the remainder of the term. The election shall be by majority vote.~~
- (d) ~~For a vacancy in the office of Second Vice President or Secretary Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;
 - (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:

- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
- (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
- (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
- (iv) determine the place and date and make arrangements for workshops and special Council meetings;
- (v) issue a post-Council press release;
- (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

9. COMMITTEES OF THE PROVINCIAL EXECUTIVE

Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 5

By-Law Amendments as Required for Model VI – Alternative Provincial Executive Structure

What follows is the language to amend the NSTU By-Laws by substitution to accomplish Model IV – Alternative Provincial Executive Structure for three (3) Table Officers and fourteen (14) Regional Members with five (5) of the Regional Members’ positions being reserved for Equity-Deserving Members:

The By-Law Article III, as amended by substitution, would then read:

ARTICLE III – THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the ~~First Vice-President, the Secretary-Treasurer Immediate Past-President, and twenty-one (21)~~ **fourteen (14)** Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) **Annapolis Valley** **2 members**
 - (ii) **Atlantic Provinces Special Education Authority (APSEA)** **1 member**

(iii) Cape Breton-Victoria	2 members
(iv) Chignecto	2 members
(v) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 members
(vi) Halifax	2 members
(vii) South Shore	1 member
(viii) Strait	1 member
(ix) Tri-County	1 member
(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

(c) Each Region listed in 1. (b) that has two (2) Regional Members shall have one (1) of those seats designated for an equity-deserving Member, equity-deserving as defined in NSTU Operational Procedures.

~~(ed)~~ A Provincial Executive Member must be an Active Member of the NSTU.

~~(de)~~ A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

2. TABLE OFFICERS

(a) The Table Officers of the Union shall be:

- (i) the President,
- (ii) the ~~First~~ Vice-President, **and**
- (iii) the ~~Second~~ Vice-President,
- ~~(iv) the Secretary-Treasurer, and~~
- ~~(v) the Immediate Past President.~~

(b) Table Officers are Members of the Provincial Executive.

~~(c) The Second Vice-President and the Secretary-Treasurer remain Regional Members while serving as Table Officers.~~

3. GOVERNANCE

(a) A majority of the Provincial Executive shall constitute quorum.

(b) There shall be at least six (6) regular meetings of the Provincial Executive each year.

(c) The President may call a Special Meeting of the Provincial Executive.

(d) The President shall call a Special Meeting of the Provincial Executive when requested in writing by a two-third (2/3) majority of the Provincial Executive.

(e) The Provincial Executive may determine its own procedure as set out in Operational Procedures which shall not be inconsistent with these By-Laws, NSTU Standing Orders, or the *Teaching Profession Act*.

- (f) Resolutions and recommendations being forwarded to Annual Council by the Provincial Executive require a two-thirds (2/3) majority vote of the Provincial Executive.
- (g) Roll call votes are taken upon the approval of at least one-fifth (1/5) of the Members of the Provincial Executive.
- (h) The Executive Director shall be responsible for recording the minutes of Provincial Executive meetings. Minutes, once approved, shall be signed by the Secretary-Treasurer and President, shall be kept by the Executive Director as the official record of the Provincial Executives proceedings, and shall be posted to the NSTU website (NSTU web account log-in required).
- (i) Regular meetings of the Provincial Executive are open to Active and Reserve Members of the NSTU except for those portions of the meeting recommended by the Table Officers and confirmed by two-third (2/3) majority vote to be held in Closed Session.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The ~~First~~ Vice-President **and Secretary-Treasurer** shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) ~~The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.~~
- (~~dc~~) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President, ~~or First Vice-President,~~ **or Secretary-Treasurer** shall be two (2) years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) No ~~First~~ Vice-President shall serve for more than two (2) consecutive terms as the ~~First~~ Vice-President. A ~~First~~ Vice-President may be re-elected as ~~First~~ Vice-President once absent from the Provincial Executive in this capacity for a full term of office.
- (f) **No Secretary-Treasurer shall serve for more than two (2) consecutive terms as the Secretary-Treasurer. A Secretary-Treasurer may be re-elected as Secretary-Treasurer once absent from the Provincial Executive in this capacity for a full term of office.**

- ~~(f) The term of office for the Immediate Past President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.~~
- ~~(g) The term of office of the Second Vice President as Second Vice President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice President may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- ~~(h) The term of office of the Secretary Treasurer as Secretary Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.~~
- (ig) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jh) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

6. **TEMPORARY ABSENCE**

- (a) In the temporary absence of the President, the ~~First~~ Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the ~~First~~ Vice-President, the ~~Second Vice President~~ **Secretary-Treasurer** shall perform the duties of the ~~First~~ Vice-President.
- (c) In the temporary absence of the ~~Second Vice President~~ or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer **or may be performed by a Regional Provincial Executive Member as appointed by the Provincial Executive.**
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.
- (e) A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

7. **VACANCY**

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
 - (i) If the vacancy occurs within the first fifteen (15) months of the term:
 - a. The ~~First~~ Vice-President shall assume the office as Acting President until a by-election is held.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.
 - c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
 - (ii) If the vacancy occurs after the first fifteen (15) months of the term:

- a. The ~~First~~ Vice-President shall assume the office as President for the remainder of the term.
 - b. If the ~~First~~ Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of ~~First~~ Vice-President **or Secretary-Treasurer** the following shall apply:
- (i) If the vacancy occurs within the first nine (9) months of the term:
 - a. ~~The Second Vice President shall assume the office as Acting First Vice President until a by-election is held.~~
 - b. ~~If the Second Vice President is unable or unwilling to assume the office as Acting First Vice President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice President until a by-election is held. The election shall be by majority vote.~~
 - a. **The Provincial Executive shall elect one (1) of its Members as Acting Vice-President or Acting Secretary-Treasurer until a by-election is held. The election shall be by majority vote.**
 - eb. A by-election shall be held at Annual Council to complete the term of office.
 - (ii) If the vacancy occurs after the first nine (9) months of the term **the Provincial Executive shall elect one (1) of its Members as the Vice-President or Secretary-Treasurer for the remainder of the term.**
 - a. ~~The Second Vice President shall assume the office as First Vice President for the remainder of the term.~~
 - b. ~~If the Second Vice President is unable or unwilling to assume the office as First Vice President, the Provincial Executive shall elect one (1) of its Members as First Vice President for the remainder of the term. The election shall be by majority vote.~~
- (d) ~~For a vacancy in the office of Second Vice President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.~~
- (ed) When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

8. DUTIES

- (a) The President shall:
 - (i) preside over all meetings of the Council and of the Provincial Executive, and shall have general oversight of the affairs of these bodies;
 - (ii) be an ex officio member of all NSTU committees;

- (iii) perform such other duties as delegated by the Council or the Provincial Executive; and,
 - (iv) convene a minimum of two conferences per year of NSTU Local Presidents and Regional Representative Council Chairs.
- (b) Notwithstanding 8. (a) (i), the Provincial Executive shall appoint an individual to serve as an Independent Chair for the business sessions of Annual Council.
- (c) The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the *Teaching Profession Act*, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:
- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
 - (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
 - (iv) determine the place and date and make arrangements for workshops and special Council meetings;
 - (v) issue a post-Council press release;
 - (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
 - (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
 - (viii) determine the boundaries of the Locals;
 - (ix) publish a magazine or other official publications;
 - (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
 - (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.
- 9. COMMITTEES OF THE PROVINCIAL EXECUTIVE**
- Committees required for the efficient running of the NSTU shall be appointed, constituted, and have their duties defined as provided in Standing Orders and Operational Procedures.

SECTION 6

Operational Procedures Amendments as Required for Alternative Table Officers

These amendments could be implemented independent of other proposed models for Provincial Executive structure reform. What follows is draft language to amend the NSTU Operational Procedures to accomplish the Alternative Model for the Table Officers:

NSTU OPERATIONAL PROCEDURES

1. ANNUAL COUNCIL PROCEDURES

C. COUNCIL PROCEDURES

- I. At Annual Council the Table Officers (President, **Vice-President, and** Secretary-Treasurer, ~~two (2) Vice-Presidents, and Past President~~) and the Executive Director shall sit at the head table. Provincial Executive Members shall sit at the head table during the Opening Session until immediately following the singing of the National Anthem, at which time they will be excused and allowed to sit with their Locals.

4. COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

J. PERSONNEL COMMITTEE

I. Mandate

The Executive Director is the senior administrator of the NSTU; is responsible to the President and the Provincial Executive; and is solely responsible for the general day-to-day administration of the NSTU including hiring of and assigning duties to the staff of the organization. The Committee shall act as a small, functional working group to assist the Executive Director, specifically the Committee shall:

- a. review program area requirements, aims, and objectives, in particular, examine staff deployment and relative workload and make recommendations to the Executive Director regarding same;
- b. develop and review policies and procedures regarding the human resources of the NSTU and make recommendations to the Executive Director regarding same;
- c. recommend to the Provincial Executive for their ratification a candidate to hire for the position of Executive Director, where the Provincial Executive has decided to conduct a search for candidates;
- d. prepare and conduct negotiations with the various classifications of staff and present asking packages and tentative agreements to the Provincial Executive for their ratification; and,
- e. follow the procedures outlined in Operational Procedures 17 – Staffing & Human Resources.

II. Composition and Term

- a. The Committee shall consist of four (4) Provincial Executive Members, one of which will be the ~~Second~~ Vice-President (who shall serve as Chair).
- b. Provincial Executive Members appointed to the Committee shall serve renewable one (1) year terms.
- c. The NSTU President is a full voting member of the Committee, exercising ex officio power, and should participate as regularly as possible.
- d. The Executive Director shall serve on the Committee, consistent with the roles and responsibilities of the office.
- e. A quorum of the Committee shall be three (3) Members.

- f. The Provincial Executive should make every reasonable attempt to ensure a carry-over of at least one (1) member from year-to-year.

III. Meeting Frequency

The Committee shall meet regularly and report at least semi-annually to the Provincial Executive.

IV. Training

There shall be a training session at the beginning of each year for all members of the Committee.

6. BOARDS, FOUNDATIONS, AND TRUSTEES OF THE NSTU

D. TEACHERS' PENSION BOARD

I. Composition and Term

- a. The NSTU representatives on the Nova Scotia *Teachers' Pension Board* consist of:
 - i. the NSTU President;
 - ii. ~~the Immediate Past President~~, or a person designated by the Provincial Executive;
 - iii. the Executive Director; and,
 - iv. an Executive Staff Officer responsible for pension matters.
- b. In the event that a *Teachers' Pension Board* member named for office is unable to serve, then the NSTU shall appoint a replacement on a temporary or permanent basis.

II. Pension Board Representation

The Executive Staff liaison to the *Teachers' Pension Board* is named designate to the NSTU Pension Committee.

9. ELECTION PROCEDURES

D. ELECTIONS CONDUCTED AT ANNUAL COUNCIL – ~~FIRST VICE-PRESIDENT, SECRETARY-TREASURER, DISCIPLINE COMMITTEE, PROFESSIONAL COMMITTEE, RESOLUTIONS COMMITTEE, AND CTF DELEGATES~~

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of ~~First~~ Vice-President,
 - ii. **office of Secretary-Treasurer,**
 - iii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iv. members serving on the Discipline Committee,
 - v. members serving on the Professional Committee, and
 - vi. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.

- f. Nominations for the office of ~~First~~ Vice-President **and Secretary-Treasurer** shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.
- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

V. Financial

- a. Campaign spending by or on behalf of each ~~First~~ Vice-Presidential **or Secretary-Treasurer** Candidate may not exceed one thousand five hundred dollars (\$1,500).
- b. Campaign spending by or on behalf of each committee or CTF delegate candidate may not exceed one hundred dollars (\$100).
- c. Candidates are solely responsible for all campaign spending.
- d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
- e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
- f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
- g. ~~First~~ Vice-Presidential Candidates' financial statement reports shall be published in *The Teacher*.
- h. Secretary-Treasurer Candidates' financial statement reports shall be published in *The Teacher*.**

VI. Candidates' Publicity

- a. Each Candidate shall be permitted to have an insert in an issue of *The Teacher* prior to council. The insert to include:
 - i. one (1) head and shoulder photograph;
 - ii. a one hundred and fifty (150) word biography of personal, educational, and career achievements; and,
 - iii. a platform of objectives, not to exceed six hundred (600) words for ~~First~~ Vice-Presidential **or Secretary-Treasurer** Candidates and not to exceed three hundred (300) words for all other Candidates.
- b. The Candidate's material for the insert must be forwarded to *The Teacher* at least fifteen (15) business days prior to publication.
- c. Inserts will appear in *The Teacher* in alphabetical order by office.
- d. ~~First~~ Vice-Presidential **and Secretary-Treasurer** Candidates shall have two (2) opportunities to have inserts in *The Teacher* in subsequent issues.

VII. Election of ~~First~~ Vice-President and Secretary-Treasurer

- a. A candidate must obtain a majority of the votes cast to be elected as the ~~First~~ Vice-President **or Secretary-Treasurer** of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.

- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of ~~First~~ Vice-President **or Secretary-Treasurer**, the decision shall be by lottery. (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Independent Chair of Council)

VIII. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, ~~First~~ Vice-Presidential **or Secretary-Treasurer** Candidates may attend Annual Council at the expense of the Union.
- b. A Provincial All Candidates' Forum shall be held during the Opening Session of Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to twenty (20) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.
- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

15. PROVINCIAL EXECUTIVE

E. TABLE OFFICERS' RESPONSIBILITIES

- I. Provide recommendations to the Provincial Executive on matters that arise between Provincial Executive meetings.
- II. Facilitate the business of the NSTU.
- III. Review agendas for Provincial Executive meetings.
- IV. Recommend items for closed sessions for Provincial Executive meetings.
- V. Prepare recommendations for a schedule of Provincial Executive meetings.
- VI. Approve benevolent fund requests.
- VII. Process general funding requests and make recommendations to the Provincial Executive.
- VIII. Prepare Provincial Executive Planning agenda.
- IX. Report on Canadian Teachers' Federation activities.
- X. In the event that the NSTU President is serving as a CTF Vice-President, NSTU representation to the CTF Board of Directors in the place of the NSTU President, shall be the ~~First~~ Vice-President, or if unable to attend, the **Secretary-Treasurer** ~~Second Vice-President~~.
- XI. Report on CAPTTO activities.
- XII. Such other duties as requested by the Provincial Executive.
- XIII. ~~The NSTU Past President shall act in an advisory capacity to the NSTU President and shall perform such duties and exercise such powers as may be delegated to them from time to time by the NSTU President and/or the Provincial Executive.~~

18. STAFFING & HUMAN RESOURCES

C. SECONDMENT OF STAFF

- I. Only Active Members of the Nova Scotia Teachers Union may be seconded.
- II. The Provincial Executive, on the recommendation of the Executive Director, shall make the decision as to whether to supplement staffing levels through secondment, and if so, the duration of the appointment.
- III. Individuals may be seconded to supplement the work of the permanent staff of the Union; to increase the staff available to the Union when the demand exceeds

the capacity of the permanent staff; or to respond to a specific need of the organization.

- IV. Individuals may be seconded to provide a service or program over a period of weeks; to serve as a resource person or liaison with a Union committee or group; or to initiate and/or implement a specific program, project, or task on behalf of the Union.
- V. Candidates for secondment shall be identified through periodic placement of advertisement in *The Teacher*, through the NSTU Webmail, and through the NSTU Website. The purpose in advertising is to solicit expressions of interest in performing a staff function in various aspects of Union work.
- VI. Interested individuals shall be requested to complete an application form that is held for a period of one (1) year. Seconded individuals shall be selected from the existing file.
- VII. Individuals shall be seconded through recommendation by the Executive Director to the President and ~~Second~~ Vice-President (Chair of the Personnel Committee).

D. PROGRAM REVIEWS AND STAFF EVALUATIONS

- I. The Executive Director, as senior administrator of the NSTU, is responsible for conducting program reviews and staff evaluations.
- II. Complaints pertaining to performance by an individual Professional Executive Staff Officer shall be handled at the administrative level. Except in unusual circumstances, a complaint should first be made, in writing, to the individual Professional Executive Staff Officer involved. If the complainant is not satisfied with the response from the Staff Officer, then the complainant may refer the complaint, in writing, to the Executive Director. The Executive Director has the explicit authority to conduct an investigation and to consult legal counsel for advice. The Executive Director's response to the complaint shall be final.
- III. Complaints pertaining to performance by the Executive Director shall be handled at the senior Executive level. Except in unusual circumstances, a complaint should first be made, in writing, to the Executive Director. If the complainant is not satisfied with the response from the Executive Director, then the complainant may refer the complaint, in writing, to the ~~Second~~ Vice-President (Chair of the Personnel Committee). The ~~Second~~ Vice-President has the explicit authority to conduct an investigation and to consult legal counsel for advice.

SECTION 7

Operational Procedures Amendments as Required for Model IV – Alternative Provincial Executive Structure

What follows is draft language to amend the NSTU Operational Procedures to accomplish Model IV – Alternative Provincial Executive Structure for the Designated Members.

NSTU OPERATIONAL PROCEDURES

9. ELECTION PROCEDURES

D. ELECTIONS CONDUCTED AT ANNUAL COUNCIL – ~~FIRST~~ VICE-PRESIDENT, SECRETARY-TREASURER, DESIGNATED MEMBERS OF THE PROVINCIAL EXECUTIVE, DISCIPLINE COMMITTEE, PROFESSIONAL COMMITTEE, RESOLUTIONS COMMITTEE, AND CTF DELEGATES

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of ~~First~~ Vice-President,
 - ii. office of Secretary-Treasurer,**
 - iii. Designated Members on the Provincial Executive,**
 - iiiv.** NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iiiv.** members serving on the Discipline Committee,
 - ivi.** members serving on the Professional Committee, and
 - vii.** members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.
- f. Nominations for the office of ~~First~~ Vice-President **and Secretary-Treasurer** shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.
- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

V. Financial

- a. Campaign spending by or on behalf of each ~~First~~ Vice-Presidential **or Secretary-Treasurer** Candidate may not exceed one thousand five hundred dollars (\$1,500).
- b. Campaign spending by or on behalf of each committee, **Designated Member on the Provincial Executive**, or CTF delegate candidate may not exceed one hundred dollars (\$100).
- c. Candidates are solely responsible for all campaign spending.
- d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
- e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
- f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
- g. ~~First~~ Vice-Presidential Candidates' financial statement reports shall be published in *The Teacher*.
- h. Secretary-Treasurer Candidates' financial statement reports shall be published in *The Teacher*.**

Appendix B – Summary of Alternative Provincial Executive Structure Models One-Pager

Model I Status Quo PE	Model II Alternative PE	Model III Alternative PE	Model IV Alternative PE	Model V Alternative PE	Model VI Alternative PE
Up to 5 Table Officers 21 Regional Members (2 of which are Table Officers) Total – 23/24	3 Table Officers 9 Regional Members Total – 12	3 Table Officers 14 Regional Members Total – 17	3 Table Officers 9 Regional Members 2 Designated Members Total – 14	3 Table Officers 9 Regional Members 3 Designated Members Total – 15	3 Table Officers 14 Regional Members (5 which are Designated) Total – 17
Table Officers (4/5) President First Vice-President Second Vice-President Secretary-Treasurer Past-President	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer	Table Officers (3) President Vice-President Secretary-Treasurer
Regional Members (21) (i) Annapolis/Hants West/Kings (2) (ii) Antigonish/Guysborough (1) (iii) APSEA (1) (iv) Cape Breton District (2) (v) Colchester/East Hants (1) (vi) CSANE (2) (vii) Cumberland (1) (viii) Dartmouth (1) (ix) Digby/Shelburne/Yarmouth (2) (x) Halifax City (2) (xi) Halifax County (2) (xii) Inverness/Richmond (1) (xiii) Lunenburg/Queens (1) (xiv) Northside Victoria (1) (xv) Pictou (1)	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (14) (i) Annapolis Valley (2) (ii) APSEA (1) (iii) Cape Breton-Victoria (2) (iv) Chignecto (2) (v) CSANE (2) (vi) Halifax (2) (vii) South Shore (1) (viii) Strait (1) (ix) Tri-County (1)	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (9) (i) Annapolis Valley (ii) APSEA (iii) Cape Breton Victoria (iv) CSANE (v) Chignecto (vi) Halifax (vii) South Shore (viii) Strait (ix) Tri-County	Regional Members (14) (i) Annapolis Valley (2) (ii) APSEA (1) (iii) Cape Breton-Victoria (2) (iv) Chignecto (2) (v) CSANE (2) (vi) Halifax (2) (vii) South Shore (1) (viii) Strait (1) (ix) Tri-County (1)
Designated Members (0) No allowance for Designated Members	Designated Members (0) No allowance for Designated Members	Designated Members (0) No allowance for Designated Members	Designated Members (2) Elected at Council by Voting Delegates (i) inside HRM (ii) outside HRM	Designated Members (3) Elected Regional from (i) South-West (ii) Central (iii) North-East	Designated Members (5) Elected Regional from (i) Annapolis Valley (ii) Cape Breton-Victoria (iii) Chignecto (iv) CSANE (v) Halifax
\$231,290.50 (cost) \$240,040.50 (cost with Past President)	\$105,605.00(cost) \$125,685.50 (cost savings)	\$151,230.00 (cost) \$80,060.50 (cost savings)	\$123,235.00 (cost) \$108,055.50 (cost savings)	\$132,980.00 (cost) \$98,310.50 (cost savings)	\$151,230.00 (cost) \$80,060.50 (cost savings)

Appendix C – By-Law Amendments Required for Alternative Local/Regional Structures Models

No By-Law or Operational Procedure amendments would be required to implement either of the alternative models in this section. By-Laws and Operational Procedures could be amended at a later date.

SECTION 1

By-Law Amendments as Required for Model II – Alternative Local/Regional Structure

Though not required to implement this model, if this model is implemented then NSTU By-Law Article V – Regional Governance would be redundant and should be rescinded.

SECTION 2

Operational Procedure Amendments as Required for Model II – Alternative Local/Regional Structure

Though not required to implement this model, if this model is implemented then NSTU Operational Procedure 16 – Regional Representative Council would be redundant and should be rescinded.

SECTION 3

Model III – Alternative Local/Regional Structure

No By-Law or Operational Procedure amendments would be required to implement Model III or following adoption of this model.

Appendix D – Amendments Required to Local Model Constitution for Model II – Alternative Mandated Local Committees

What follows is draft language to amend the Local Model Constitution to accomplish Model II – Alternative Mandated Local Committees:

LOCAL CONSTITUTION MODEL

Article IV *Local Executive*

Role: Planning, and implementation of the policies and directives of the Provincial Executive.

- [1] The Local Executive includes the following from the Active Membership of the Local:
- (a) President
 - (b) First Vice President

NOTE:

The Local Executive must include a President and First Vice President as outlined in NSTU By-Law. The Local has the ability to have other Executive Members, the typical would be such Executive positions as:

- Secretary
- Treasurer
- Immediate Past President
- Vice President – Communications (Public Relations, Public Affairs)
- Vice President – Professional Development,
- other Vice Presidents with designated roles, and possibly
- Member(s)-at-Large.

Executive positions should be listed here following (b). Once the Local Membership decides on their structure through adoption of a Constitution duly ratified by the Provincial Executive this should be the Executive structure for the Local.

- [2] Local Executive Members are expected to fully attend as well as actively participate in all meetings of the Local.
- [3] Local Executive Members are responsible to fairly represent Local Executive decisions when speaking on issues addressed by the Local Executive.
- [4] The President and First Vice-President shall serve as Members of the Regional

Representative Council.

~~[5] A Member of the Local Executive shall be designated as the New Member Contact Person.~~

~~[6] A Member of the Local Executive shall be designated as the Substitute Teacher Contact Person.~~

[5] A Member of the Local Executive shall be designated as the Contact Person for the following functions:

- (a) Equity**
- (b) New Member**
- (c) Resolutions**
- (d) Status of Women**
- (e) Substitute Teacher**

Article VI ***Committees***

[1] The Local Executive establishes the following Standing Committees.

- (a) Finance
- (b) Nominating
- ~~(c) Communications (Public Relations/Public Affairs)~~
- ~~(d) Professional Development~~
- ~~(e) Resolutions~~
- ~~(f) New Member~~

NOTE:

The Local Executive must establish the committees already listed in the model. The Local has the ability to establish other committees, the typical would be such committees as:

- **Communications**
- **Member Engagement**
- **New Member**
- **Professional Development**
- **NSTU Leadership Development**
- **Public Relations/Public Affairs**
- **Public Relations/Political Action**
- **Resolutions**
- Social
- Substitute Teachers
- Equity
- Status of Women, and
- other committees as deemed desirable by the Local.

Additional committees should be listed here following (f). Once the Local Membership decides on their structure through adoption of a Constitution duly ratified by the Provincial Executive this should be the committee list for the Local.

- [2] The Local Executive shall appoint members to each Standing Committee on an annual basis.
- [3] The Local Executive may appoint *ad hoc* committees as circumstances dictate.
- [4] All Standing Committees of the Local shall be chaired by a Local Executive Member.
- [5] The Local Treasurer shall chair the Finance Committee.