

ANNUAL COUNCIL WORKBOOK 2025

Delegate Name:

Representing:



The Westin Nova Scotian May 2 to 4, 2025



MISSION

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

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



Nova Scotia Teachers Union

OFFICE OF THE PRESIDENT

DR. TOM PARKER BUILDING



May 2, 2025

Dear Colleagues,

Pjila'si, bienvenue, and welcome to the 104th Annual Council of the Nova Scotia Teachers Union.

Council is a pivotal event for our Union. It is a time when delegates representing every aspect of our membership, including our locals, regions, professional associations and standing committees of the NSTU, come together to shape the future of our profession. It is an opportunity to engage in meaningful discussions, share diverse perspectives, and make decisions that will guide our Union in the year ahead.

As the **unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education.** This mission underscores everything we do at Council, from debating resolutions to setting policy and electing key leaders. Together, as the supreme governing body of the NSTU, we determine the direction of our organization and reaffirm our collective commitment to both educators and publicly funded education.

This year, 267 delegates will deliberate on 68 resolutions, decisions that will impact not only our members but also the students and communities we serve. Beyond resolutions, we will also make critical choices regarding our Union's budget, services, and ongoing advocacy efforts. Each of you plays an essential role in ensuring the NSTU remains a strong and united voice for teachers.

I want to extend my sincere appreciation for your dedication, both in your classrooms and within our Union. Your engagement and commitment are the driving forces behind our strength and solidarity. By working together, we ensure that the NSTU continues to be a powerful advocate for teachers, teacher specialists and for the future of public education in Nova Scotia.

I look forward to the thoughtful debates and discussions ahead, and I thank you for your active participation in this essential process.

In solidarity,

A handwritten signature in black ink, appearing to read 'Peter Day', with a stylized flourish at the end.

Peter Day

ANNUAL COUNCIL 2025

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EVALUATION

WELCOME

To the 104th Annual Council of the Nova Scotia Teachers Union



2024-2025 Provincial Executive

Seated: Duncan Cameron (Halifax County), Ryan Lutes (Past President), Peter Day, President, Jo-Leigh MacPhee (First Vice-President), and Vera Ryan (Digby-Shelburne-Yarmouth).

Standing front row: Paula Landry (Inverness-Richmond), Jemita Buchanan (Annapolis-Hants West-Kings), Georgette Samson (CSANE), Line Murphy (CSANE), Melissa Deveau (Annapolis-Hants West-Kings), and Nancie de la Chevotière (Halifax City).

Back row: Kim Dunning (Northside-Victoria), Sharon Midwinter (Cumberland), Myla Borden (Pictou), John MacKinnon (Digby-Shelburne-Yarmouth), Taunya Pynn Crowe (Secretary-Treasurer, Colchester-East Hants), Rachelle MacIsaac (Cape Breton District), Andrew McCara (APSEA), Mark Savoury (Dartmouth), Janet O'Brien (Antigonish-Guysborough), Ben Sichel (Halifax City), and Grant Frost (Halifax City).

Missing: Sarah Tutty (Second Vice-President, Lunenburg County-Queens), Crystal Sampson (Cape Breton District).



NOVA SCOTIA TEACHERS UNION
 104th Annual Council – May 2-4, 2025
 Westin Nova Scotian

FRIDAY, MAY 2

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

7:30 p.m.

OPENING SESSION

General Session

- Acknowledgement of Traditional Territory
- Call to Order
- National Anthems
- Welcome to Distinguished Guests
- Introduction of the Head Table & Provincial Executive
- Remembrance
- Announcements
- Introduction of the 2025 Council Independent Chair

Commonwealth AB

Business Session

- Adoption of the Agenda
- Adoption of the 2024 Annual Council Minutes – May 3-5, 2024
- Report of the NSTU President, Peter Day
- NSTU President 30 minute Question & Answer Period
- Reports to Council 2025 & Question Period on Reports
- Report of the Council Elections Committee for First Vice-President
First Vice Presidential Candidates' Presentation; each candidate gives a 7-minute presentation, followed by a 20 minute Question & Answer Period.

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

SATURDAY, MAY 3

SESSION I – MORNING SESSION

Commonwealth AB

8:30 a.m. Housekeeping Announcements

TIMED ITEM

8:35 a.m. Presentation of the Audited Financial Statement/ Statement of Financial Condition, Budget year ending July 31, 2024 *Closed Session*

8:50 a.m. Presentation of Proposed Budget for 2025-2026 & Questions *Closed Session*
 Costed Resolutions

TIMED ITEM

10:20 a.m. CTF Presentation – *Jenny Regal, CTF/FCE Vice-President*

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

10:45 a.m. 2025 Resolutions continued

12:00 p.m. – 2:00 p.m. **Lunch**

SESSION II – AFTERNOON SESSION

TIMED ITEM – All Committee Elections

2:00 p.m.	CTF Delegate Discipline Committee Professional Committee Resolutions Committee Election of First Vice-President 2025 Resolutions <i>continue</i>
3:15 p.m. – 3:30 p.m.	Coffee Break 2023 Resolutions <i>continue</i>
5:30 p.m.	Recess

SUNDAY, MAY 4

SESSION III

TIMED ITEM

9:00 a.m.	Discussion and Adoption of the Budget August 1, 2025 – July 31, 2026	<i>Closed Session</i>
10:30 a.m.	Remarks to Council 2025 by <i>NSTU Executive Director, Steve Brooks</i> 30 minute Question & Answer Period – <i>NSTU Executive Director, Steve Brooks</i> Conclude 2025 Resolutions	
11:30 a.m.	New Business Closing Remarks & Presentations Adjournment	

OTHER EVENTS

Health Kiosk

Westin Nova Scotian – Lunenburg Room
Friday 4:00 p.m. – 7:00 p.m.
Saturday 8:00 a.m. – 12:00 p.m.

NSTU Photo Booth

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

Biographies of Speakers & Guests at the Annual Council 2025

Peter Day, President NSTU

Peter Day began his term as President of the Nova Scotia Teachers Union (NSTU) on August 1, 2024. Prior to assuming this role, he served as a technology mentor for the Cape Breton-Victoria Regional Centre for Education. Over the course of his 22-year teaching career, Peter has primarily taught mathematics and science, working with students from Grades 3 to 12 across various schools in the Strait and Cape Breton-Victoria regions.

Peter has been deeply involved in the NSTU at both the provincial and local levels. He served on the NSTU Provincial Executive for seven years, including a term as Secretary-Treasurer from 2021 until his election as President. During his tenure on the Provincial Executive, he chaired the Finance & Property Committee and liaised with the Professional Associations Coordination, Curriculum, Governance & Policy, and Technology Committees. He was also a member of the Personnel and Nominating Committees. At the local level, Peter held executive positions within the Northside-Victoria and Cape Breton District Locals, including First Vice-President, Secretary, and Vice-President of Professional Associations/Public Relations.

Peter holds a Bachelor of Science with a major in Chemistry and a Bachelor of Education from St. Francis Xavier University. He has also earned a Certificate of Mathematical Sciences from Saint Mary's University and a Master of Education in Curriculum and Instruction from Mount Saint Vincent University. Most recently, he completed a Diploma in Instructional Leadership through the Educational Leadership Consortium of Nova Scotia.

As NSTU President, Peter represents Nova Scotia educators on the Canadian Teachers' Federation (CTF/FCE) Executive Committee and serves as a Vice-President-at-Large for the Nova Scotia Federation of Labour.

A proud Cape Bretoner, Peter enjoys spending time with family and friends, creating lasting memories through community storytelling in the game of Dungeons & Dragons. He is also an avid fan of the science fiction and fantasy genres, immersing himself in comic books, movies, and novels that fuel his imagination and passion for storytelling.

Steve Brooks, NSTU Executive Director

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

A former district leader, school administrator and teacher, Brooks holds a Masters of Education in Curriculum and Instruction from Memorial University as well as a Bachelor of Education (High School Social Studies and Religious Studies), and a Bachelor of Arts (Political Science). He also has a Certificate in Industrial Relations from Queens University and has completed numerous training programs including Labour Relations Foundations, Negotiation Skills, and Dispute Resolution.

In 2024, Mr. Brooks was presented the Legacy of Leadership Award from the Memorial University of Newfoundland's Faculty of Education for outstanding contribution to the Newfoundland and Labrador K-12 Public Education System. At the upcoming Biennial General Meeting of the Newfoundland and Labrador Teacher's Association, Mr. Brooks will be conferred Honourary Membership.

Bill Redden, Independent Chair

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

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

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

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

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

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

Mike Jamieson, Parliamentarian

Mike Jamieson is a long serving union stalwart and activist. He has held many positions over the years at the Local, Regional, and Provincial levels, most recently as a member of the provincial bargaining team. Mike is notable at Council for serving four times as Chair of the Resolutions Committee and his use of procedural motions in chambers. He has worked on the "Dark Side" of the harbour for most of his teaching career and is currently teaching at Island View High School. Building problem solving skills and exploring the mysteries of the universe with students inspires his passion for the

classroom. Mike's involvement in unionism began with an introduction to Annual Council very early in his career and has focused on governance, working conditions, and workplace safety issues. He has participated in the NSTU Leadership Skills Development Institute and the most recent NSTU Parliamentarian training program.

Jenny Regal, Vice President Canadian Teachers' Federation

Jenny began her service to teachers when she became a local school rep in Calgary more than 30 years ago. After joining her local communications committee, members of the local executive saw some potential in her and encouraged her to run for a position as an elementary representative on the executive. She learned about governance, policy work, bargaining, leadership, advocacy, strategic thinking, professional development, political engagement, finance, and more at the local level, ultimately serving five years as the president of Calgary Public Teachers, one of the largest teacher locals in Canada.

She began work at the provincial level, serving as a district representative and six years as vice president. During those years, she honed skills in governance, policy work, bargaining, leadership, advocacy, strategic thinking, and finance, including being a delegate to the CTF/FCE AGM in Montreal in 2016.

She was elected as a CTF/FCE vice president in 2019. After attending many CTF/FCE-affiliated events, from national symposia and forums to international commissions, she realized she could find new levels of satisfaction by taking her service to new levels. She has worked with colleagues from coast to coast to coast in the areas of Indigenous education, the teaching profession, constitution and bylaws work, and more. She's represented the CTF/FCE in Nunavut, PEI, Manitoba, Ontario, and Saskatchewan, and attended three Education International World Congresses.

She is committed to advocating for publicly funded public education, strengthening conditions of professional practice for colleagues from coast to coast to coast, advancing the critical importance of unionism, and empowering all who seek equity through social justice at home, across Canada, and around the world.

DRAFT List of 2025 Council Participants

As of March-6-25

Annapolis Local

Voting

Amber Corkum
Jeannie Montgomery
Angela Wyllie

Alternate

Karlee Perry

Observer

Jen Handspiker

Antigonish Local

Voting

Jerry Delory
Robin Hayne
Julie McVicar
Mike Stewart

Alternate

Jyl Boyle

Observer

Jason Fraser

APSEA Local

Voting

Beth Button
Rachel Smith
Amanda Weaver

Cap Breton District Local

Voting

Yolanda Aubrecht
Keli Brewer
Irene Grezel
Kenna MacLean
Heather MacLean
Carol Anne MacMaster
Adam Martin
Jan Mills
Peter Murphy
Delynn Reid
Wayne Royal
Mike Sidney
Dawn Spracklin
Jeff Wilson

Observer

Shannon Moores

Colchester-East Hants Local

Voting

Nadine Arnold
Sarah Chamberlain-Boyle
Daniel Dorshenko

Mike Fougere
Wendy Gould
Kasi Humber
Stephanie Isenor
Renelle John
Stephanie McIssac
Lauchie MacKinnon
Katrina Murphy
Shannon Roy
Colleen Scott

Julia Shaw

Kerri Veno

Gina White

Alternate

Kerry Doucette
Lori MacIntosh

CSANE Local

Voting

Ian Comeau
Isabelle Cotnoir
Collène Cyr
Catherine Farrow
Kent Fraser
Sue Larivière-Jenkins
Virginie Latour
Rémi Maillet
Tara McCormick
Mallory Shemshadi
Danielle Thibault
Jesse Waterman

Alternate

Marie-Christine Baril
Mélanie Delorey

Observer

Delaney Clarke

Cumberland Local

Voting

Kate Cole
Jenn Dwyer
Stacia Findlay
Sarah Henley
Lee-Anne McKoy
Dana Miller

Alternate

Kaitlin Conrad

Observer

Danielle MacQueen

Dartmouth Local

Voting

Vivianne Abdallah
Lisa Allen
Kara Ayers
Daniel Campbell
Margaret Casey
Chris Doiron
Nicole Gandossi
Roxanna John
Therese Boudreau-Mackinnon
Alanna Martell
Jenn Barro Ralph
Jason Ralph
Leon Swinkels
Gus Webb
Cole Wild

Alternate

Julia Clahane
Patricia Irving

Observer

Matt Higgs

Digby Local

Voting

Denise Boudreau
Jillian MacNutt
Danielle Quinlan

Alternate

Tammy Farrell-Walker

Observer

Jennifer Bradley

Guysborough County Local

Voting

Tamara Borden
Lacey Phinney
Matthew Showell

Alternate

Alicia Mills

Observer

Jennifer Clifton

Halifax City Local

Voting

Malik Adams
Mattea Caracristi
Erin Chisholm
Timothy Dawe
Yan Desormeau

Liette Doucet
 Katy Grosicki
 Andrea Heans
 Rochelle Joseph-Shupe
 Zaheka Khan
 Deb MacLean
 Lindsay MacLellan
 Kelly O'Brien
 Paulette O'Connor
 Amanda Patterson
 Sunita Pinet
 Elaine Russell
 Marilyn Skinner
 Amanda Stockley
 Danielle Theriault
 Madeline Thomas
 Charmaine Wilkie
 Caitlin Wilson
 TBA

Alternate

Krissy Brewer
 Jessica Nagle
 Allison Sydney

Halifax County Local

Voting

Erica Ans
 Carolyn Armitage
 Peter Balcom
 Lisa Banks
 Shelly Bembridge
 Mark Blades
 Suzanne Brna
 Tina Broderick
 Gillian Campbell
 Michael Cosgrove
 Gale Doyle
 Elizabeth Drake
 Carla Elliott
 Christine Emberely
 Angela Ewing
 Maureen Finch Purcell
 Leah Gillis
 Cindy Gillis
 Sarah Gurney
 Shawn Hanifen
 Wendy Hargreaves
 Crystal Isert
 Jason Jennings
 Melanie Kennedy-Conrad
 Yvonne LaPierre
 Carrie LeBlanc
 Shelley Luddington

Jodie MacIlreith
 Sarah McCann
 Paul Murphy
 Peter Myatt
 Cindy Ng-Ivanoff
 Paula Oliver
 Crystal Patterson
 Deidra Peverill
 Dionne Reid
 Shelley Rigby
 Lawrence Rigby
 Suzanne Rohland
 Sheri Scott
 Tanya Smith
 Trevor Smith
 Jonathon Sproul
 Rebecca Taylor
 Cynthia Thibodeau
 Elizabeth Thomas
 Kathy Tucker
 Jessica Wells

Alternate

Colleen Cavanaugh
 Angela Dorey
 Lara Fawthrop
 Taryn Nottman
 Jessica Smith
Observer
 Amanda Arnold

Hants West Local

Voting

Tami Cox-Jardine
 Shane Goucher
 Michael Picard
 James Streeter

Alternate

Jan Burke
Observer
 Alex Pemberton

Inverness Local

Voting

Vince Jessome
 Darlene MacLellan
 Colleen Morgan

Alternate

Kim Warcop
Observer
 Kelly Ritcey

Kings Local

Voting

Krista Bishop

Allison Corbett
 Rachel Creasor
 Thérèse Forsythe
 Jacinda Hatton
 Eileen Hiltz
 Nadia Lamrani
 Nisha Langford
 Krista Lunn
 Natalie MacIsaac
 Andrea MacLean
 Joanne Richardson-Landry
 Lauren Slaunwhite

Alternate

Shannon Cooper
 Jeanette Corporon

Observer

Shane MacDow

Lunenburg County Local

Voting

Denise Burgess
 Charlotte Butt
 Barb Chapman
 Meghan Donat
 Sarah Haughn-Fancy
 Sarah Hillier
 Linda MacPhee
 Christine Redmond
 Nathan Singer

Alternate

Jaylene Chase
Observer
 Andrea Conrad

Northside-Victoria Local

Voting

Stacey Barrie
 Dawn MacDonald-Gillis
 Marilyn MacDougall
 Shannon Parsons
 Michelle Pinaud

Alternate

Darlene Bereta
Observer
 Bernadette LeFrense

Pictou Local

Voting

Eliza Abbass
 Heather Coulter
 Brigitte Ehler
 Sarah Grant
 Nikki MacInnis
 Molly MacKenzie

Lisa MacKinnon
 Josh MacKinnon
 Emmy Tremblay-Cornish
Alternate
 Aaron Smith

Queens Local

Voting
 Sarah Baldwin-Penny
 Kelly Brogen
 Brad Murray
Alternate
 Gerry Faber

Richmond Local

Voting
 Shaun Kennedy
 Phil Samson
 Tommy Samson
Alternate
 Sarah Nettleton
Observer
 Jill Landry

Shelburne County Local

Voting
 Claudette Comeau
 Amber Hiltz
 Amanda Rankin

Alternate

Jocelyn Symonds-Smith
Observer
 Kirsten d'Entremont

Yarmouth Local

Voting
 Benton Gallagher
 Denise Stone
 Max Taylor
 Tarah Thompson Schwan
 Chad Warren
Alternate
 Glenys Stephenson
Observer
 Chris Runyan

RRC Chairs (Voting Delegates)

Jonathan Murphy	Annapolis Valley
Dave Currie	Cape Breton-Victoria
Doug Read	Chignecto
Desiree Daniele	Halifax
Mai-Ling Storm	South Shore
Sheila Hawley	Strait
Sarah Acker	Tri-County

REWC Chairs (Voting Delegates)

Laura McCulley	Annapolis Valley
Jill Vallis	Cape Breton-Victoria
Lindsay Crossman-Wheaton	Chignecto
Turk MacDonald	Halifax
Laura Fryday	South Shore
Tracy MacIsaac	Strait
Leah Weare	Tri-County

Provincial Executive (Voting Delegates)

Peter Day	President
Ryan Lutes	Past-President
Jo-Leigh MacPhee	1st Vice-President
Sarah Tutty	2nd Vice-President
Taunya Pynn Crowe	Secretary-Treasurer
Myla Borden	Pictou
Jemita Buchanan	Annapolis-Hants West-Kings
Duncan Cameron	Halifax County
Melissa Deveau	Annapolis-Hants West-Kings
Kim Dunning	Northside-Victoria
Nancie de la Chevotière	Halifax City
Grant Frost	Halifax County
Paula Landry	Inverness-Richmond
Rachelle MacIsaac	Cape Breton District
John MacKinnon	Digby-Shelburne-Yarmouth
Andrew McCara	APSEA
Sharon Midwinter	Cumberland
Line Murphy	CSANE

Janet O' Brien	Antigonish-Guysborough
Vera Ryan	Digby-Shelburne-Yarmouth
Georgette Samson	CSANE
Crystal Sampson	Cape Breton District
Mark Savoury	Dartmouth
Ben Sichel	Halifax City

Professional Associations (Voting Delegates)

Stephanie MacLean	AEA
Jessie Tasker	ATA
Theresa Jennings	ATEC
Liam Timmons	ATENS
Mary Barrington-George	ATYA
Danielle LeBlanc	BETA
Andrew Seymour	CTEANS
Savannah MacDonald	EDANS
Krista Simm	FSTA
Jeff Purchase	NSATEE
Marie-Lou Hamilton	NSLTA
Noelle Wadden	NSMEA
Kim Cook	PETA
Natasha Yorke-Philip	PISA
Meghan MacNeil	SPAA
Dean Marchand	SSTA
Nancy Walzak	TAPHE

Italics indicates also a Local/PE/PA Delegate

Resolutions Committee

Line Murphy, Chair	<i>Executive Member</i>
Sarah Hillier	<i>Lunenburg County</i>
Jason Jennings	<i>Halifax County</i>
Stephen Bradford	<i>Cumberland</i>
Tracy MacIsaac	<i>Inverness</i>

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

Crystal Randell, Chair	Equity Committee
Joël Chiasson, <i>Chair</i>	Insurance Trustees
Andrew Gosney, <i>Chair</i>	PACC
Lynette Babin, <i>Designate</i>	Political Action/Public Relations
Jennifer Moriarty, <i>Chair</i>	Professional Development
Sean McLennon, <i>Chair</i>	Substitute Teacher

Special Guests***Parliamentarian***

Mike Jamieson	Dartmouth
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Honorary Members

Bill Berryman	Former NSTU Executive Staff Officer
Wayne Noseworthy	Former NSTU Executive Director
Bill Redden	Former NSTU Executive Director & Independent Chair

Past Presidents

Harold Doucette	1980-1984
Karen Willis Duerden	1986-1990
Russell MacDonald	1990-1992
Donnie MacIntyre	1996-2000
Shelley Morse	2012-2016
Liette Doucet	2016-2018

Education Partners

Pat Hillier	Vice-President, Retired Teachers Organization
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CTF

Jenny Regal	Vice-President, CTF/FCE
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NSTU Staff

Steve Brooks	Executive Director	Angela Murray	Public Relations Coordinator
Janine Kerr	Assistant Executive Director	Mark Laventure	Communications & PA Officer
Paul Boudreau	Executive Staff	Leah Kutcher	In-House Legal Counsel
Wally Fiander	Executive Staff	Melanie Waye	Financial Officer
Pam Langille	Executive Staff	Nancy Morton	Human Resources Officer
Jack MacLeod	Executive Staff	Harman Kaur	Council Office Assistant
Tim MacLeod	Executive Staff	Shelly Landry	Administrative Assistant
Kyle Marryatt	Executive Staff	Marie MacInnis	Council Recorder
Jeff Morse	Executive Staff	Steve Sheppard	Administrative Assistant
Amanda O'Regan-Marchand	Executive Staff	Nicole Wells	Annual Council Coordinator
Louis Robitaille	Executive Staff		
Simon Wilkin	Executive Staff		
Wendie Wilson	Executive Staff		

Summary of 2025 Council Elections

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

First Vice-President

(2-year term)

By-Laws – Article III – The Provincial Executive, 4 – Elections, (b) and 5 – Term of Office, (c) and (e).

- (4) (b) The First Vice-President shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (5) (c) The term of office for the Provincial Executive Member serving as President or First Vice-President shall be two (2) years starting August 1st and ending July 31st.
- (5) (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.

CTF Delegate

(1 member – 3-year term)

Standing Order 16 – Delegates to Canadian Teachers’ Federation.

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

<u>Name & Local</u>	<u>Term Expires</u>
Sue Larivière-Jenkins, CSANE	Council 2025
Melanie Kennedy, Halifax County	Council 2026
Viviane Abdallah, Dartmouth	Council 2027

Discipline Committee

(1 member – 3-year term)

Standing Order 6 – Discipline Committee (c), (d), and (e).

- (c) The Discipline Committee shall consist of five (5) Members elected by a plurality of votes cast by Voting Delegates at Annual Council.
- (d) Members of the Discipline Committee shall serve a three (3) year term. Term expirations shall be staggered in order to allow for continuity on the Committee. Committee Members shall not serve consecutive terms on the Committee.
- (e) No Member of the Discipline Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.

<u>Name & Local</u>	<u>Term Expires</u>
Vivianne Abdallah, Dartmouth	Council 2025
Sarah Acker, Shelburne	Council 2026
Ben Drew, Yarmouth	Council 2026

Sheila Hawley, Inverness
Yvonne Lapierre, Halifax County

Council 2027
Council 2027

Professional Committee

(2 members – 3-year terms)

By-Laws, Article VII – Professional Committee (c), (d), and (e).

- (c) The Professional Committee shall consist of six (6) Members elected by a plurality of votes cast by Voting Delegates at Annual Council.
- (d) Members of the Professional Committee shall serve a three (3) year term, with two (2) Members of the Committee having their term expire each year to maintain continuity on the Committee. Committee Members shall not serve consecutive terms on the Committee.
- (e) No Member of the Professional Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.

<u>Name & Local</u>	<u>Term Expires</u>
Heather Coulter, Pictou	Council 2025
Joseph MacIsaac, Halifax County	Council 2025
Kent Fraser, CSANE	Council 2026
Colleen Scott, Colchester-East Hants	Council 2026
Tim Cress, Richmond	Council 2027
Chad Warren, Yarmouth	Council 2027

Resolutions Committee:

(2 members – 2-year terms)

Standing Order 4 – Committees of Council, C – Resolutions Committee, (i).

- a. The Resolutions Committee shall consist of five (5) Members.
- b. Annual Council shall elect, by a plurality of votes cast by Voting Delegates, four (4) Members from amongst the Voting Delegates. Two (2) Members of the Committee having their term expire each year to maintain continuity on the Committee. All such Members elected shall serve a two (2) year term. Committee Members shall not serve consecutive terms on the Committee.
- c. The Provincial Executive shall elect one (1) of its Members to serve as Chair of the Resolutions Committee. The Chair shall serve for a renewable one (1) year term.

<u>Name & Local</u>	<u>Term Expires</u>
Sarah Hillier, Lunenburg County	Council 2025
Jason Jennings, Halifax County	Council 2025
Stephen Bradford, Cumberland	Council 2026
Tracy MacIsaac, Inverness	Council 2026

Frequently Asked Questions

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

Registration will be held at the Westin Nova Scotian 4:00 p.m. until 7:00 p.m. Friday, May 2nd

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

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

2. How do I get to the Westin Nova Scotian from the Courtyard Halifax Downtown or the Four Points Sheraton?

See map on page 23.

Please contact Nicole Wells, Annual Council Coordinator at council@nstu.ca if you require transportation to and from the overflow hotels.

3. How are expenses covered during Council weekend?

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

- The NSTU pays the expenses of ALL NSTU Members, exception for Local Alternate Delegates and Local Observers. **Local Expense Forms** are to be turned into the Local Treasurer or Local President.
- Following Council, Locals will be billed the accommodation costs for Alternate Delegates and Observers.
- All other Expense Forms are to be completed and turned into the Finance & Property Committee located next to Registration on **Friday** evening. In order to facilitate approval and processing, expense forms should be submitted promptly to the Finance and Property Committee. Claims received after the end of Opening Session on Friday evening, will not be processed until the following week.
- See Instructions and Guidelines for Annual Council Expenses on page 17.

4. What social events take place at Annual Council?

As a registered participant to Annual Council, you are invited to attend the **President's Reception** which will be held at the conclusion of the Opening Session in the Atlantic Ballroom, located on the Mezzanine Level of the Westin Nova Scotian on Friday evening.

5. What role do Local Alternate Delegates play?

- Local Alternate Delegates may address Council with the permission of the Chair, but they may not move, second, nor vote on motions. Permission to speak shall not be unreasonably withheld.

- b. Local Alternate Delegates may replace Local Voting Delegates from their Local to act in lieu of the Voting Delegate.
- c. Procedures for a Local Alternate Delegate to Replace a Local Voting Delegate:
 - Should a Local Voting Delegate be unable to attend a particular session, arrangements may be made for a **Local Alternate Delegate** to act in lieu of the Voting Delegate.
 - The Local Voting Delegate simply provides the **Local Alternate Delegate** with the electronic *Key Pad*.
 - At the end of the session, the electronic *Key Pad* is returned to the Local Voting Delegate.
- d. Local Alternate Delegates, Local Observers, and Regional Delegates are seated with their Local.

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

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

- a. When the Chair prompts Delegates to vote, Delegates will press 1 if in favour of a motion or 2 if opposed to a motion. The last selection entered prior to the vote closing will be the selection that is recorded. A vote is recorded once a button is pressed, and the green LED indicator light turns off.
- b. Delegates can also verify the vote selection in the LCD window on the *Key Pad*.
- c. In elections, Delegates will make selections by choosing the number(s) associated with the candidate(s).
- d. Voting Delegates assigned a *Key Pad* are responsible for returning the *Key Pad* at the end of Annual Council. A fee of \$49.00 will be charged to the Local, Region, Professional Association to which the *Key Pad* was allocated.

7. What are the Pre-Council Vote Procedures?

Pre-Council Voting procedures are outlined in NSTU Operational Procedure 17 – Resolutions Procedures, G – Pre-Council Voting Procedures (as outlined below).

G. Pre-Council Voting Procedures

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

This year the Pre-Council Vote will **open at 8:00 a.m. on Tuesday, April 15, 2025, and close at noon on Tuesday, April 29, 2025**. Please be advised that a link to the site for voting will be sent to the email address provided by Voting Delegates when they registered for Council.

8. How are Resolutions processed during Council?

Resolutions will be projected by the audiovisual system. Resolutions for consideration by Annual Council shall be identified by their respective numbers only and the text of resolutions shall not be read aloud in Council Chambers. Resolutions are moved and seconded by members of the Resolutions Committee. The sponsor of a Resolution shall be the initial speaker to that Resolution, the sponsor of a Resolution may also close debate on a Resolution.

Amendments to Resolutions:

Amendments to a Resolution require a mover and seconder, both of which must be Voting Delegates. Lengthy amendments (**more than five words in length**) should be received in time to be prepared for projection **prior to**

addressing that particular Resolution. Amendment Forms can be found at the Resolutions Committee's Table or in the **Reference Binders located in Council Chambers**.

- a. An Amendment Form is to be completed for any amendment of more than five (5) words in length (the Resolutions Committee is available to assist with wording if necessary).
- b. Once completed, the Amendment Form should be returned to the NSTU Staff Liaison to the Resolutions Committee at the Resolutions Committee's Table.
- c. Copies of the proposed amendment are then circulated to:
 - Resolution sponsor,
 - Council Chair,
 - Chair of the Resolutions Committee,
 - Data Projection Operator, and
 - Parliamentarian.
- d. During debate on a Resolution, any amendment shall be postponed until all administrative procedures have been completed.

9. How are New Business Resolutions processed?

The procedures regarding New Business Resolutions are outlined in NSTU Operational Procedure 17 – Resolutions Procedures, J – Annual Council New Business Resolutions (as outlined below).

J. Annual Council New Business Resolutions

- I. The NSTU Resolutions Committee coordinates the New Business Resolutions of Annual Council.
- II. It is the responsibility of the NSTU Resolutions Committee to make the determination whether or not a New Business Resolution meets eligibility criterion.
- III. New Business submissions require the signature of the sponsor (NSTU President, Local President, RRC Chair, or Professional Association President respectively).
- IV. Eligibility requirement for a New Business submission shall be one of the following:
 - a. Time – an issue arises after the official closing date for resolution submissions to Annual Council (second (2nd) Friday in December).
 - b. New Information – an issue has incurred new developments after the official closing date for resolution submission to Annual Council.

New Business Resolutions:

- a. New Business Forms can be found at the Resolutions Committee's Table or in the **Reference Binders located in Council Chambers**.
- b. New Business Resolution Forms are to be filled out and filed with the Resolutions Committee. **Forms must be submitted to the Committee prior to the Recess of Session II on Saturday afternoon. Forms must be signed by the sponsor (NSTU President, Local President, RRC Chair, or Professional Association President). Please note that a resolution must be accompanied by a Brief.**
- c. If the New Business Resolution is determined eligible by the Resolutions Committee, the Resolution is considered by the assembly under New Business in the final session of Annual Council.
- d. If determined ineligible by the Resolutions Committee, the Resolution sponsor may request a ruling of that decision by the Chair of Council.

10. What is the Reference Binder, where is it, what does it contain?

Reference Binders can be found by the doors of Council Chambers and contain materials such as the Final Seating Plan (which is also posted), Revised List of Council Delegates, Revised Agenda (if necessary), Technology guidelines at Council, Pre-Council Vote results, Amendment Forms, and New Business Forms. Also located with the Reference Binders are copies of the NSTU Guidebook (NSTU Constitution and Policy) as well as copies of NSTU Operational Procedures.

11. What are the Speaker Protocol during Council?

Speaker Protocol sheets are placed on every table outlining the protocols to follow. Numbered microphones are

strategically placed around Council Chambers. The Council Chair will recognize a speaker by indicating the number on the microphone. Only Voting Delegates, Alternate Delegates, and Committee representatives have the right to speak at Council; Observers do not have the right to speak at Council. When a speaker obtains the floor, the following protocols apply:

Voting Delegates:

- a. State your name and status (Voting Delegate representing Provincial Executive, Local, Region, or Professional Association).
- b. State whether you are speaking for or against the motion/resolution.
- c. State the reason(s) for your position:
 - be clear and concise,
 - avoid repeating information, and
 - refrain from using personal references.
- d. Delegates may speak only once on any motion/resolution. The exception to this rule is the sponsor of a Resolution or the mover of a motion may open debate and may close debate. Permission may be granted for follow-up comments or questions.

Alternate Delegates and Committee Chairs

- a. Alternate Delegates and Committee Chairs only have the right to speak at Council if granted permission by the Chair. The Chair should not unreasonably withhold permission. Committee Chairs should only be speaking to Resolutions where the Committee has been asked to offer a recommendation on a given Resolution.
- b. State your name and status (Alternate Delegate or Committee Chair representing ...).
- c. Request permission from the Chair to speak. Wait to be granted permission.
- d. Follow the protocols given above regarding stating your position and stating your reason(s) for your position.

12. Where do I find information on Council Elections?

A Summary of Elections for Council 2025 can be found on page 10. See the Agenda, page 2.

13. How can delegates run in the various Council Elections?

The nomination process for Council Elections is outlined in NSTU Operational Procedure 9 – Election Procedures, D – Elections Conducted at Annual Council – First Vice-President, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegate, I – Nominations (as outlined below):

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of First Vice-President,
 - ii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iii. members serving on the Discipline Committee,
 - iv. members serving on the Professional Committee, and
 - v. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February (**Friday, February 28th, 2025**).
- 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 (**Friday, May 2nd, 2025**).
- 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 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.

Other details regarding Council Elections may be found in NSTU Operational Procedure 9 – Election Procedures, D – Elections Conducted at Annual Council – First Vice-President, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegate.

14. Are there scheduled Coffee Breaks?

There will be designated coffee breaks at the following times: Saturday morning 10:30 a.m. and Saturday afternoon 3:15 p.m.

15. What parliamentary procedures are followed at Council?

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

INSTRUCTIONS AND GUIDELINES FOR ANNUAL COUNCIL 2025 EXPENSES

1. Accommodations

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

2. Meal Enroute

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

3. Meal Allotment

The meal allotment is \$114.00 for the weekend.

4. Family Care Expenses

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

*A delegate who is accompanied to Council by a non-delegate spouse, may not claim Family Care expenses.

*A single parent delegate, or a delegate who is married to another delegate, may claim Family Care expenses.

*A married delegate, who is unaccompanied by his/her spouse, but whose spouse is unable to provide family care because of work, etc. may claim Family Care expenses.

*If you have incurred any additional expenses to attend this meeting, please check with a member of the Finance & Property Committee to determine if it is a claimable expense.

Additional Allowable Expenses

Any reimbursement for family care (other than child care described below) and pet care will always be considered a taxable benefit.

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

5. Parking

(a) Delegates will not be charged for parking at the Westin, the Courtyard Marriott Hotel or The Four Points. Valet parking is **not** available at the hotels during Council weekend.

(b) If you are not staying at any hotel, parking fees up to a maximum of \$25.00/diem, with official parkade receipts, will be accepted.

6. Tolls

Tolls may be claimed.

7. Incidentals

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

8. Travel

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

(a) Delegates who travel by car are entitled to claim 58 cents/km

(b) Delegates who travel by other means must submit a receipt when submitting the expense form. Reimbursement shall not exceed rate paid if travelling by car.

9. Expense Cheques

(a) In order to facilitate approval and processing, expense forms should be submitted promptly to the Finance & Property Committee.

Claims received after the close of Opening Session, Friday night, will not be processed until the following week.

(b) Expense cheques may be distributed near the end of Council or mailed out.

(c) **Alternate Delegates/Observers are to submit completed expense forms to Local Presidents or Treasurers. Locals will be billed for the Alternate & Observers for accommodation.**

Metrage between Halifax and...

Amherst 201	Canso 327	Kentville 106	New Glasgow 163	Port Hastings 270	Stellarton 163	Westville ...158
Annapolis 199	Chester 60	Liverpool 142	New Waterford.. 426	Port Hawkesbury .. 275	Sydney..... 405	Windsor..... 66
Antigonish... 218	Dartmouth .. 10	Louisbourg 437	North Sydney..... 400	Sheet Harbour 119	Sydney Mines 411	Wolfville91
Baddeck 355	Digby 231	Lunenburg 95	Oxford 169	Shelburne 203	Tatamagouche... 154	Yarmouth ...297
Bridgetown.. 175	Dominion 423	Margaree Forks ... 364	Parrsboro 186	Sherbrooke 249	Trenton 166	
Bridgewater 96	Glace Bay 425	Middleton 153	Pictou 170	Springhill 184	Truro 99	

Parliamentary Procedure at a Glance

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

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

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

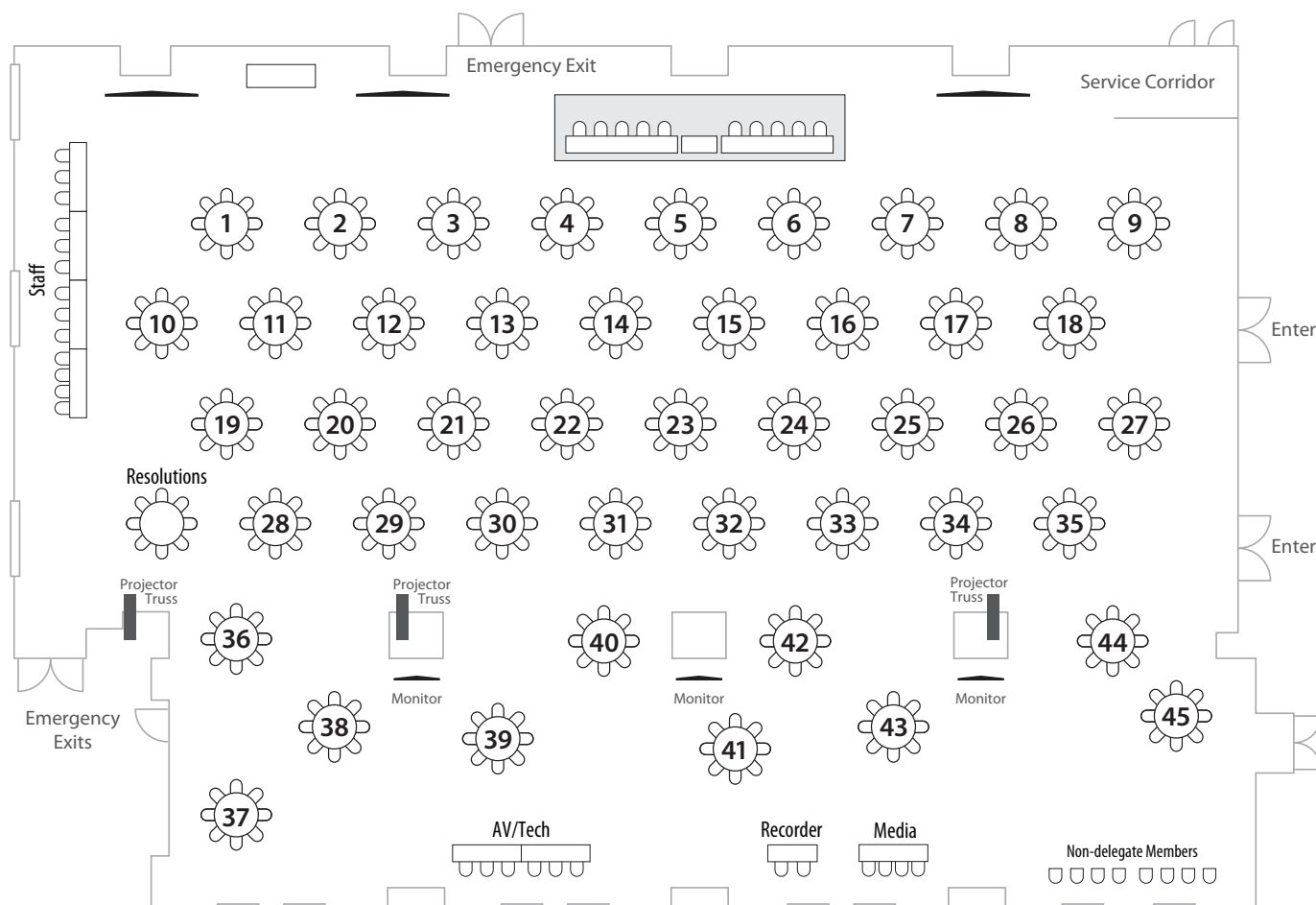
Classes: M – Main, P – Privileged, S – Subsidiary, I – Incidental, and B – Bring back

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

Nova Scotia Teachers Union

104th Annual Council – May 2 – 4, 2025

Draft Seating Plan – Subject to change

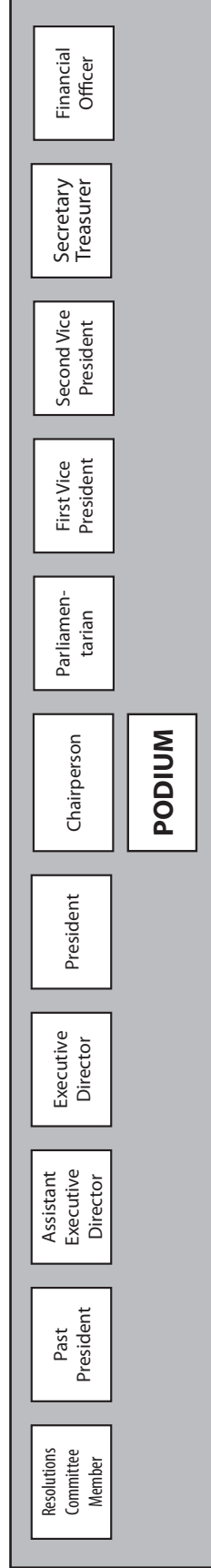


APSEA	3
Annapolis Valley	32, 33, 34, 35
Cape Breton-Victoria	15, 16, 24, 25
Chignecto	30, 31, 40, 41, 42
CSAP	28, 29
Dartmouth	36, 38, 39
Halifax City	1, 2, 10, 11

Halifax County	7, 8, 9, 12, 18, 26, 27
Strait	12, 13, 14
South Shore	22, 23
Tri-County	4, 5, 6
Professional Associations	19, 20, 21
Standing Committee Members	37
Special Guests	43, 44, 45

2025 Council Chambers Seating Information

– *Westin Nova Scotian*



Facing the Head Table

MICROPHONES

Microphones are placed throughout Council Chambers for easy accessibility.

REGIONAL/LOCAL OBSERVERS

Observers are seated with their locals.

DRAFT FLOOR PLAN

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

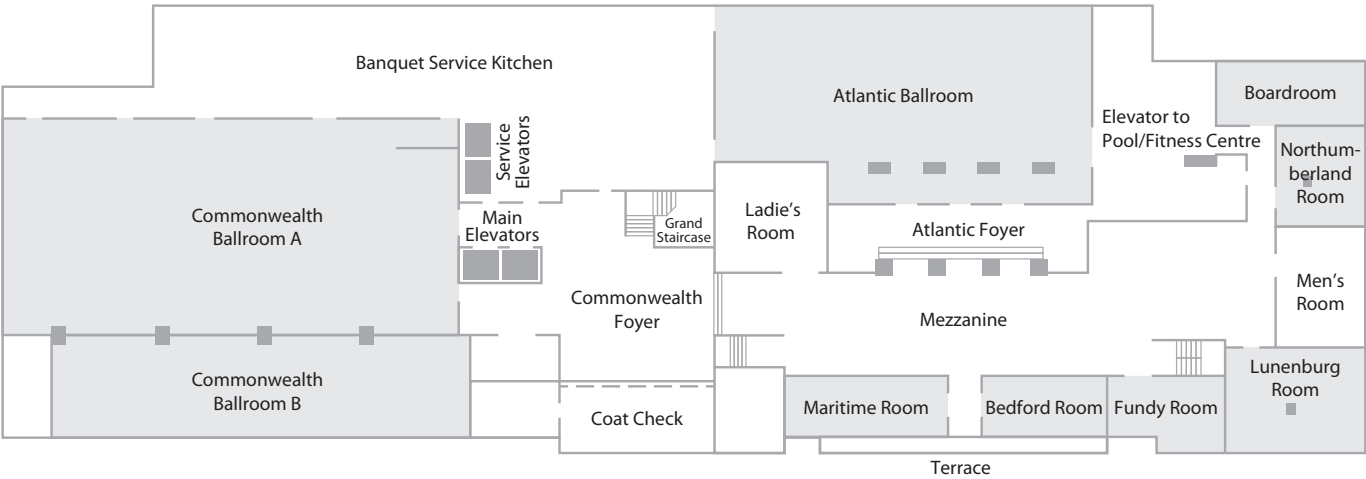
When the FINAL SEATING PLAN is available and posted at Council, please DO NOT MOVE CHAIRS. The Final Seating Plan will be based on the maximum numbers of Council participants at the time of printing. Table Officers remain seated at the Head Table throughout the weekend.

NSTU MEMBERS

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

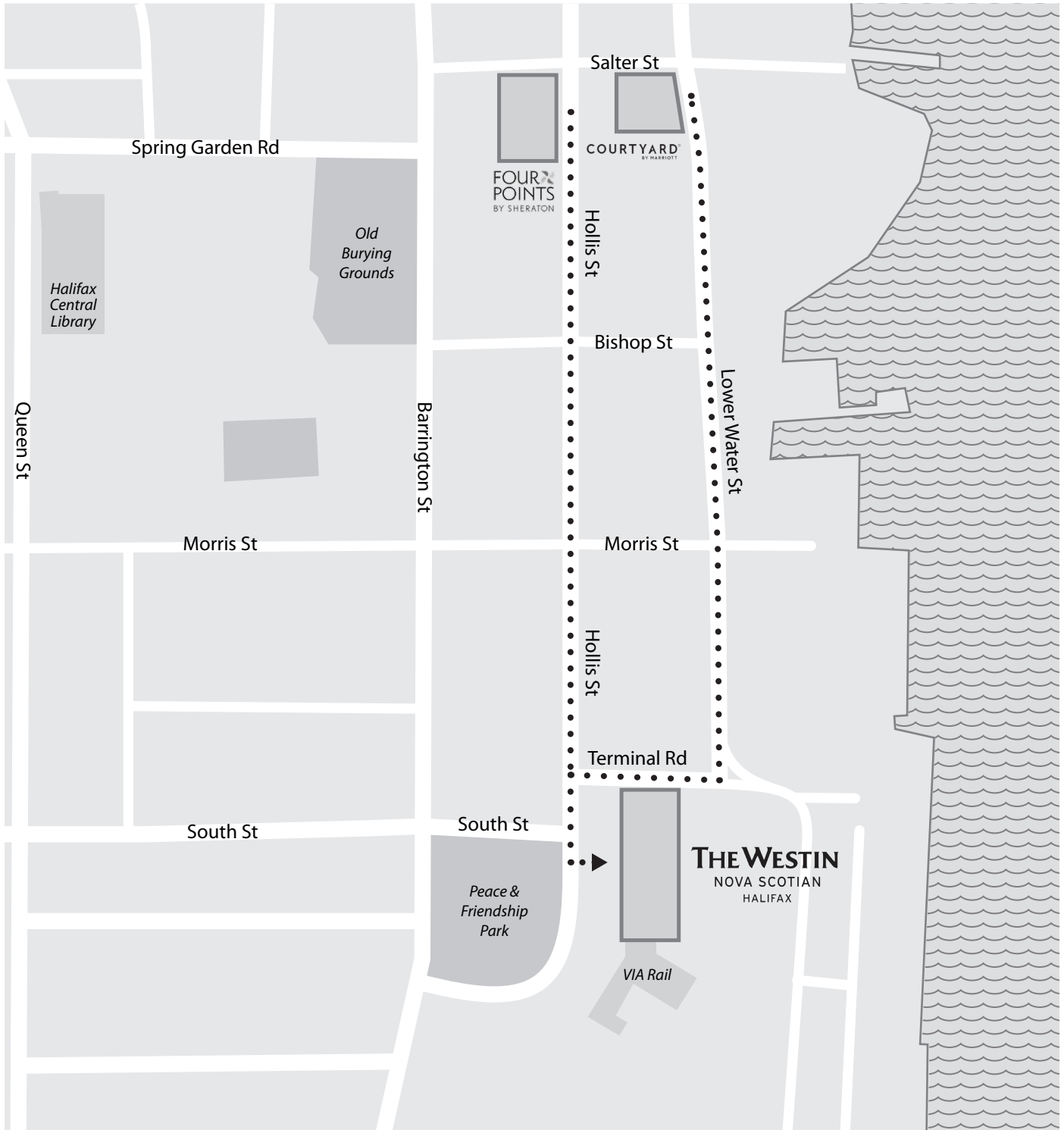
Westin Nova Scotian

Conference Level



Courtyard by Marriott and Four Points by Sheraton to Westin Nova Scotian

10 minute walk



OPENING SESSION

The one-hundred and third Annual Council of the Nova Scotia Teachers Union was held at the Westin Nova Scotian, May 3-5, 2024.

Registration was held on Friday, May 3, 2024, from 4:00 p.m. – 7:00 p.m. at the Westin Nova Scotian.

INTRODUCTIONS

“We acknowledge that we are in Mi’kma’ki, the ancestral and unceded territory of the Mi’kmaq People and this meeting is taking place in Kjiptuk (Jeh-book-dook) “the great harbour”.

We acknowledge the rightful history and heritage of this land. This territory is covered by the “Treaties of Peace and Friendship” which Mi’kmaq and Wolastoqiyik (Maliseet) Peoples first signed with the British Crown in 1725.

I will continue to strive to deepen my own understanding of this land and believe we can all be better stewards of it.

We also acknowledge the existence of people of African descent in Nova Scotia for over 400 years and we honour and offer gratitude to those ancestors of African descent who came before us to this land.

Over the next few days we will learn, share ideas, share bread, be with old friends, and make new friends on this special land.

We will do so respectfully and ensure we provide a safe place for all.”

NSTU President, Ryan Lutes, officially called the 103rd Annual Council to order on Friday, May 3, 2024, at 7: 33 p.m.

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

The President provided an introduction for the video of the quadrilingual version of our national anthem performed by a choir from Sydney River Elementary School.

The President welcomed Joseph Goodwin who performed the Acadian National Anthem l’Ave Maris Stella.

The President welcomed a choir from Nelson Wynder Elementary School who performed the Black National Anthem.

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

The President extended a welcome to: Heidi Yetman, President, Canadian Teachers’ Federation; Lynne Parisienne, Advocacy and Government Relations Coordinator, Canadian Teachers’ Federation; Hugh Gillis, First Vice-President, Nova Scotia Government Employees’ Union; Karen Hudson, Interim President, Black Educators Association; Peter Lagacy; President NBTA, Yves Durocher; President OTE, Anne Vinet-Roy; President AEEFO Alyson Hillier, President, Retired Teachers Organization; Scott Armstrong, Chair, Public School Administrators Association of Nova Scotia; and Tim Simony, Executive Director, Public School Administrators Association of Nova Scotia.

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

President Lutes introduced the members of the 2023-2024 Provincial Executive and those seated at the head table including NSTU Executive Director, Steve Brooks and Acting Assistant Executive Director, Simon Wilkin.

The President requested that the Assembly rise for a moment of silence, to collectively remember colleagues who have passed away since Council 2023.

The President introduced Mike Jamieson as the Parliamentarian for Council 2024.

COUNCIL COMMITTEES

The President acknowledged the following committees:

Steering Committee

Elizabeth Thomas, Chair - Halifax County Local
Benton Gallagher – Yarmouth Local
Rachelle MacIsaac - Cape Breton District Local
Jeff Morse - NSTU Staff Liaison

Elections Committee

Laura McCulley, Chair – Kings Local
Sarah Baldwin-Penny – Queens Local
Sheri Scott - Halifax County Local
Mallory Shemshadi – CSANE Local
Paul Boudreau - NSTU Staff Liaison

Resolutions Committee

Myla Borden, Chair – Pictou Local
Lynnette Babin – Antigonish Local
Drew Moore - Colchester-East Hants Local
Sarah Hillier - Lunenburg County Local
Jason Jennings - Halifax County Local
Louis Robitaille - NSTU Staff Liaison

ELECTIONS

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

Canadian Teachers' Federation Delegate (*1 member*)

Discipline Committee (*2 members*)

Professional Committee (*3 members*)

Resolutions Committee (*2 members*)

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

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

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

INTRODUCTION OF INDEPENDENT CHAIR OF COUNCIL

The President then introduced the Independent Chair of Council.

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

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

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

NUMBER OF VOTING DELEGATES

Council was advised that the total number of voting delegates registered as of the opening of Council 2024 is 251 out of a possible 258. This number includes Local delegates, Provincial Executive, RRC Chairs, REWC Chairs and Professional Associations. A simple majority or a 2/3 majority are calculated on the number of votes cast not the total number of voting delegates.

AGENDA

J. L. MacPhee/N. MacIsaac/CARRIED

That the agenda be adopted.

MINUTES – 2023 ANNUAL COUNCIL

P. Day/R. Lutes/CARRIED

That the minutes of the April 28 - 30, 2023 Annual Council be adopted.

REPORT OF THE NSTU PRESIDENT

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

President Lutes called on Past-President Dominique Henry to the podium to say a few words. Dominique was NSTU President in 1974, exactly 50 years ago.

NSTU PRESIDENT 30-MINUTE QUESTION & ANSWER PERIOD

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

RECEPTION OF REPORTS

J. L. MacPhee/N. MacIsaac/CARRIED

That the following reports be filed:

Disposition of 2023 Resolutions

Report of Activities

Annual Report of NSTU Group Insurance Trustees

Report to Annual Council 2024 on Resolution 2023-19

Report to Annual Council 2024 on Resolution 2023-21

Report to Annual Council 2024 on Resolution 2023-68

Final Report on Ad Hoc Committee on NSTU Governance

NSTU IT Infrastructure Review

REPLACING VOTING DELEGATES WITH ALTERNATES

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

ANNOUNCEMENTS

Delegates were reminded that the President's Reception will be held in the Atlantic Ballroom at the Westin Nova Scotian at the close of Opening Session.

Delegates were reminded that Session I of Annual Council begins at 8:30 a.m. on Saturday, May 4, 2024.

The Opening Session recessed at 9:28 pm.

SESSION I

The Chair called Session I to order at 8:33 a.m. on Saturday, May 4, 2024.

The Chair advised that the following resolutions were withdrawn prior to the start of the Council:

2024-20, Cumberland Local
2024-35, Cape Breton District Local
2024-81, CSANE Local
2024-31, Kings Local
2024-49, Halifax City Local
2024-56, Digby Local
2024-07, Halifax County Local

The Chair introduced staff seated at the staff tables: Paul Boudreau, Executive Staff Officer; Meg Ferguson, Executive Staff Officer; Wally Fiander, Executive Staff Officer; Jack MacLeod, Executive Staff Officer; Tim MacLeod, Executive Staff Officer; Kyle Marryatt, Executive Staff Officer; Jeff Morse, Executive Staff Officer; Amanda O'Regan-Marchand, Executive Staff Officer; Louis Robitaille, Executive Staff Officer; Wendie Wilson, Executive Staff Officer; Leah Kutcher, In-house Legal Counsel; Angela Murray, Public Relations Coordinator; Mark Laventure, Communications and Public Affairs Officer; Melanie Waye, Financial Officer; Nancy Morton, Human Resources Officer; Nicole Wells, Annual Council Coordinator; Shelly Landry, Administrative Assistant; Steve Sheppard, Administrative Assistant; Haudaja Walters, Council Recorder; and in the NSTU Office, Nancy Day.

CLOSED SESSION

TIMED ITEM — PRESENTATION OF THE AUDITED FINANCIAL STATEMENTS / STATEMENT OF FINANCIAL CONDITION, BUDGET YEAR-ENDING JULY 31, 2023

The Chair called Council to order at 8:39 a.m. and reminded delegates that they will be moving to a Closed Session open only to NSTU members, members of CTF and NSFL Affiliates and staff of the Nova Scotia Teachers Union. Members were reminded that the information is confidential to those in the room. No electronic transmission should be sent to anyone. The Chair called for a motion to move into Closed Session to hear the presentation of the Audited Financial Statements, the Proposed Budget for 2024-2025, Costed and Economic Welfare & Working Condition Resolutions.

J. L. MacPhee/P. Day/CARRIED

That Council move into a Closed Session with members of the NSTU, members of CTF and NSFL affiliates and staff in attendance to hear the presentation of Audited Financial Statements ending July 31, 2023, the Presentation of the Proposed Budget for 2024-25 and Q&A, Costed and Economic Welfare & Working Conditions Resolutions.

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

The Chair opened the floor for questions.

PRESENTATION OF THE PROPOSED BUDGET FOR 2024-2025

Council will now move to the presentation of the Proposed Budget for 2024-2025.

Peter Day, Secretary-Treasurer, presented the budget for 2024-2025.

The Chair opened the floor for questions.

ANNUAL COUNCIL THEN MOVED TO CONSIDERATION OF RESOLUTIONS.

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

COSTED

The following resolution was moved by M. Borden and seconded by D. Moore:

Res. 2024-01
(requires 2/3's)

BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.

Richmond

P. Day/J. L. MacPhee/CARRIED

That resolution 2024-01 be referred to the Personnel Committee and report back to Annual Council 2025.

Resolution 2024-01-REFERRED

The Chair called for a motion to rise and report.

J. L. MacPhee/P. Day/CARRIED

That we rise and report.

While in Closed Session, the Audited Financial Statements for August 1, 2023, to July 31, 2024, were presented, the Proposed Budget for 2024-2025 was presented, and a Q & A was held; the following Costed Resolution was debated:

COSTED

Referred: 2024-01

J. L. MacPhee/P. Day/CARRIED

That the report from the closed session be approved.

AUDITED FINANCIAL STATEMENTS

P. Day/S. Midwinter/CARRIED

That the Audited Financial Statements for the year ended July 31, 2023, be adopted.

TIMED ITEM: CTF PRESENTATION

The Second Vice President, Natalie MacIsaac, introduced Heidi Yetman, CTF President, who brought greetings from the Canadian Teachers' Federation.

TIMED ITEM: SCHEDULED BREAK

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

J. L. MacPhee/P. Day/CARRIED

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

The following resolutions were moved by M. Borden and seconded by D. Moore:

Res. 2024-02
(requires 2/3's)

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

Richmond

Resolution 2024-02-ADOPTED

Res. 2024-03

BE IT RESOLVED THAT \$150,000 be transferred from the Reserve Fund to balance the Budget year ending July 31, 2025.

Provincial Executive

P. Day/S. Midwinter/CARRIED

That Resolution 2024-03 be postponed until after the Budget.

Resolution 2024-03-POSTPONED

Res. 2024-04
(requires 2/3's)

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

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

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

2. OFFICERS

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

3. GOVERNANCE

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

4. FINANCES

- (a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.

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

Dartmouth

C. Doiron/M. Casey/CARRIED

That Resolution 2024-04 be postponed until after the Ad Hoc Committee on NSTU Governance Report.

Resolution 2024-04-POSTPONED

Res. 2024-05
(requires 2/3's)

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

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

2. COUNCIL DELEGATES AND OBSERVERS

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

- (j) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (k) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (l) Pursuant to 2. (j) (i), each Local is entitled to select one (1) Local Observer.
- (m) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Dartmouth

C. Doiron/M. Casey/CARRIED

That Resolution 2024-05 be postponed until after the Ad Hoc Committee on NSTU Governance Report.

Resolution 2024-05-POSTPONED

The time is now 11:56 a.m. and the Chair declared Session I in recess. Council will reconvene at 2:00 p.m. and continue in closed session.

SESSION II

The Chair called Session II to order at 2:03 p.m. Saturday, May 4, 2024.

J. L. MacPhee/P. Day/CARRIED

That we Rise and Report.

The Chair called on First Vice-President, Jo-Leigh MacPhee, to give the report of the Closed Session.

Jo-Leigh MacPhee reported that during Closed Session the following Costed resolutions were debated:

Costed Resolutions

Adopted: 2024-02,

Postponed: 2024-03, 2024-04, 2024-05

J. L. MacPhee/P. Day/CARRIED

That the report of the closed session be approved.

TIMED ITEM – COUNCIL ELECTIONS

The Chair announced that it is now his intention to conduct elections for the following positions: Canadian Teachers' Federation, Discipline Committee, Professional Committee, and Resolutions Committee.

Canadian Teachers' Federation – 1 delegate – 3-year term

Laura McCully provided the report of the Council Election Committee for one member to serve a three-year term. The Chair called for further nominations and reminded delegates of the voting procedures.

Nominated:

Viviane Abdallah, Dartmouth Local

Laura Fryday, Queens Local

Kim Dunning, Northside-Victoria Local

Stephanie Deagle, Pictou Local

Lynnette Babin, Antigonish Local
Angela Wyllie, Annapolis Local

Elected:

Viviane Abdallah, Dartmouth Local (3-year term)

Discipline Committee – 2 members – for 3-year terms

Laura McCully provided the report of the Council Election Committee for two members to serve a three-year term. They have received no nominations. The Chair called for nominations from the floor:

Nominated:

Yvonne LaPierre, Halifax County Local
Sarah Acker, Shelbourne County Local
Sheila Hawley, Inverness Local
Max Taylor, Yarmouth Local
Tim Cress, Richmond Local

Elected:

Sheila Hawley, Inverness Local (3-year term)
Yvonne Lapierre, Halifax County Local (3-year term)

Professional Committee – 2 members – for two 3-year terms, one 1-year term replacement

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

Nominated:

Joseph MacIsaac, Halifax County Local
Jason Ralph, Dartmouth Local
Tim Cress, Richmond Local
Chad Warren, Yarmouth Local

Elected:

Tim Cress, Richmond Local (3-year term)
Chad Warren, Yarmouth Local (3-year term)
Joseph MacIsaac, Halifax County Local (1-year term)

Resolution Committee – 2 members – 2-year terms

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

Nominated:

Stephen Bradford, Cumberland Local
Melanie Kennedy-Conrad, Halifax County Local
Vanessa Turner, Halifax County Local
Glenys Stephenson, Yarmouth Local
Tracy MacIsaac, Inverness Local
Dean Marchand, Antigonish Local
Sunita Pinet, Halifax City Local
Quinn Kloppenburg, Halifax City Local
Leon Swinkels, Dartmouth Local

Elected:

Tracy MacIsaac, Inverness Local (2-year term)
Stephen Bradford, Cumberland Local (2-year term)

TIMED ITEM – REPORT FROM AD HOC COMMITTEE

The chair called upon Line Murphy and Louis Robitaille to give an explanation of the ranked Ballot on Provincial Executive Models and to conduct Q & A session on the report.

Council will continue with Costed & Economic & Working Conditions resolutions.

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

J. L. MacPhee/P. Day/CARRIED

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

COSTED

The following resolutions were moved by M. Borden and seconded by D. Moore:

Res. 2024-06
(requires 2/3's)

BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

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

2. COUNCIL DELEGATES AND OBSERVERS

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

- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.
- (l) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Halifax City

Q. Kloppenburg/L. Doucet/CARRIED

That Resolution 2024-06 be amended by

- striking out the words “seeking” and inserting in its place the word “deserving”
- striking out the words “determined by lottery of applicants to the caucus”
- and inserting in its place the phrase “elected by members of each region”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

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

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive.
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates.
 - (iii) Local Voting Delegates as determined by individual Local constitutions.
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
 - (vii) **an equity caucus comprised of up to nine (9) equity deserving members, one (1) from each region; as elected by members of each region.**
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;

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

S. Tutty/L. Murphy/DEFEATED

That Resolution 2024-06 be amended by:

- striking out “(vii) an equity caucus comprised of up to nine (9) equity deserving members, one (1) from each region; as elected by members of each region”.
- Inserting “Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures” after the word “thereof”.

Back to the amended resolution.

Resolution 2024-06-DEFEATED AS AMENDED

ECONOMIC WELFARE & WORKING CONDITIONS

Res. 2024-24

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to allow two teacher families the option for coordination of benefits within our medical plan.

Antagonish

J. McVicar/N. Cormier/CARRIED

That resolution 2024-24 be withdrawn.

Resolution 2024-24-Withdrawn

The Chair called for a motion to rise and report.

J. L. MacPhee/P. Day/CARRIED

That we Rise and Report.

The Chair called on First Vice-President, Jo-Leigh MacPhee, to give the report of the Closed Session.

Jo-Leigh MacPhee reported that during Closed Session the following Costed and Economic Welfare resolutions were debated:

Defeated as amended: 2024-06

Withdrawn: 2024-24

J. L. MacPhee/P. Day/CARRIED

That the report of the closed session be approved.

TIMED ITEM – PRESIDENTIAL CANDIDATES’ FORUM

It is now 3:34 p.m. and the Chair will now moderate the Presidential Candidates’ Forum. Laura McCulley, Chair of the Council Elections Committee will act as time keeper.

The following Presidential Candidates each have a 7-minute presentation and a 45-minute Question and Answer period following their presentations.

1. Nancie de la Chevotière
2. Peter Day
3. Shawn Hanifen
4. Grant Frost
5. Michael Kelly

E. Thomas/B. Gallagher/DEFEATED

That Session II be extended until 7 p.m.

The Chair thanked the candidates for their time.

Council will continue with Costed & Economic & Working Conditions resolutions.

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

J. L. MacPhee/P. Day/CARRIED

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

COSTED

The following resolution was moved by M. Borden and seconded by D. Moore:

Res. 2024-04

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

The New Article to read:**ARTICLE (New) — UNION CAUCUS GOVERNANCE****1. UNION CAUCUS**

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

- (d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.

- (e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.

2. OFFICERS

- (a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.

- (b) The elected Executive of the Caucus shall be the governing body thereof.

3. GOVERNANCE

- (a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the Teaching Profession Act, these By-Laws, and NSTU Standing Orders.

- (b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.

- (c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.

- (d) A majority of Officers will constitute a quorum of the Union Caucus Executive.

- (e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.

4. FINANCES

- (a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.

- (b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.

- (c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

Dartmouth

Resolution 2024-04-DEFEATED

A. Boyd/T. Forsythe/CARRIED

That Session II be extended from 5:30 p.m. until 6:00 p.m.

ECONOMIC WELFARE & WORKING CONDITIONS

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

Res. 2024-30

BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate designated transition time for teachers who need to move throughout the school within the existing school day.

Colchester-East Hants

Resolution 2024-30-ADOPTED

Res. 2024-32

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-8 students be five teaching days prior to the end of the school year.

Kings

D. Burgess/L. Fryday/CARRIED

That resolution 2024-32 be amended by inserting the word “protected” after the word “five”.

The resolution as amended now reads:

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-8 students be five protected teaching days prior to the end of the school year.

R. Maillet/S. Larivière-Jenkins/CARRIED

That resolution 2024-32 be amended by striking out “P-8” and inserting “P-9” in its place.

The resolution as amended now reads:

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-9 students be five protected teaching days prior to the end of the school year.

Resolution 2024-32-ADOPTED AS AMENDED**Res. 2024-38**

BE IT RESOLVED THAT the NSTU write a position paper on violence in schools to be prepared for Annual Council 2025.

Halifax County

Resolution 2024-38-ADOPTED**Res. 2024-39**

BE IT RESOLVED THAT the NSTU investigate the practices of Regional Centres for Education to achieve 12.5% prep time.

Lunenburg County

Resolution 2024-39-ADOPTED

The Chair called for a motion to rise and report.

J. L. MacPhee/P. Day/CARRIED

That we Rise and Report.

The Chair called on First Vice-President, Jo-Leigh MacPhee, to give the report of the Closed Session.

Jo-Leigh MacPhee reported that during Closed Session the following Costed and Economic Welfare resolutions were debated:

Adopted: 2024-30, 2024-38, 2024-39

Adopted as Amended: 2024-32

Defeated: 2024-04

Out of Order: 2024-05

J. L. MacPhee/P. Day/CARRIED

That the report of the closed session be approved.

GOVERNANCE

The following resolution was moved by D. Moore and seconded by L. Babin:

Res. 2024-41

BE IT RESOLVED THAT NSTU By-Law Article I – Membership be amended as follows:

- in 2. (b) (viii) insert “and” at the end.
- in 2. (b) (ix) strike “; and” and insert in its place “.”.
- in 2. (b) strike (x).
- in 3. (b) (viii) insert “and,” at the end.
- in 3. (b) (ix) strike “; and,” and insert in its place “.”.
- in 3. (b) strike (x).
- in 4. (e) (iii) insert “and,” at the end.
- in 4. (e) (iv) strike “; and,” and insert in its place “.”.
- in 4. (e) strike (v).
- in 6. (b) (i) insert “and,” at the end.
- in 6. (b) (ii) strike “; and,” and insert in its place “.”.
- in 6. (b) strike (iii).
- in 7. (c) (ii) insert “and,” at the end.
- in 7. (c) (iii) strike “; and,” and insert in its place “.”.
- in 7. (c) strike (iv)

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

2. ACTIVE MEMBER

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

3. RESERVE MEMBER

- (b) The rights of Reserve Membership shall include, but not necessarily be limited to the right to:
- (i) benefits as provided through NSTU as bargaining agent;
 - (ii) request legal assistance in instances resulting from problems arising in the performance of duties.
 - (iii) professional counselling within education.
 - (iv) vote at the local and provincial level.
 - (v) attend Council as outlined in Article II of these By-Laws.

- (vi) membership in Professional Associations, except the right to hold office;
- (vii) membership in the NSTU Group Insurance Plan, in accordance with the provisions of the plan;
- (viii) membership on NSTU committees, where elected or appointed; **and**,
- (ix) access NSTU publications and materials, as assigned, on the NSTU website; ~~and~~,
- ~~(x) an NSTU web mail account.~~

4. RETIRED MEMBER

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

6. HONOURARY MEMBER

- (b) The rights of Honorary Membership shall include, but not necessarily be limited to the right to:
 - (i) attend Council as outlined in Article II of these By-Laws; **and**,
 - (ii) access NSTU publications and materials, as assigned, on the NSTU website; ~~and~~,
 - ~~(iii) an NSTU web mail account.~~

7. SUBSTITUTE TEACHER MEMBER

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

Provincial Executive

Resolution 2024-41-ADOPTED

The following resolutions were moved by L. Babin and seconded by J. Jennings:

Res. 2024-50

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

The Standing Order, as amended, would then read:

2. ORDERS OF COUNCIL

- (a) On an annual basis, the Provincial Executive shall appoint an Independent Chair for the Council.
 - (i) The individual appointed shall:
 - a. have a demonstrated knowledge of parliamentary procedure;
 - b. not currently be holding elected office in the NSTU;
 - c. not currently be seeking elected office in the NSTU;
 - d. have no conflict of interest according to NSTU Standing Orders; and,
 - e. adhere to the principles outlined in the NSTU Code of Ethics.

- (ii) In the event that the Independent Chair is unable to chair the meeting, the President will assume the chair.
- (b) The Executive Director shall be responsible for the recording of the minutes of the Council meetings.
- (c) The minutes of every meeting of the Council, when approved, shall be signed by the Secretary-Treasurer and by the President, and these shall be kept by the Executive Director as the official record of the Council proceedings.
- (d) All recommendations of the Provincial Executive of the NSTU and its committees which are to be presented to Annual Council for action, including resolutions to fix Union Membership Fees, shall be sent to the Locals at least thirty (30) days prior to the meeting of Council.
- (e) The Annual Council Workbook shall be available to all Council delegates at least fourteen (14) days prior to the Annual Meeting of Council.
- (f) The Treasurer's Report, including the proposed budget **and an estimated timeframe on future union dues increases**, shall be presented to the Council no later than the first business session of Council.
- (g) All resolutions that are identified by the Finance and Property Committee to influence the proposed operating budget shall be dealt with prior to the presentation of the budget.
- (h) Economic Welfare resolutions shall be debated at Annual Council in Closed Session.
- (i) In the final business session of Council, the budget shall be presented in closed session for its adoption.
- (j) The reports presented by committees to Annual Council shall be received and reviewed at a session prior to the consideration of resolutions arising from them.

Halifax City

Resolution 2024-50-DEFEATED

Res. 2024-51

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

Halifax City

Resolution 2024-51-DEFEATED

CURRICULUM

Res. 2024-53

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

Teachers Association for Physical and Health Education

Resolution 2024-53-ADOPTED

Res. 2024-55

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

Colchester-East Hants

L. Peyton/J. Barro Ralph/DEFEATED

That the resolution be amended by striking out the number "7" and inserting a "P" in its place.

Resolution 2024-55-ADOPTED

The following resolutions were moved by J. Jennings and seconded by S. Hillier:

Res. 2024-57

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to make the first term report cards in grades 1-8 be a report card with only learner profile and a comment.

Colchester-East Hants

S. Bradford/L. Crossman-Wheaton/CARRIED

That the resolution be amended by striking out “grades 1” and inserting the word “Primary” in its place.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to make the first term report cards in Primary to 8 be a report card with only learner profile and a comment.

Resolution 2024-57-ADOPTED AS AMENDED

Res. 2024-58

BE IT RESOLVED THAT NSTU advocate to the Department of Education and Early Childhood Development that the first term reporting period for grades one through eight be assessed as “in-progress” for the grade with an anecdotal comment.

Cumberland

V. Latour/D. Thibault/CARRIED

That the resolution be amended by striking out “grades one” and inserting the word “Primary” in its place.

The resolution now reads:

BE IT RESOLVED THAT NSTU advocate to the Department of Education and Early Childhood Development that the first term reporting period for Primary through eight be assessed as “in-progress” for the grade with an anecdotal comment.

Resolution 2024-58-ADOPTED AS AMENDED

The Council recessed at 6:04 p.m. The Chair advised that Council will reconvene at 9:00 a.m. Sunday, May 5, 2024.

SESSION III

The Chair called Session III to order at 9:01 a.m. Sunday, May 5, 2024.

TIMED ITEM – DISCUSSION AND ADOPTION OF THE BUDGET

The Chair advised that the following resolution was withdrawn prior to the start of the session:

2024-83, Lunenburg County Local

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

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

J. L. MacPhee/P. Day/CARRIED

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

V. Latour/I. Cotnoir/CARRIED

That Budget line 5.7 Translation Services be increased by \$6,000.

Peter Day, Secretary-Treasurer, provided an update to the proposed Budget which included Costed resolutions adopted.

The Chair opened the floor for questions.

Motion to approve the amended budget.

P. Day/S. Midwinter/CARRIED

That the proposed budget for August 1, 2024, to July 31, 2025 be approved as amended.

The following resolution was moved by M. Borden and seconded by D. Moore:

Res. 2024-03

BE IT RESOLVED THAT \$150,000 be transferred from the Reserve Fund to balance the Budget year ending July 31, 2025.

Provincial Executive

Resolution 2024-03-ADOPTED

The Chair called for a motion to rise and report.

J. L. MacPhee/P. Day/CARRIED

That we rise and report.

Jo-Leigh MacPhee reported that while in Closed Session the proposed budget for August 1, 2024 to July 31, 2025 was adopted as amended.

Adopted: 2024-03, 2024-2025 Budget

J. L. MacPhee/P. Day/CARRIED

That the report of the Closed Session be accepted.

TIMED ITEM – RANKED VOTE NSTU PROVINCIAL EXECUTIVE STRUCTURE MODELS

A ranked vote was conducted regarding NSTU Provincial Executive Structure Models.

The following are the six models voted on.

1. Model I – Status Quo
2. Model II – Alternative PE Structure with Three (3) Table Officers & nine (9) Regional Members (Resolution 2024-44).
3. Model III – Alternative PE Structure with Three (3) Table Officers & fourteen (14) Regional Members (Resolution 2024-45).
4. Model IV – Alternative PE Structure with Three (3) Table Officers, nine (9) Regional Members, & two (2) Designated Members (Resolution 2024-46).
5. Model V – Alternative PE Structure with Three (3) Table Officers, nine (9) Regional Members, & three (3) Designated Members (Resolution 2024-47).
6. Model VI – Alternative PE Structure with Three (3) Table Officers & fourteen (14) Regional Members with five (5) Regional Members Equity-Deserving (Resolution 2024-48).

Model I – Status Quo was adopted.

L. Murphy/A. McCara/CARRIED

That Resolutions 2024-44, 2024-45, 2024-46, 2024-47 and 2024-48 be withdrawn.

Council will continue with Government resolutions.

GOVERNMENT

The following resolutions were moved by J. Jennings and seconded by S. Hillier:

Res. 2024-59

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove formal midterm report cards.

Colchester-East Hants

S. Bradford/L. Crossman-Wheaton/DEFEATED

That the resolution be amended by inserting the words “in Grades 9 to 12” at the end of the sentence.

Back to the original resolution.

T. Arseneau/J. Ralph/DEFEATED

That the resolution be amended by inserting the phrase “percentage grades from” after the word “remove”.

Back to the original resolution.

J. Richardson-Landry/A. Boyd/CARRIED

Motion to refer Resolution 2024-59 to the Curriculum Committee and report back to Annual Council 2025.

Resolution 2024-59-REFERRED

Res. 2024-62

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

Cape Breton District

V. Latour/D. Thibault/CARRIED

That the resolution be amended by:

- inserting the phrase “and FAL” after “EAL”
- inserting “in CSAP” after the word “student”.

The resolution as amended now reads:

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

L. Phinney/T. Broderick/CARRIED

That the resolution be amended by striking out the phrase “in CSAP”.

The resolution as amended now reads:

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

Resolution 2024-62-ADOPTED AS AMENDED

S. Hanifen/N. MacIsaac/CARRIED

That resolution 2024-04 be reconsidered.

Res. 2024-04

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

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

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

2. OFFICERS

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

3. GOVERNANCE

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

4. FINANCES

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

Dartmouth

S. Hanifen/N. MacIsaac/CARRIED

That resolution 2024-04 be referred to the Governance and Policy Committee.

Resolution 2024-04-REFERRED

Res. 2024-66

BE IT RESOLVED THAT the NSTU lobby the employer to provide cell phones for Learning Centre teachers.

Halifax County

V. Abdallah/T. Arseneau/DEFEATED

That the resolution be amended by inserting the phrase “EAL and FAL” before the word “teachers”.

Back to the original resolution.

Resolution 2024-66-DEFEATED**Res. 2024-64**

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

Halifax County

C. Linehan/V. Latour/CARRIED

That the resolution be amended by inserting the words “and FAL” after “EAL”.

The resolution as amended now reads:

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

Resolution 2024-64-ADOPTED AS AMENDED**Res. 2024-78**

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

Teachers Association for Physical and Health Education

Resolution 2024-78-DEFEATED**TIMED ITEM – REMARKS TO COUNCIL 2024 BY NSTU EXECUTIVE DIRECTOR, STEVE BROOKS**

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

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

Council will continue with Government resolutions.

The following resolution was moved by J. Jennings and seconded by S. Hillier:

Res. 2024-79

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

Halifax City

Resolution 2024-79-ADOPTED

The following resolutions were moved by S. Hillier and seconded by M. Borden:

Res. 2024-80

BE IT RESOLVED THAT the NSTU lobby the government to reinstate the Nova Scotia Teachers College to better train future members for teaching Grades P-6.

Kings

Resolution 2024-80-ADOPTED

Res. 2024-82

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to establish an annual one-day, province-wide school holiday for Eid al-Fitr.

Nova Scotia Association of Teachers for Equity in Education

Resolution 2024-82-ADOPTED AS AMENDED

PROFESSIONAL DEVELOPMENT

Res. 2024-84

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

Teachers Association for Physical and Health Education

Resolution 2024-84-ADOPTED

GENERAL

Res. 2024-87

BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day in solidarity with students and teachers in Nova Scotia who wear the hijab as part of their Muslim faith or other beliefs through a Public Relations campaign.

Halifax City

H. Dalloul/D. MacLean/CARRIED

That the resolution be amended by:

- inserting the phrase “and March 15th as International Day to Combat Islamophobia” after the word “day”
- by striking out the phrase “teachers in Nova Scotia who wear the hijab as part of their Muslim faith or other beliefs through a Public Relations campaign.” And inserting “teachers who are Muslim” in its place.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day and March 15th as International Day to Combat Islamophobia in solidarity with students and teachers who are Muslim.

N. MacIsaac/C. Sampson/CARRIED

That the resolution be amended by striking the word “teachers” and inserting “staff” in its place.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day and March 15th as International Day to Combat Islamophobia in solidarity with students and staff who are Muslim.

Resolution 2024-87-ADOPTED AS AMENDED

Res. 2024-88

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

Dartmouth

A. Martin/S. Rohland/CARRIED

That the resolution be amended by striking the sentence “For clarity this would mean direct communication with all members including but not limited to using things like emails, texts, direct messaging, social media, etc.” and inserting “This could involve emails, texts, direct messaging, social media or other tactics/strategies” in its place.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU will investigate options and design a strategy for how to improve communication with all members. This could involve emails, texts, direct messaging, social media or other tactics/strategies.

Resolution 2024-88-ADOPTED AS AMENDED

Res. 2024-89

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

Nova Scotia Association of Teachers for Equity in Education

S. Barrie/Y. Aubrecht/CARRIED

That resolution 2024-89 be referred to the Governance and Policy Committee.

Resolution 2024-89-REFERRED

TIMED ITEM - NEW BUSINESS RESOLUTIONS

The following resolution was moved by S. Hillier and seconded by M. Borden:

Res. 2024-NB1

BE IT RESOLVED THAT the NSTU investigate the accessibility of prospective venues for provincial NSTU events and inform attendees regarding accessibility issues at or before time of registration.

Nova Scotia Association of Teachers for Equity in Education

N. MacIsaac/R. Lutes/CARRIED

That the resolution be amended by striking out the word “provincial”.

The resolution as amended now reads:

BE IT RESOLVED THAT the NSTU investigate the accessibility of prospective venues for NSTU events and inform attendees regarding accessibility issues at or before time of registration.

Resolution 2024-NB1-ADOPTED AS AMENDED

The Chair turned the podium over to President Lutes to recognize outgoing Provincial Executive members:

Completing their term:

- Natalie MacIsaac Annapolis-Hants West-Kings
- Phil Samson Inverness-Richmond

- Crystal Sampson Cape Breton District

The President then introduced the 2024-2025 Provincial Executive members, asking them to stand when their names were called, including newly elected members taking office as of August 1, 2024.

Newly elected:

- Jemita Buchanan Annapolis-Hants West-Kings
- Paula Landry Inverness-Richmond
- Rachelle MacIsaac Cape Breton District

Re-elected:

- Janet O’Brien Antigonish-Guysborough
- Taunya Pynn Crowe Colchester-East Hants
- Line Murphy CSANE
- John MacKinnon Digby-Shelbourne-Yarmouth
- Ben Sichel Halifax City
- Grant Frost Halifax County
- Sarah Tutty Lunenburg County-Queens
- Mark Savoury Dartmouth

The Chair called on President Ryan Lutes to give his closing remarks.

The President thanked the Chair and Parliamentarian.

The Chair called for a motion to adjourn:

J. Bernard/V. Ryan/CARRIED

That Annual Council 2024 be adjourned.

The Chair declared Annual Council 2024 concluded Sunday, May 5, 2024, at 11:31 a.m.

Pre-Council Vote Results as of noon on April 30, 2024

With 191 Eligible Voting Delegates Casting Votes (Quorum has been met)

	% Adopt	% Defeat	% Debate at Council	Disposition		
				Adopt	Defeat	Debate at Council
Economic Welfare & Working Conditions Resolutions						
Moved by Myla Borden & Seconded by Drew Moore						
2023-20	71.96%	4.76%	23.28%			Debate
2024-08	96.34%	0.00%	3.66%	Adopt		
2024-09	96.26%	0.00%	3.74%	Adopt		
2024-10	94.68%	1.60%	3.72%	Adopt		
2024-11	90.91%	0.53%	8.56%	Adopt		
2024-12	94.21%	0.00%	5.79%	Adopt		
2024-13	96.79%	0.53%	2.67%	Adopt		
2024-14	94.21%	0.53%	5.26%	Adopt		
2024-15	95.74%	0.53%	3.72%	Adopt		
2024-16	87.89%	0.53%	11.58%	Adopt		
2024-17	89.89%	1.06%	9.04%	Adopt		
2024-18	96.30%	0.00%	3.70%	Adopt		
2024-19	92.43%	2.70%	4.86%	Adopt		
2024-20	97.33%	0.00%	2.67%	Adopt		
2024-21	93.09%	1.60%	5.32%	Adopt		
2024-22	94.18%	0.00%	5.82%	Adopt		
2024-23	95.14%	0.00%	4.86%	Adopt		
2024-24	48.68%	31.75%	19.58%			Debate
2024-25	96.32%	0.53%	3.16%	Adopt		
2024-26	82.72%	1.57%	15.71%	Adopt		
2024-27	82.01%	4.23%	13.76%	Adopt		
2024-28	80.00%	1.58%	18.42%	Adopt		
2024-29	82.63%	0.53%	16.84%	Adopt		
2024-30	71.58%	11.05%	17.37%			Debate
2024-31	21.47%	56.54%	21.99%			Debate
2024-32	70.68%	6.28%	23.04%			Debate
2024-33	88.95%	2.11%	8.95%	Adopt		
2024-34	94.24%	0.52%	5.24%	Adopt		
2024-35	51.85%	7.41%	40.74%			Debate
2024-36	91.62%	5.24%	3.14%	Adopt		
2024-37	85.19%	5.29%	9.52%	Adopt		

2024-38	73.54%	11.64%	14.81%			Debate
2024-39	62.43%	8.99%	28.57%			Debate
2024-40	81.68%	2.62%	15.71%	Adopt		
NSTU Governance Resolutions						
Moved by Drew Moore & Seconded by Lynnette Babin						
2024-51	33.86%	48.68%	17.46%			Debate

Curriculum Resolutions						
Moved by Lynnette Babin & Seconded by Jason Jennings						
	% Adopt	% Defeat	% Debate	Disposition		
				Adopt	Defeat	Debate at Council
2024-52	84.29%	1.05%	14.66%	Adopt		
2024-53	46.32%	5.26%	48.42%			Debate
2024-54	91.10%	1.57%	7.33%	Adopt		
2024-55	31.75%	29.10%	39.15%			Debate
2024-56	13.90%	59.89%	26.20%			Debate
2024-57	44.50%	15.71%	39.79%			Debate
2024-58	55.03%	15.34%	29.63%			Debate
2024-59	29.84%	38.74%	31.41%			Debate
2024-60	91.58%	0.00%	8.42%	Adopt		
2024-61	97.38%	1.05%	1.57%	Adopt		
2024-62	61.78%	0.52%	37.70%			Debate
2024-63	87.43%	2.09%	10.47%	Adopt		
2024-64	55.79%	11.05%	33.16%			Debate
Government Resolutions						
Moved by Jason Jennings & Seconded by Sarah Hillier						
2024-65	89.53%	3.14%	7.33%	Adopt		
2024-66	56.54%	16.75%	26.70%			Debate
2024-67	92.11%	0.00%	7.89%	Adopt		
2024-68	95.26%	1.58%	3.16%	Adopt		
2024-69	79.06%	1.57%	19.37%	Adopt		
2024-70	90.53%	0.53%	8.95%	Adopt		
2024-71	96.84%	2.11%	1.05%	Adopt		
2024-72	89.53%	2.62%	7.85%	Adopt		
2024-73	85.79%	2.11%	12.11%	Adopt		
2024-74	83.77%	5.76%	10.47%	Adopt		
2024-75	90.00%	5.79%	4.21%	Adopt		
2024-76	97.37%	0.00%	2.63%	Adopt		
2024-77	92.11%	1.05%	6.84%	Adopt		

2024-78	62.30%	25.65%	12.04%			Debate
2024-79	58.95%	19.47%	21.58%			Debate
2024-80	32.98%	29.32%	37.70%			Debate
2024-81	68.95%	5.79%	25.26%			Debate
2024-82	19.90%	35.60%	44.50%			Debate
2024-83	9.95%	65.45%	24.61%			Debate
Professional Development Resolutions						
Moved by Sarah Hillier & Seconded by Myla Borden						
2024-84	71.58%	11.05%	17.37%			Debate
2024-85	75.92%	10.99%	13.09%	Adopt		
2024-86	85.34%	2.09%	12.57%	Adopt		
General Resolutions						
Moved by Myla Borden & Seconded by Drew Moore						
2024-87	11.11%	67.72%	21.16%			Debate
2024-88	40.21%	9.52%	50.26%			Debate
2024-89	15.34%	34.92%	49.74%			Debate

ANNUAL COUNCIL RESOLUTIONS 2025

COSTED

2024-01 was referred to the Personnel Committee.

2024-01 Action Costed \$382,835 2/3s

BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.

Richmond Local

Brief:

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

Cost:

\$382,835 – The Finance and Property Committee would like to note that there would be additional operational costs not listed here.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Personnel Committee recommends that Resolution 2024-01 be defeated. The Committee considered costs, operational concerns, and impact on service delivery.

Resolution 2024-01 was considered by the Personnel Committee, and it was determined that an Executive Staff Officer regionally based in the East and West would result in increased costs for equipment and travel.

Copiers/Scanners = \$ 30,000
Travel Costs estimated = \$38,909*

* Difference between the average current annual travel costs from Halifax to Yarmouth and Sydney (\$16,117) and expected annual travel costs from Yarmouth and Sydney to attend meetings in Halifax (\$55,026).

In addition to these additional costs, the Personnel Committee does not support unnecessary remote staff assignments for the following reasons:

a. Mentorship

One of the strengths of having all Member Services Staff working in one building and grouped together is the ability to provide strong mentorship to new employees. Mentoring new employees is essential to maintaining strong representation for members. The current organizational structure provides greater opportunity for mentorship than would be available for Regionally based staff.

b. Consultations

The NSTU employs In-house Legal Council, an Assistant Executive Director (Team Lead for Member Services) and has developed certain subject based specialists (Pensions, Group Insurance, Injury on Duty). The current organizational structure ensures greater opportunity for consultation among Member Services staff than would be available for Regionally based staff.

c. Oversight

All Executive staff officers are accountable to the Executive Director and the Executive Director is the sole arbiter of member complaints against Staff Officers. The current operational structure provides for greater oversight by the Executive Director, considering the broad scope of responsibilities for that position, than would be available with a regional structure.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

d. Remote Work Experience During COVID shutdown

The fact that many organizations, including the NSTU, transitioned to remote work arrangements during the COVID shutdown is often used as an indication that remote work arrangements are possible and a substitute for office-based assignments. The remote work arrangements during the pandemic were a necessary response to a government dictated shutdown, not a result of a planned transition in how people work. The NSTU was one of the first organizations to transition back to office-based work when restrictions were lifted. While considerable improvements have been made to online meeting software, mentoring, team building, coordination of services and management oversight are still better achieved in a group office environment.

The Personnel Committee does recommend increasing the Executive Staff complement by two additional positions to address the existing inequity in regional representation. **Please refer to Provincial Executive Resolution 2025-01.**

2024-04 was referred to the Governance and Policy Committee.

2024-04 *Constitutional Amend Costed \$45,000 2/3s*
BE IT RESOLVED THAT NSTU By-Laws be amended by inserting a new Article entitled “Union Caucus Governance”.

The New Article to read:**ARTICLE (New) — UNION CAUCUS GOVERNANCE****1. UNION CAUCUS**

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

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2. OFFICERS

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

3. GOVERNANCE

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

4. FINANCES

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

Dartmouth Local

Brief:

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

Cost:

\$45,000 – The Finance and Property Committee based this cost on five Union Caucases at a cost of \$9,000 each.

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

The Governance and Policy Committee reviewed this Resolution at their May 24, 2024, September 27, 2024, December 13, 2024, and February 7, 2025 meetings. The Committee recommends that this Resolution be withdrawn or defeated. The NSTU has a robust and democratic governance structure where members have multiple levels to engage with their Union. As outlined in the proposed by-law, these Union Caucuses would not be limited to equity-deserving groups; these caucuses would be open to any groups with special interests. The NSTU must be live to the risk of government (or others) attempting to remove distinct special interest groups from our bargaining unit as witnessed recently regarding our specialists and administrators. Unionism is based on the commonality of interests, together NSTU Members hold common interests in their working conditions. This Resolution risks carving the Union into pieces that are more easily attacked from the outside and are not necessary to making the Union a more diverse and equity-friendly organization. These types of additional governance structures could undermine the influence and/or authority of NSTU Locals.

2025-01 *Action* *Costed* \$344,835 2/3

BE IT RESOLVED THAT the NSTU establish two additional Executive Staff officer positions, with one position designated for a woman.

Provincial Executive

Brief:

The Provincial Executive in reviewing the current Executive Staff Officers regional assignments has identified an inequity, based on membership, as shown in the following:

Regions/Locals	Membership	# of Staff Officers Assigned
Annapolis Valley	1,002	1
Cape Breton-Victoria/South Shore	1,509	1
Chignecto/APSEA	1,606	1
CSANE/Halifax City	1,355	1
Halifax (Dartmouth/Halifax County)	3,575	2
Tri-County/Strait	1,011	1

It has also been determined that addressing this inequity cannot be achieved with the existing staff complement. The Triage Officer position is not assigned to any specific region but does support all members provincially. From September to December 2024, the Triage Officer resolved over 500 separate inquiries from members that would have been directed to regional staff officers in the past.

The Provincial Executive also appreciates that all regionally assigned Executive Staff Officers carry other provincial duties and responsibilities. Assigning Executive Staff is the responsibility of the Executive Director. Increasing the

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

number of available Executive Staff positions by two would allow for the following regional assignment distribution.

Regions/Locals	Membership	# of Staff Officers Assigned
Annapolis Valley	1,002	1
Cape Breton-Victoria	951	1
Chignecto/APSEA	1,606	1.5
CSANE/Strait	1,116	1
Halifax (3 Locals)	4,401	3.5
South Shore /Tri-County	1,021	1

Currently the NSTU employs three administrative assistants to support eight Executive Staff Officers (Member Services). Increasing the number of staff officer would require an additional administrative assistant.

Resolution 2024-01 was considered by the Personnel Committee, and it was determined that regionally based Executive Staff Officers in the East and West would result in increased costs for equipment and travel.

Copiers/Scanners = \$30,000
Travel Costs estimated = \$38,909*

* Difference between the average current annual travel costs from Halifax to Yarmouth and Sydney (\$16,117) and expected annual travel costs from Yarmouth and Sydney to attend meetings in Halifax (\$55,026)

In addition to these additional costs, the Personnel Committee does not support unnecessary remote staff assignments for the following reasons:

a. Mentorship

One of the strengths of having all Member Services Staff working in one building and grouped together is the ability to provide strong mentorship to new employees. Mentoring new employees is essential to maintaining strong representation for members. The current organizational structure provides greater opportunity for mentorship than would be available for Regionally based staff.

b. Consultations

The NSTU employs an In-house Legal Council, an Assistant Executive Director (Team Lead for Member Services), and has developed certain subject based specialists (Pensions, Group Insurance, Injury on Duty). The current organizational structure ensures greater opportunity for consultation among Member Services staff than would be available for Regionally based staff.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

c. Oversight

All Executive staff officers are accountable to the Executive Director and the Executive Director is the sole arbiter of member complaints against Staff Officers. The current operational structure provides for greater oversight by the Executive Director, considering the broad scope of responsibilities for that position, than would be available with a regional structure.

d. Remote Work Experience During COVID shutdown

The fact that many organizations, including the NSTU, transitioned to remote work arrangements during the COVID shutdown is often used as an indication that remote work arrangements are possible and a substitute for office-based assignments. The remote work arrangements during the pandemic were a necessary response to a government dictated shutdown, not a result of a planned transition in how people work. The NSTU was one of the first organizations to transition back to office-based work when restrictions were lifted. While considerable improvements have been made to online meeting software, mentoring, team building, coordination of services and management oversight are still better achieved in a group office environment.

Cost:

\$344,835 – for two Executive Staff Officers and one Administrative Assistant (salaries and benefits). The Finance and Property Committee would like to note that there would be additional operational costs not listed here.

2025-02 *Action* *Costed* *\$202,417* *2/3*
BE IT RESOLVED THAT the NSTU hire a 1-year term Executive Staff Officer in order to implement a pilot program to station a staff officer in the Cape Breton District Local Office for a 1-year trial period to evaluate its effectiveness in improving service delivery for members in a defined geographic area.

Cape Breton District Local

Brief:

This pilot program would explore the potential benefits of having a staff officer based in the Cape Breton District Local Office, including improved response times, more equitable access to services, and reduced travel costs. By leveraging the existing office space and adopting hybrid work arrangements, the NSTU can test the viability of this approach without significant additional costs. The program would provide valuable data to assess whether a permanent position in this location would enhance support for not just members in Cape Breton and the surrounding areas but also inform the possibility of this model in other areas of the province. Members in the Cape Breton area experience challenges with response times and equitable access to NSTU staff officer services due to the geographical distance from the main NSTU office; locating

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

a staff officer within the Cape Breton District Local Office could improve service delivery by covering a defined geographical area, extending into the Strait region, and reducing travel costs. The Cape Breton District Local Office already has existing office space, eliminating additional infrastructure costs. Over the past 5 years, the feasibility of remote and hybrid work arrangements has been successfully demonstrated, ensuring the staff officer could still attend necessary meetings at the NSTU office when required.

Cost:
\$202,417 – for one Executive Staff Officers and half an Administrative Assistant (salaries and benefits) plus additional travel. The Finance and Property Committee would like to note that there would be additional operational costs not listed here.

Recommendation:
The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:
The Personnel Committee recommends defeat of Resolution 2025-02. The Committee considered costs, operational concerns and impact on service delivery.

Resolution 2025-02 was considered by the Personnel Committee, and it was determined that an Executive Staff officer regionally based at the Cape Breton District Local office would result in increased costs for equipment and travel.

Copiers/Scanners = \$15,000
Travel Costs estimated = \$15,814*

* Difference between the average current annual travel costs from Halifax to Sydney (\$9,155) and expected annual travel costs from Sydney to attend meetings in Halifax (\$24,969).

In addition to these additional costs, the Personnel Committee does not support unnecessary remote staff assignments for the following reasons:

- a. Mentorship**
One of the strengths of having all Member Services Staff working in one building and grouped together is the ability to provide strong mentorship to new employees. Mentoring new employees is essential to maintaining strong representation for members. The current organizational structure provides greater opportunity for mentorship than would be available for Regionally based staff.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

b. Consultations

The NSTU employs In-house Legal Council, an Assistant Executive Director (Team Lead for Member Services) and has developed certain subject based specialists (Pensions, Group Insurance, Injury on Duty). The current organizational structure ensures greater opportunity for consultation among Member Services staff than would be available for Regionally based staff.

c. Oversight

All Executive staff officers are accountable to the Executive Director and the Executive Director is the sole arbiter of member complaints against Staff Officers. The current operational structure provides for greater oversight by the Executive Director, considering the broad scope of responsibilities for that position, than would be available with a regional structure.

d. Remote Work Experience During COVID shutdown

The fact that many organizations, including the NSTU, transitioned to remote work arrangements during the COVID shutdown is often used as an indication that remote work arrangements are possible and a substitute for office-based assignments. The remote work arrangements during the pandemic were a necessary response to a government dictated shutdown, not a result of a planned transition in how people work. The NSTU was one of the first organizations to transition back to office-based work when restrictions were lifted. While considerable improvements have been made to online meeting software, mentoring, team building, coordination of services and management oversight are still better achieved in a group office environment.

The Personnel Committee does recommend increasing the Executive Staff complement by two additional positions to address the existing inequity in regional representation. **Please refer to Provincial Executive Resolution 2025-01.**

2025-03 *Constitutional* *Amend* *Costed* \$7,515 2/3s

BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

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

2. COUNCIL DELEGATES AND OBSERVERS

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

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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

Halifax City Local

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

The NSTU advocates equitably for all members' needs. Currently, members from equity-seeking groups only have a dedicated way to bring their concerns to the council if they can attend with their local delegation. Including a caucus will allow issues facing marginalized members to be presented before the council promptly and accurately. This will increase unity and cohesion among the union as it will more efficiently address barriers to engagement with union governance, making the annual Council more accessible for Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities.

Cost:

\$7,515

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this Resolution be withdrawn or defeated. The Provincial Executive has submitted Resolution 2025-33 for Council's consideration that has similar intent but many advantages over this Resolution. Resolution 2025-03 has the following shortcomings:

1. There is no definition of equity seeking.
2. There is no definition of region, though it may be assumed to mean each RRC plus APSEA and CSANE.
3. Selection of the delegate is left to chance as opposed to comprehensive selection processes outlined in Local Constitutions.
4. Locals are in the best position to support delegates attending Annual Council so having delegates attached to Locals is the best practice.
5. There is an assumption that individuals from different equity-deserving groups hold similar values and concerns.
6. The adoption of this Resolution would increase the number of individuals at an already crowded venue.

The Governance and Policy Committee urges the sponsoring Local to withdraw this Resolution and urges all of Council to support Resolution 2025-33.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-04 Constitutional Amend Costed \$19,500 2/3s

BE IT RESOLVED THAT the NSTU amend Article III of the bylaws to read as follows:

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

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

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

Halifax City Local

Brief:

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

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Cost:

\$19,500 – The Finance and Property Committee based the cost on two additional Provincial Executive Members with expenses for meeting travel, communications allowance, honoraria, in-local meeting travel, and equipment.

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee agrees in principle with the intent of this Resolution but wishes Council to be aware of the following shortcomings to this proposed By-Law amendment that must be considered prior to Annual Council fully considering the addition of two (2) new categories of Provincial Executive Members:

1. Most importantly, the adoption of this Resolution as written would replace an entire NSTU By-Law Article (which contains nine (9) sub-Articles) with one (1) single sub-Article. This would result in the removal of eight (8) sub-Articles that outline the definition of Table Officers, governance procedures, election procedures, definition of terms of office, procedures for temporary absences and vacancies, duties of the office, and committees.
2. The adoption of this Resolution would create two (2) new categories of Provincial Executive Members – one (1) African Nova Scotian Member and one (1) Indigenous Member without creating language for their term of office, election procedures, conditions to follow in the event of absence, or conditions to follow in the event of a vacancy. If adopted as written there would be no method to elect these individuals to these newly created seats, etc.
3. The adoption of this Resolution would create two (2) new categories of Provincial Executive Members without a defined constituency for these Members.

If Council truly wishes to implement the intent of Resolution 2025-04 the Governance and Policy Committee recommends that the Resolution be amended by substitution to read:

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

The Resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU amend By-Law Article III, with an effective date of August 1st, 2026, by:

1. in 1 – Composition, (a) strike “and” before “twenty-one” and insert at the end of the sentence “, one (1) African Nova Scotian Member, and one (1) Indigenous Member.”;
2. in 1 – Composition, (a) insert a new second sentence to read “African Nova Scotian as self-identified and Indigenous as self-identified.”;
3. in 4 – Elections insert new (e) to read “The African Nova Scotian Member and the Indigenous Member shall be elected by a plurality vote conducted at Annual Council following the process outlined in Operational Procedures.”;
4. in 5 – Term of Office insert a new (c) to read “The term of office for the African Nova Scotian Member and the Indigenous Member shall be two (2) years starting August 1st and ending July 31st.”;
5. in 5 – Term of Office insert a new (d) to read “The Provincial Executive Member serving as the African Nova Scotian Member or the Indigenous Member shall not serve for more than two (2) consecutive terms as the African Nova Scotian Member or Indigenous Member respectively. An African Nova Scotian Member or an Indigenous Member may be re-elected to the same role once absent from the Provincial Executive in this capacity for a full term of office.” and re-letter the remainder of the sub-Article;
6. in 6 – Temporary Absence insert a new (e) to read “In the temporary absence of the African Nova Scotian Member or the Indigenous Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.” and re-letter the remainder of the sub-Article; and
7. in 7 – Vacancy insert a new (f) to read “When an African Nova Scotian Member or Indigenous Member position on the Provincial Executive becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by a by-election. The by-election shall be held at the next Annual Council to complete the term of office.”.

The By-Law sub-Articles, as amended, would then read:**ARTICLE III — THE PROVINCIAL EXECUTIVE****1. COMPOSITION**

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, ~~and~~ twenty-one (21) Regional Members, **one (1) African Nova Scotian Member, and one (1) Indigenous Member. African Nova Scotian as self-identified and Indigenous as self-identified.**
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) Annapolis/Hants West/Kings 2 Members
 - (ii) Antigonish/Guysborough 1 Member

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
(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.							
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 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 1 st of that year. The election shall be by majority vote.							
(d) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.							
(e) The African Nova Scotian Member and the Indigenous Member 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 shall be two (2) years starting August 1 st and ending July 31 st .							
(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 African Nova Scotian Member and the Indigenous Member shall be two (2) years starting August 1st and ending July 31st.**
- (d) **The Provincial Executive Member serving as the African Nova Scotian Member or the Indigenous Member shall not serve for more than two (2) consecutive terms as the African Nova Scotian Member or Indigenous Member respectively. An African Nova Scotian Member or an Indigenous Member may be re-elected to the same role once absent from the Provincial Executive in this capacity for a full term of office.**
- (e) The term of office for the Provincial Executive Member serving as President or First Vice-President shall be two (2) years starting August 1st and ending July 31st.
- (f) 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.
- (g) 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.
- (h) 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.
- (i) 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.
- (j) 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.
- (k) 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.
- (l) 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 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.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (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) **In the temporary absence of the African Nova Scotian Member or the Indigenous Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.**
- (f) 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:
- The First Vice-President shall assume the office as Acting President until a by-election is held.
 - 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.
 - 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:
- The First Vice-President shall assume the office as President for the remainder of the term.
 - 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 the following shall apply:
- (i) If the vacancy occurs within the first nine (9) months of the term:
- The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- 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.
- c. 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:
 - 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.
- (e) 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.
- (f) **When an African Nova Scotian Member or Indigenous Member position on the Provincial Executive becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by a by-election. The by-election shall be held at the next Annual Council to complete the term of office.**

2025-05 *Action* *Costed* *\$125,000 per year*
BE IT RESOLVED THAT the NSTU put \$125,000 per year towards continuing the *Kids Can't Wait* campaign over the next two years.
Halifax City Local

Brief:

This campaign is needed to continue to place education at the forefront. Members should advocate for changes to the education system on an ongoing basis, not just when our contract has expired or we are in negotiations. The

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

union needs to continue advocacy. The problems in our schools have not magically disappeared because a new contract has been signed.

Cost:

\$125,000 per year

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Political Action/Public Relations Committee recommends that this Resolution be defeated. The name of the campaign that it refers to is actually *Our Kids Can't Wait*. The NSTU continually advocates for changes to the education system. The upcoming spring campaign will be encompassing the intent behind this Resolution and money already exists in the current PR budget to carry out the campaign. The committee also needs to be cognizant of the audience that this campaign will be targeting. While NSTU members are an important audience, the general public is the primary audience.

Currently the Political Action/Public Relations Committee has flexibility to work with staff on campaigns and taglines that make sense during a given timeframe. Every campaign has a shelf life, and no one can predict what the focus will be during the 2025-2026 and 2026-2027 school years. It is also a significant addition to the current budget and would cost an extra \$12.50 per member and may constitute a dues increase if passed.

2025-06 *Action* *Costed* \$22,320
BE IT RESOLVED THAT the NSTU ensures all official communications are published simultaneously in both French and English.
Conseil syndical acadien de la Nouvelle-Écosse

Brief:

It is essential that the NSTU publishes all its official communications in French and English to ensure equal access to information for all its members. This measure strengthens transparency, inclusiveness and mutual understanding, while respecting the principles of diversity and equality of official languages. By ensuring communication in both languages, the NSTU creates a more equitable and respectful work environment.

Cost:

\$22,320 – The Finance and Property Committee based the cost on the following documents: *The Teacher* publication, Negotiation Bulletins, Memos,

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

News Releases, Bulletins. This does NOT include translation of the website or individual emails.

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Please Note:

Depending on the size of the document, simultaneous release may result in communication delays.

ECONOMIC WELFARE & WORKING CONDITIONS

2025-07 (Pre-C) Policy Amend Economic Welfare and Working Conditions

BE IT RESOLVED THAT the NSTU Policy Section III – Economic Welfare & Working Conditions, Policy 16 School Psychologists, Letter B, be amended by striking “seven hundred (700)” and inserting in its place “two hundred fifty (250)”.

The Policy, as amended, would then read:

16. SCHOOL PSYCHOLOGISTS

It is the position of the NSTU that school psychologists are essential to the Public School System and the delivery of specialized mental health supports to students. Specifically, the NSTU believes:

- A. school psychologists working in the Public-School System should be NSTU Members;
- B. the responsibilities for a School Psychologist should not exceed a ratio of one (1) Psychologist to **two hundred fifty (250)** ~~seven hundred (700)~~ students (the student count to include the entire school populations from the School Psychologists’ assigned schools); and,
- C. in order to successfully do their job, school psychologists require a private office with resources including, but not limited to: a cellular telephone, a lockable filing cabinet, and a secure portable computer (laptop) with appropriate technology capabilities.

Cumberland Local

Brief:

Currently, the ratio does not serve the needs of student success and services within our public schools in Nova Scotia. Many students have been left

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

on waiting lists, carried over from previous years, while others are being prioritized. There shouldn't be a priority list; students should be able to access what they need as they need it. Now, more than ever, we need to put the safety of our vulnerable students at the forefront by allowing these professionals to have manageable, equitable, and just caseloads.

Recommendation:

The Governance and Policy Committee believes Council should be aware of the following points during its consideration of this Resolution:

1. This Policy statement, as currently written, was submitted to Council by the Psychologists in School Association (PISA). Part of PISA's submission included the current ratio.
2. The Canadian Psychological Association (CPA) recommends a ratio of school psychologists to students of between 1:500 and 1:1,000.
3. The National Association of School Psychologists (NASP) (a USA based organization) recommends a ratio of school psychologists to student of 1:500 and reports that very few states achieve this ratio.

2025-08 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT the NSTU Policy Section III – Economic Welfare & Working Conditions, Policy 17 Speech Language Pathologists be amended to inserting a new D to read “additional allocation of SLP should be assigned at the elementary school age to aid in early intervention.” and re-lettering accordingly.

The Policy, as amended, would then read:

17. SPEECH-LANGUAGE PATHOLOGISTS

It is the position of the NSTU that speech-language pathologists are essential to the Public School System and the delivery of specialized supports to students. Specifically, the NSTU believes:

- A. speech-language pathologists working in the Public School System should be NSTU Members;
- B. speech-language pathologists are school-based specialists with training and competencies unique to a school setting; ~~and~~,
- C. in order to successfully do their job, speech language pathologists require a private office with resources including, but not limited to: a cellular telephone, a lockable filing cabinet, and a secure portable computer (laptop) with appropriate technology capabilities; ~~and~~,
- D. additional allocation of SLP should be assigned at the elementary school age to aid in early intervention.**

Cumberland Local

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

Children with strong communication skills perform better in reading and writing and have better overall academic achievement. Early intervention in speech therapy can significantly improve our student’s educational trajectory. It is essential to address speech and language challenges before they become obstacles to learning later in their academic career. With the opportunities to work within a Multi-Tiered System of Support (MTSS) model, an SLP could deliver therapies amongst all three tiers, thus giving opportunities to public education as a collective.

Recommendation:

The Governance and Policy Committee believes Council should be aware of the following points during its consideration of this Resolution:

- 1. This Policy statement, as currently written, was submitted to Council by the Speech-Language Pathologists & Audiologists Association (SPAA).
- 2. As the current Policy statement does not include any indication of allocation of SLPs it is unclear what may be meant by “additional allocation”. Does additional mean additional to the current practice or does it mean more allocation at the elementary level compared to the high school level?

2025-09 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to have the Respiratory Syncytial Virus vaccine added through our group insurance provider with an 80% reimbursement.
Northside Victoria Local

Brief:

Respiratory Syncytial Virus (RSV) can significantly impact teachers by increasing their risk of illness and absenteeism. It spreads easily in crowded classrooms, leading to disruptions in education and additional workloads when colleagues are out sick. Teachers may also need to enforce stricter hygiene measures, adding to their responsibilities. Overall, the health risks and heightened stress can affect both their physical well-being and emotional health.

Recommendation:

The NSTU Group Insurance Trustees recommend that this resolution be forwarded to the Provincial Economic Welfare Committee for consideration in the development of the next Provincial Agreement asking Package. As the Total Care Medical program is 100% paid for by the Province of Nova Scotia, Community College, and APSEA for both single and family plans, any enhancement in coverage including coverage for vaccines can only be added through negotiations.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-10 (Pre-C)	Action	Economic Welfare and Working Conditions	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to achieve an increase in benefits for prescription eyewear. <i>Kings Local and Halifax City Local</i>								
Brief: The current coverage amounts of \$155/\$170 is nowhere near the cost of lenses/frames today. This amount has not been adjusted in many years to better reflect the current cost of eyewear.								
Recommendation: The NSTU Group Insurance Trustees recommend that this resolution be forwarded to the Provincial Economic Welfare Committee for consideration in the development of the next Provincial Agreement asking Package. As the Total Care Medical program is 100% paid for by the Province of Nova Scotia, Community College, and APSEA for both single and family plans, any enhancement to the vision care benefit can only be added through negotiations.								
2025-11 (Pre-C)	Action	Economic Welfare and Working Conditions						
BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to achieve a reduction in teaching days from 195 to 185. <i>Kings Local</i>								
Brief: Teacher burnout is at an all-time high and increasing at an alarming rate. This reduction in days would allow more time for rest and result in less sick time which would save money for the government. This would also be a step in the right direction for addressing the huge issue of teacher retention as well.								
Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be defeated. Reducing the number of teaching days may lead to a proportional decrease in salary and could also significantly increase workload demands.								
2025-12 (Pre-C)	Action	Economic Welfare and Working Conditions						
BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to have all statutory holidays as paid days. <i>Northside Victoria Local</i>								
Brief: That teachers be compensated for all statutory holidays that fall within the school year, regardless of whether school is in session or not. That compensation for statutory holidays be calculated based on the regular rate of pay for the teacher, similar to other professions. That this policy applies								

to all full-time and part-time teachers employed by the district or province, ensuring equal rights for all educational professions.

The request for statutory holiday pay is grounded in principles of fairness, equity, and recognition of the professional role that teachers fulfill. While most employees across various sectors receive payment on statutory holidays, teachers are excluded despite working within a regulated public service. By compensating teachers for these holidays, we align with best practices in labour rights and contribute to a more supportive environment for our educators.

The teaching profession is not confined to classroom hours; teachers often engage in planning, grading, and preparation beyond scheduled teaching days. Failure to compensate them for statutory holidays reflects a devaluation of their time and effort. Providing statutory holiday pay is not only a matter of fairness but also a step toward improving teacher retention, reducing burnout, and showing respect for their ongoing dedication to the educational system. We urge the union to advocate for the adoption of this resolution, recognizing that statutory holiday pay is an essential and overdue right for all educators.

2025-13 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to clarify the operational requirements for Article 31.12.
Digby Local

Brief:
Currently, Article 31.12 states that “Each teacher shall be granted one (1) day leave with pay per school year to be used at the teacher’s discretion. The granting of this day will be subject to operational requirements.” Clarifying what is meant by “operational requirements” (sub availability, etc.) gives the process transparency and leaves less ambiguity for administrators when granting/denying this day.

2025-14 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU will seek to add spouses who are teachers as entitled to sub coverage for the pre-retirement seminars.
Halifax City Local

Brief:
Upon request, teachers within five (5) years of retirement shall be given two (2) days Leave of Absence, without loss of salary or benefits, for actual attendance at a Retirement Seminar sponsored by the Nova Scotia Teachers Union. If their spouse is a teacher, not within the five (5) years before retirement, they can only participate if they do so without pay.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-15 (Pre-C)	Action	Economic Welfare and Working Conditions	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
BE IT RESOLVED THAT in the next round of negotiations wherein a salary increase is agreed upon, the NSTU shall seek to achieve that all increases per the incremental steps owed will be calculated no more than thirty days after signing the contractual agreement between the two parties, so that the pay increase is reflected in the pay period immediately following. <i>Halifax City Local</i>								
Brief: This type of agreement can be found contractually with other unions so that the employer does not try to delay monies owed to the employees and does so in a timely, efficient manner.								
2025-16 (Pre-C)	Action	Economic Welfare and Working Conditions						
BE IT RESOLVED THAT in the next round of negotiations the NSTU shall seek to achieve that, any retroactive monies owed will be distributed no more than thirty days after signing the contractual agreement between the two parties. <i>Halifax City Local</i>								
Brief: This type of agreement can be found contractually with other unions so that the employer does not try to delay monies owed to the employees and does so in a timely, efficient manner.								
2025-17 (Pre-C)	Action	Economic Welfare and Working Conditions						
BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU will seek to create a monetary award for teachers applying for retirement and who have accumulated the equivalent of one (1) school year (195 days) of sick time. <i>Richmond Local</i>								
Brief: This award would acknowledge the value of those sick days not used during the teacher's career. Teachers will accumulate more than one (1) year of sick leave over a 30-year career and will retire without any compensation for not using this collection of accumulated days. An award would acknowledge this achievement, while also encouraging other teachers to limit the use of sick days over their career.								
Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be defeated. Paid sick leave is intended to provide teachers and teacher specialists with financial protection when they are ill. Compensating unused sick leave creates an unfair advantage for those who remain in good health throughout their careers and may encourage employees to work while ill.								

2025-18 (Pre-C)

Action

Economic Welfare and Working Conditions

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve financial compensation for teachers who take on student teachers.

Halifax County Local

Brief:

Supervising a student teacher is a significant responsibility that extends beyond the classroom, warranting fair compensation for their commitment to mentoring a student teacher. Taking on a student teacher requires experienced teachers to dedicate extra time to planning, observation, and feedback, often extending their workday well beyond regular hours, impacting personal and family time.

This role demands that teachers oversee the student teacher’s growth, manage classroom dynamics, and ensure curriculum standards are met—all while maintaining their own responsibilities to their students. Unlike a classroom gift, compensation acknowledges the professional expertise required and the tangible time commitment made by teachers who support student teachers.

Compensating mentor teachers would not only recognize their professionalism but also encourage skilled educators to participate, enhancing the quality of training for future teachers. Offering meaningful financial compensation, rather than classroom resources, demonstrates respect for the expertise and dedication required to foster the next generation of educators while ensuring mentors do not bear an uncompensated workload. While mentoring future educators is valuable, it is not a moral obligation.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-19 (Pre-C)

Action

Economic Welfare and Working Conditions

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve release time for NSTU members who volunteer to coach school teams or run school functions to attend events.

Digby Local and Teachers Association for Physical & Health Education

Brief:

It is becoming increasingly difficult to find individuals to coach teams and run extra curricular clubs, and many of these volunteers are teachers. There is currently no official system or code if members are required to leave for events. It is up to individual principals whether release time is granted.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.

2025-22 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve that NSTU members receive data input and collection time, separate from marking and prep time that is currently embedded in the collective agreement, within the present instructional day to reflect daily increased workload onset by technological reviewing, recording, and reporting demands of TIENET, PowerSchool, and other data input and collection duties.

Northside Victoria Local

Brief:

The request data input and collection time during the instructional day for NSTU members is essential due to several factors. First, technology like TIENET and PowerSchool/GradeBook has significantly increased teachers' data management responsibilities, reducing the time available for lesson planning. More data input and collection time during the instructional day is crucial for enhancing instructional quality and better meeting student needs. Additionally, this increase helps reduce burnout and supports a healthier work-life balance. As educational technologies continue to evolve, teachers require time within the school day to effectively integrate these tools into their practices. Ultimately increasing data input and collection time during the instructional day leads to better student outcomes by enabling more personalized and effective instruction, prioritizing both teacher well-being and educational quality.

2025-23 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to include language to prevent recess from being tied to prep time in order to achieve the required percentage in our contract.

Kings Local

Brief:

Members should all receive their recess and it should not be used as part of their prep time. This causes many problems with supervision of pupils prior to and after recess specifically in lower elementary. This is also a safety issue for supervision as there are less NSTU members to do recess duty.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-24 (Pre-C)	Action	Economic Welfare and Working Conditions	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
<p>BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve reimburse for membership fees for the Canadian Counselling and Psychotherapy Association (CCPA).</p> <p><i>Conseil syndical acadien de la Nouvelle-Écosse</i></p> <p>Brief: As counsellors we should be required to be members of the CCPA. This association outlines codes of ethics that counsellors should follow. The CCPA also offers the opportunity for members to network with other counsellors and psychotherapists from across the globe, in order to exchange ideas and best practices, provide mutual support and promote professional development. It is an association that all counsellors should be part of if we want to ensure that the counsellors in our schools have regular professional development as well as follow proper ethical protocols. The cost is approximately \$90 a year.</p>								
2025-25 (Pre-C)	Action	Economic Welfare and Working Conditions						
<p>BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve reimburse for membership fees for the Nova Scotia College of Counselling Therapists (NSCCT).</p> <p><i>Conseil syndical acadien de la Nouvelle-Écosse</i></p> <p>Brief: As counsellors in the province of Nova Scotia we should all be members of the NSCCT. The NSCCT is mandated to serve and protect the public interest as well as preserve the integrity of the profession. They do this by ensuring that only qualified individuals are licensed by the College and that all registrants adhere to recognized Standards of Practice, a prescribed Code of Ethics and practice. The cost is currently \$165 a year.</p>								
2025-26 (Pre-C)	Action	Economic Welfare and Working Conditions						
<p>BE IT RESOLVED THAT the NSTU review the current contract and identify issues of connection between the contract definitions and the expectations of the job of the teacher.</p> <p><i>Richmond Local</i></p> <p>Brief: Advancements in technology, shifts in responsibility, additions of new employees, Post Covid world and other changes in education have permanently altered the role of the teacher. Therefore, the contract may use definitions and terminology that do not represent the role and expectations of the job and profession of the NSTU members. NSTU members have operated under numerous contracts with the employer since approximately 1970. Although education has always been under change, the classroom of today is dramatically different and continues to be redefined by technology</p>								

<p>and social needs. The Post Covid classroom, changes in student needs, focus on mental/physical needs of the learner, and additions to employee roles have changed the requirements, expectations, and the role of the teacher. It is therefore important to review the language and intent of the Teachers’ Provincial contract to ensure that it reflects the current realities of the profession and employment roles.</p> <p>Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.</p>			Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
2025-27 (Pre-C)	Action	Economic Welfare and Working Conditions	<p>BE IT RESOLVED THAT the NSTU investigate alternative models that take class complexity into consideration when setting class caps.</p> <p><i>Cumberland Local</i></p> <p>Brief: With the increasing class complexities, classrooms are becoming unmanageable with the current guidelines. Students need to be able to receive adequate support to meet their needs. Teachers are contractually obligated to meet various diverse needs that include but are not limited to social-emotional, behavioural, and academic needs. A cap with a specific number cannot describe the plethora of needs in a classroom. A cap is not a suitable way to determine this. We need to find a new approach to consider our classrooms’ diverse needs.</p>					
2025-28 (Pre-C)	Action	Economic Welfare and Working Conditions	<p>BE IT RESOLVED THAT the NSTU discuss with other Nova Scotia Educational Bargaining Units the crisis of violence in schools.</p> <p><i>Halifax County Local</i></p> <p>Brief: Discussing the crisis of violence in schools with other Nova Scotia Educational Bargaining Units is essential for addressing and reducing violence in schools. First, collaborative problem-solving allows educators to share effective strategies and policies that have proven successful in managing and reducing violence in their institutions. This collective knowledge fosters innovative solutions tailored to various school environments.</p> <p>Second, such discussions can lead to unified advocacy for resources, including mental health support, counselling services, and training programs for staff that addresses conflict resolution and de escalation techniques. This unified voice could influence policy changes and secure necessary funding.</p> <p>Third, by addressing the issue collectively, there is an opportunity to identify systemic causes of violence, such as socioeconomic disparities, or bullying, and create long-term, targeted interventions that address these root causes.</p>					

Finally, these conversations can promote a culture of safety and accountability across the education system, ensuring that all stakeholders—teachers, administrators, parents, and students—are involved in maintaining a secure and respectful learning environment. Collaboration ensures violence in schools is tackled comprehensively and sustainably.

2025-29 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT the NSTU research the possible correlation between violence in early elementary associated with speech language discourse and emotional regulation to share with the Department of Education and Early Childhood Development.

Kings Local

Brief:

Violence is on the rise especially in early elementary classes. Members feel that these issues are related to the lack of unstructured play time in the school day. This potential correlation could help our employer understand the issues to better address the problem.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.

2025-30 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT the NSTU investigate the correlation between violence in schools and the lack of rigorous “free play” during the school day and share the results with the Department of Education and Early Childhood Development.

Annapolis Local

Brief:

In some Primary classrooms, time for play is being squeezed out in favour of more academic pursuits and/or is replaced with curated play centres, set up by adults, designed to have a specific outcome. In Primary classrooms rich with authentic play experiences, students are encouraged to create, problem solve, communicate, work together as a team, empathize, and consolidate newly explored skills, such as playing school, or writing books. Due to varied societal factors, many primary students are coming to school with limited social experience and severely lacking social skills. If teachers of our youngest children were permitted more time to develop and practice positive social relationships with individuals, both in small groups and in a whole class/ school environment, it seems to follow that these benefits would follow all students and staff, not to mention the wider community as a whole, as students move up throughout the school system.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.			Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn					
<hr/>													
2025-31	(Pre-C) Action	Economic Welfare and Working Conditions											
BE IT RESOLVED THAT the NSTU study the role that gender violence plays in the teaching profession, and report to Annual Council 2026.													
<i>Dartmouth Local</i>													
Brief: “Status of Women Committee promotes ways of enhancing the status of women in the teaching profession and in society”. With the rise in school violence that disproportionately impacts women, it is a barrier to enhancing the status of women in the teaching profession and in society. In order to identify responses to gender violence, data must first be collected around the violence specific to women in the teaching profession including, but not limited to, physical, emotional, psychological, and sexual violence, in addition to potential discrimination based on gender.													
Recommendation: The Status of Women Committee recommends that this Resolution be amended by inserting the word “-based” to the word “gender” to read “gender-based”. This terminology is consistent with the work being done from the Mass Casualty Commission recommendations and what the Status of Women Committee members are familiar with as well.													
<hr/>													
2025-32	(Pre-C) Action	Economic Welfare and Working Conditions											
BE IT RESOLVED THAT the NSTU investigate how other provinces handle compensation for lost prep time and report the findings to Council in 2026.													
<i>Colchester-East Hants Local</i>													
Brief: In the current climate of significant personnel shortages, members are frequently asked to cover other classes during their preparation and marking time. Although our collective agreement stipulates that this time should be returned to the member, we wish to explore whether other models in different jurisdictions might be more effective. Specifically, we are interested in whether other provinces offer financial compensation for lost preparation and marking time and how effective that model has been for the members involved.													

NSTU GOVERNANCE

2025-33 *Constitutional Amend NSTU Governance* 2/3s

BE IT RESOLVED THAT NSTU By-Law Article II – The Council, 2 – Council Delegates and Observers, (b) be amended by inserting a second sentence to read: “Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.

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

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals’ allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof. **Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.**
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
 and,

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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

Provincial Executive

Brief:

The Ad Hoc Committee on Inclusion of Equity-Seeking Members filed their final report with the Provincial Executive in the spring of 2023 with 7 recommendations, all of which were adopted by the Executive. One part of recommendation 7 was to allow for designated seats for equity-deserving members to attend Annual Council. Such action would require amendments to NSTU By-Laws as outlined in this resolution. Designating seats in this way would have the following advantages:

- Guarantee designated seats at Annual Council for equity-deserving members while not increasing the overall number of delegates to Council.
- Locals are in the best position to select appropriate delegates; further, they are in the best position to support delegates while at Council.
- Equity-deserving Council delegates would hopefully begin accepting leadership roles within their Local and beyond.

Currently equity-deserving is defined in NSTU Operational Procedures to mean “an individual who self-identifies as being Mi'kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; 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.”

2025-34 *Constitutional* *Amend* *NSTU Governance* *2/3s*
BE IT RESOLVED THAT the NSTU amend Article III of the bylaws to read as follows:

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

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ARTICLE III — THE PROVINCIAL EXECUTIVE**1) COMPOSITION**

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
- | | |
|--|-----------|
| (i) Annapolis/Hants West/Kings | 2 Members |
| (ii) Antigonish/Guysborough County | 1 Member |
| (iii) Atlantic Provinces Special Education Authority (APSEA) | 1 Member |
| (iv) Cape Breton District | 2 Members |
| (v) Colchester/East Hants | 1 Member |
| (vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) | 2 Members |
| (vii) Cumberland | 1 Member |
| (viii) Dartmouth | 1 Member |
| (ix) Digby/Shelburne County/Yarmouth | 2 Members |
| (x) Halifax City | 2 Members |
| (xi) Halifax County | 2 Members |
| (xii) Inverness/Richmond | 1 Member |
| (xiii) Lunenburg County/Queens | 1 Member |
| (xiv) Northside Victoria | 1 Member |
| (xv) Pictou | 1 Member |
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) **Pursuant to 1 (b) where some Regions elect more than one (1) member these Regions will designate one (1) of the two (2) elected member positions for equity seeking members only; should candidate(s) offer for the position.**

*Halifax City Local***Brief:**

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

Recommendation:

The Governance and Policy Committee agrees in principle with the intent of this Resolution; however, recommends that Council consider the following shortcomings prior to making any decisions on amending this NSTU By-Law.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

1. The adoption of 2025-34 as written would replace an entire NSTU By-Law Article (which contains nine (9) sub-Articles) with one (1) single sub-Article. This would result in the removal of eight (8) sub-Articles that outline the definition of Table Officers, governance procedures, election procedures, definition of terms of office, procedures for temporary absences and vacancies, duties of the office, and committees.
2. There is no definition of equity seeking given in the Resolution. Please note that currently in NSTU Operational Procedures the following statement “an individual who self-identifies as being Mi’kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; 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.” is used to define equity-deserving.
3. Resolutions adopted at Council come into force immediately unless otherwise indicated in the resolution; Provincial Executive elections are conducted leading up to Annual Council, this would mean that newly elected Members may no longer be eligible to hold office.
4. If Council were to adopt both resolutions 2025-03 and 2025-34 as written in this order (i.e., Council first adopting Resolution 2025-03 and then later adopting Resolution 2025-34) the adoption of the second Resolution would negate the amendments approved in the first Resolution. Meaning, adoption of Resolution 2025-03 would amend the By-Law as indicated but subsequently adopting Resolution 2025-34 would amend the By-Law while removing the earlier amendment.

If Council truly wishes to implement the intent of Resolution 2025-34 the Governance and Policy Committee recommends that the Resolution be amended by substitution to read:

The Resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU amend By-Law Article III, 1 – Composition with an effective date of August 1st, 2026, by inserting a new (e) to read “Pursuant to 1 (b) where some regions elect more than one (1) member, one (1) of the two (2) elected Members shall be designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures. If no equity-deserving Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.”.

The By-Law sub-Article 1, as amended, would then read:

(please note, (a) below may be different from what appears here depending on Council’s decision regarding Resolution 2025-03)

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ARTICLE III — THE PROVINCIAL EXECUTIVE**1. COMPOSITION**

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
- | | |
|--|-----------|
| (i) Annapolis/Hants West/Kings | 2 Members |
| (ii) Antigonish/Guysborough | 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.
- (e) **Pursuant to 1 (b) where some regions elect more than one (1) Member, one (1) of the two (2) elected Members shall be designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures. If no equity-deserving Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.**

2025-35 *Constitutional* *Amend* *NSTU Governance*

BE IT RESOLVED THAT NSTU Standing Order 1 – Union Membership Fees, (d) be amended by striking “two dollars and eighty cents per teaching day (\$2.80/day)” and inserting in its place “shall be as fixed from time-to-time by Council”.

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

1. Union Membership Fees

- (d) A per diem Union Membership Fee ~~in the amount of two dollars and eighty cents per teaching day (\$2.80/day)~~ **shall be as fixed from**

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

<p>time-to-time by Council is applied to substitute teachers whether Reserve Members or not. This amount shall be deducted at source.</p> <p><i>Provincial Executive</i></p> <p>Brief: Having a specific dollar amount for the substitute teacher Union Membership Fee in the NSTU constitution means the constitution has to be amended each time a different fee amount is being considered during the budgeting process. Not only does this add an extra unnecessary step, it also creates the awkward situation if the budget is adopted by Council with the assumption of a substitute teacher Union Membership Fee increase but the Resolution adjusting this increase is defeated. This change in wording still maintains Council’s authority to set the Union Membership Fee for members, the intent is that this would be done through the adoption of a budget where the Fee increase is clearly indicated in the budgetary assumptions.</p>			Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
<p>2025-36 <i>Constitutional</i> <i>Amend</i> <i>NSTU Governance</i> BE IT RESOLVED THAT NSTU Standing Order 18 – NSTU Province-Wide Voting be amended by striking “voting” in all incidences and inserting in its place “elections”.</p> <p>The Standing Order, as amended, would then read: 16. NSTU PROVINCE-WIDE VOTING ELECTIONS The results of all NSTU province-wide voting elections shall be published in <i>The Teacher</i> or another equivalent publication on a Local-by-Local basis within fifty (50) days of such voting.</p> <p><i>Provincial Executive</i></p> <p>Brief: Currently, as written this Standing Order would be interpreted to mean that voting results from a strike vote would be published on a Local-by-Local basis. There are strategic disadvantages to informing individuals outside of the Union regarding potential weaknesses to the solidarity of the NSTU. Government, as well as other anti-union pundits, may attempt to divide the Union through such inadvertent disclosure. It would be prudent to close off this unnecessary publication of results.</p>								
<p>2025-37 (<i>Pre-C</i>) <i>Action</i> <i>NSTU Governance</i> BE IT RESOLVED THAT the NSTU develop a framework that ensures all decisions are evaluated through the lens of equity.</p> <p><i>Kings Local</i></p> <p>Brief: An anti oppressive framework is the method and process in which we understand how systems of oppression such as colonialism, racism, sexism,</p>								

homophobia, transphobia, classism and ableism can result in individual discriminatory actions and structural/systemic inequalities for certain groups in society.

2025-38 (*Pre-C*)

Action

NSTU Governance

BE IT RESOLVED THAT the NSTU Provincial Executive shall take steps to ensure that all future Provincial NSTU conferences and committee meetings are scheduled outside of Professional Practice, PD, grading, and classifying days as outlined in the school calendar, allowing teachers to participate in both their professional responsibilities and Union activities without conflict.

Cape Breton District Local

Brief:

The participation of teachers in Provincial NSTU conferences and committee meetings is vital to the ongoing professional development and governance of the organization. With the change to a Provincial School Calendar, the NSTU should not schedule provincial conferences on Professional Practice days, Professional Development (PD), Assessment, Marking / Grading, and Classifying days. These days have been won through intensive negotiations and are an important step toward a more balanced teacher workload. Holding Provincial NSTU conferences and committee meetings on these days creates conflicts for teachers, limiting their ability to both fulfill their school responsibilities and engage fully in NSTU activities.

Recommendation:

The Governance and Policy Committee recommends that this Resolution be sent to Council for debate. Though the Committee does not disagree with the intent of the Resolution the condition “ensure” may lead to unforeseen consequences. Because of hotel bookings certain conferences are booked more than a year in advance, long before the Province has released the school calendar. Further, if the NSTU had to schedule all committee meetings outside of the list of special days in the school calendar then many committee meetings may need to be scheduled on Saturdays or virtually outside of school hours. For these reasons the Governance and Policy Committee urges delegates to vote to debate this Resolution at Council where the Committee will put forward an amendment, the amendment to read – “strike the phrase “take steps to ensure that” and insert in its place “make reasonable efforts to hold” and strike “are scheduled””.

The Resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU Provincial Executive shall ~~take steps to ensure that~~ **make reasonable efforts to hold** all future Provincial NSTU conferences and committee meetings ~~are scheduled~~ outside of Professional Practice, PD, grading, and classifying days as outlined in the school calendar, allowing teachers to participate in both their professional responsibilities and Union activities without conflict.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

CURRICULUM

2025-39 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to establish regular cycles of not longer than ten years to review and update all curricula.

Colchester-East Hants Local

Brief:
There is a need for all curricula to be updated on a regular basis and in a timely manner. Presently there are some curriculum documents and supporting resources that have not been updated for upwards of thirty years. Members can obtain content from the Internet or other sources, however, all of this would have to be vetted through the proper channels and members are already too short on time to do this individually for courses they teach.

Recommendation:
The Curriculum Committee recommends this Resolution be adopted.

Recommendation:
The comité de programmation acadienne recommends this Resolution be adopted.

2025-40 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU lobby the government to implement daily physical education time, taught by qualified physical education specialist teachers, in elementary schools.

Dartmouth Local

Brief:
Research underscores the critical role of daily physical activity in improving physical health, mental well-being, and academic performance. By providing consistent, high-quality PE, students will build essential movement skills and develop lifelong habits of physical activity. Implementing QDPE also benefits homeroom teachers by guaranteeing daily preparatory time during PE sessions. The integration of PE specialists supports collaborative, cross-curricular teaching, enhancing the learning experience for all students. Although additional investment in PE staff is required, the long-term gains in academic success, reduced healthcare costs, and teacher support far outweigh the initial costs, making QDPE an essential step toward improving Nova Scotia's education system.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

The Curriculum Committee is unsure what is being sought through this Resolution and recommends that this resolution be debated at council so that further clarification can be provided.

Recommendation:

The comité de programmation acadienne recommends that this Resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

GOVERNMENT

2025-41 (Pre-C)

Policy

Amend

Government

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 1 – Accountability Principles be amended by substitution.

The Policy statement, as amended, would then read:

1. ACCOUNTABILITY IN PUBLIC EDUCATION

Accountability in public education is a shared responsibility between all educational stakeholders (government, NSTU, education entities, public, school administrators, teachers, educators, school staff, parents/guardians, and students) to create an educational system that strives for improvement, transparency, equity, and inclusion.

A. To this end, the NSTU believes that any educational accountability model must adhere to the following principles:

- I. stakeholders have a responsibility for working collaboratively;
- II. parents/guardians and students themselves have a right to information regarding individual progress;
- III. standards of practice for both conduct and competence are established and well known;
- IV. professional educators are empowered to establish and uphold standards of conduct and competence; and,
- V. quality classroom-based assessment, using a broad range of indicators, plays a central role in demonstrating student learning.

B. Further, the NSTU believes that within any educational accountability model:

- I. professional educators are responsible for working collaboratively, maintaining currency, and engaging in ongoing professional learning; and,
- II. the government, regional employers, and the NSTU share responsibility in establishing programs to assist educators in pursuing professional growth and in establishing standards of professional practice.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. The proposed amendments to this policy statement updates the statement and makes it more concise and stronger.

2025-42 (Pre-C) Policy Amend Government

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 2 – Closure (or Restructure) of Educational Sites be amended by substitution.

The Policy statement, as amended, would then read:

2. CLOSURE (OR RESTRUCTURING) OF EDUCATIONAL SITES

- The NSTU recognizes that the reorganization of a school district may be necessary for the efficient instruction of students; however, the NSTU acknowledges that a local school is an essential part of a community’s identity and as such school closure (or restructuring) will be disruptive to the community. The NSTU recommends consideration be given to the following during the school review process:
- A. public notice of a pending school review process should be given at least two years in advance;
 - B. stakeholders should be consulted and receive regular communications throughout the school review process;
 - C. schools should not be declared surplus solely based on declining enrollment;
 - D. travel time and distance for students must be seriously considered;
 - E. excess capacity may be temporary, both past and projected enrolment patterns should be examined;
 - F. alternative educational purposes should be given serious consideration;
 - G. modifications to accommodate alternative community purposes should be given serious consideration;
 - H. support for school programs must be maintained during the review process; and,
 - I. teachers should be provided with adequate time and support to transition from a closing school to a receiving school.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. The proposed amendments to this policy statement updates the statement and makes it more concise and stronger.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2025-43 (Pre-C)

Policy

Amend

Government

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 4 – Early Childhood Education be amended by:

- in A. strike “(four-year old as of December 31 of the school year)”;
- in A. strike “and returning graduates”;
- in B. strike “Regional Centres for Education/Boards” and insert in its place “education entities”;
- in D. V. strike “appropriate staffing” and insert in its place “educational support personnel”; and,
- in E. insert at the end of the sentence “, that are NSTU Members”.

The Policy statement, as amended, would then read:

4. EARLY CHILDHOOD EDUCATION

The NSTU believes that early childhood education is a vital component of a quality, universal, public education system. Well-designed early childhood education programs enrich young children’s lives and create a foundation for their growth and development throughout their education. Early Childhood Education programs should:

- A. be part of a high-quality, equitable, universal, inclusive, and accessible public education system from pre-primary ~~(four-year old as of December 31 of the school year)~~ to grade 12 ~~and returning graduates~~;
- B. fall under the jurisdiction of **education entities** ~~Regional Centres for Education/School Board~~;
- C. be appropriate developmentally in terms of:
 - I. following well-developed play-based, discovery-based, experiential, and interactive curricula,
 - II. meeting the children’s needs academically, socially, emotionally, and behaviourally,
 - III. responding to a range of individual developmental needs and learning styles, and
 - IV. responding to cultural diversity;
- D. be appropriately funded to provide for:
 - I. early diagnosis and treatment of physical, behavioural, and learning disabilities,
 - II. teacher education programs for early years at both the preservice and inservice levels,
 - III. program supports such as library, guidance, and other student services,
 - IV. adequate physical resources to ensure a safe and healthy learning and teaching environment, and
 - V. **educational support personnel** ~~appropriate staffing~~ to accommodate all of the students’ health and wellness requirements; and
- E. be delivered by qualified teachers, **that are NSTU Members**.

Provincial Executive

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. The proposed amendments to this policy statement are for housekeeping and clarity.

2025-44 (Pre-C) *Policy* *Amend* *Government*

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 9 – Integration and Inclusion be amended by substitution.

The Policy statement, as amended, would then read:
9. INTEGRATION AND INCLUSION

The NSTU holds the following beliefs regarding integration and inclusion in the Nova Scotian educational context:

- A. children with exceptional physical, intellectual, or emotional needs benefit from learning in the most enabling environment;
- B. regular classroom placement may best serve most children; however, self-contained classrooms or other learning spaces may best serve some children;
- C. teachers working in integrated classrooms require support services;
- D. teachers working in integrated classrooms require appropriate embedded time to participate in targeted professional learning as well as time to plan for, set up, assess, and complete documentation required for their students on Individual Program Plans, transitional plans, behavioural plans, etc.;
- E. integration should ensure the rights of all children to an appropriate education and an equitable distribution of resources among all students; and,
- F. schools and educational sites should be barrier free.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. The proposed amendments to this policy statement are meant to add clarity and to support the need for targeted professional learning

2025-45 (Pre-C) *Policy* *New* *Government*

BE IT RESOLVED THAT the NSTU create a new policy statement in Policy Section IV – Government, entitled Mi'kmaq Language.

The new Policy Statement to read:
MI'KMAW LANGUAGE

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

The NSTU recognizes and supports the Nova Scotia Mi'kmaw Language Act, which recognizes the Mi'kmaw language as the original language of Nova Scotia. Further, the NSTU believes that the Nova Scotia Public Education System is ideally placed to support the preservation, revitalization, promotion, and protection of the Mi'kmaw language.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. During this review, Policy Section IV – Government, 10 – Minority Language Educational Rights was reviewed, though the current policy addresses minority French (or English) language rights the Canadian Charter of Rights and Freedoms does not address Indigenous language rights. This new policy statement is meant to address Mi'kmaw language rights in a Nova Scotian and NSTU context

2025-46 (Pre-C)

Policy

Amend

Government

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 11 – Professional Support be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. Currently, the NSTU Policy Section III – Economic Welfare and Working Conditions, 4 – Educational Support Personnel more fully clarifies the NSTU's position on non-teacher educational workers. This Policy is redundant and can safely be rescinded.

2025-47 (Pre-C)

Policy

Amend

Government

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 15 – School Advisory Councils be amended by substitution.

The Policy statement, as amended, would then read:

15. SCHOOL ADVISORY COUNCILS

The *Education Act* allows for the establishment of school advisory councils or regional school advisory councils for a public school or a group of schools, in accordance with the *Regulations*. The duties of a school advisory council include:

- A. Assisting an education entity to ensure that the education entity's public schools and related services are meeting the needs of the communities and regions they serve; and
- B. Performing such other functions as are prescribed by the *Regulations* or assigned by the Minister of Education or the Entity.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

School Advisory Councils are not parties to any collective agreements with the Education Entities or NSTU and as such are only advisory in nature.
Provincial Executive

Brief:
In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. The current Policy Statement implies that school advisory councils may have more authority than that granted under the *Education Act*. School advisory councils have limited influence on the education system.

2025-48 (Pre-C) *Policy* *Amend* *Government*
BE IT RESOLVED THAT NSTU Policy Section IV – Government, 18 – Teacher-Librarians be amended by substitution.

The Policy statement, as amended, would then read:
18. TEACHER-LIBRARIANS
It is the position of the NSTU that school libraries and teacher-librarians are a necessary component to the Public School System and the delivery of the essential graduation competencies in Nova Scotia. Specifically, the NSTU believes:

- A. that school libraries are a specialized classroom that must be staffed by qualified teachers with professional training in library science who are NSTU members;
- B. every public school in Nova Scotia must have library services with access to a full-time teacher-librarian; and,
- C. essential graduation competencies must be delivered by qualified teachers.

Provincial Executive

Brief:
In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6 yr) cycle review. This statement was first written over 25 years ago and has not been significantly changed since. The proposed amendment is more concise and emphasises the need to have qualified teachers who are also librarians and members of the NSTU.

2025-49 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to focus strongly on the recruitment and retention of Speech Language Pathologists, Guidance Counselors, Psychologists, Occupational Therapists, and Physical Therapists.
Annapolis Local

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

These professionals are essential to the success of our students and our schools. We are suffering without them and our students are not receiving what they need and services that they have a right to. Lots of our rural schools cannot fill these positions as currently offered.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.

2025-50 (Pre-C)*Action**Government*

BE IT REVOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to create more seats in Nova Scotia universities' Psychology programs, without lessening or fast-tracking credentials.

*Annapolis Local***Brief:**

Nova Scotians were promised a psychologist in every school. Jobs have been created; however, there is no staff to fill them.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.

2025-51 (Pre-C)*Action**Government*

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to collaborate with the Union to streamline, enhance, and expedite the teacher certification process.

*Conseil syndical acadien de la Nouvelle-Écosse***Brief:**

The current teacher certification process can be lengthy and complex, often leading to delays in hiring and a shortage of newly qualified or transferring educators in schools. This resolution seeks to address these challenges by fostering collaboration between the NSTU and the Department of Education.

2025-52 (Pre-C)*Action**Government*

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to recognize a Red Seal certification as a degree equivalent.

*Career and Technology Education Association Nova Scotia***Brief:**

Given the value of the Skilled Trades program to the PSP it is essential that we provide incentive for those who are qualified to seek these positions.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Red Seal tradespeople have undergone rigorous training to achieve this designation which includes approximately 7000 hrs of apprenticed work and 4 block exams, taking on average four years to achieve. Many Red Seal tradespeople have also completed 1- or 2-year programs at community college as well. As such, it should be recognized as a Bachelor degree equivalent.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be amended by inserting the word “bachelor’s” before the word “degree”.

2025-53 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to develop a Bachelor of Education pathway for Red Seal tradespeople without the requirement of obtaining a pre-B.Ed. Bachelor degree.

Career and Technology Education Association Nova Scotia

Brief:

In order to attract and keep those Red Seal tradespeople in Skilled Trades positions, it is important that there be a pathway for them to enroll in B.Ed. programs without requiring additional upgrading to qualify. As many Red Seal tradespeople take a significant pay cut to take on Skilled Trades teaching positions, it would likely entice them to stay if they could move into B.Ed. programs with greater ease.

2025-54 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to review the Guidelines for Supporting Transgender and Gender-nonconforming Students to ensure that students of all ages are treated equally.

Colchester-East Hants Local

Brief:

Nova Scotia’s Guidelines for Supporting Transgender and Gender-nonconforming Students were published over 10 years ago. There is no doubt that they have helped countless teachers and administration teams learn how to treat transgender and gender non-conforming students with more dignity during this time. However, the lived experiences of students and teachers in Nova Scotia in the implementation of these guidelines should be listened to. The current language in question states:

“Given the sensitivity of transgender or gender-nonconforming student disclosure, when a student requests that their preferred name, gender identity, and/or gender expression be used, parental/guardian consent will be

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

requested from grades primary to 6. From grades 7 to 12, if the student has capacity of consent, parental/guardian consent is not required.” (Page 10).

While this policy does not specifically give parents the power to dictate how a child is referred to at school, it still requires teachers to seek parental permission for younger students. This puts teachers in a challenging position of potentially “outing” a child, which can be dangerous for the student. Children should have the right to decide when and how to disclose personal information about their identity to their families. Furthermore, the teachers who are put in the position to inform a family of something as personal as a student’s identity are put in a vulnerable place themselves.

Recommendation:

The Equity Committee recommends that this Resolution be adopted.

2025-55 (Pre-C)

Action

Government

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to conduct a Diversity, Equity, and Inclusion audit of French Immersion programs in the province and examine any potential barriers to inclusion.

Colchester-East Hants Local

Brief:

French Immersion programs are often promoted as accessible to all students. However, despite claims from the Department of Education and Early Childhood Development and Regional Centers for Education that the program can meet diverse student needs, anecdotal reports from members suggest that French Immersion classrooms tend to be whiter, more affluent, and more neurotypical than their English stream counterparts and that students experiencing academic difficulty often transfer to English programs early on, in part because they hope to access more supports in the English stream.

A diversity, equity and inclusion audit would identify barriers to inclusion, ensuring that all students, regardless of their background, have equitable access to the program and feel welcomed and valued. Analyzing enrollment data can highlight disparities among demographic groups, allowing the Department of Education and Early Childhood Development to identify supports or structural changes required to support students experiencing inequitable access to the program.

Recommendation:

The Equity Committee recommends that this Resolution be amended by striking the phrase “examine any potential barriers to inclusion” and inserting in its place the phrase “identify any potential barriers to inclusion and implement appropriate supports.”

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

<p>The Resolution, if amended, would then read: BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to conduct a Diversity, Equity, and Inclusion audit of French Immersion programs in the province and examine any potential barriers to inclusion identify any potential barriers to inclusion and implement appropriate supports.</p>			Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
2025-56 (Pre-C)	Action	Government	<p>BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide teacher volunteers with funding to cover all costs associated with teacher coaching, volunteering, traveling with students for extracurricular endeavors affiliated with the school community. <i>Annapolis Local and Teachers Association for Physical & Health Education</i></p> <p>Brief: Teachers who volunteer to coach, to co-ordinate trips and other enriching experiences for their students are often denied release time to attend and supervise their students at such events and are expected to provide funding for a substitute teacher, or to take a day without pay. This often deters teachers from volunteering for any such activities, and portrays their efforts as unneeded and unappreciated.</p> <p>Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.</p>					
2025-57 (Pre-C)	Action	Government	<p>BE IT RESOLVED THAT the NSTU Lobby the Department of Education and Early Childhood Development to create a provincial transition program for English/French Language Learners who are beginner-level English and/ or who have interrupted learning/are possibly illiterate in their first language. The same applies to French learners in CSAP. <i>Halifax City Local</i></p> <p>Brief: Newcomers who fall under this category shouldn't just be dropped into the classroom and expected to learn the language through content areas. It is a disservice to students to expect them to understand language and content concurrently. Students should be allowed to learn functional literacy before content instruction.</p> <p>Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be debated at Council.</p> <p>Recommendation: The Equity Committee recommends that this Resolution be debated at Council.</p>					

2025-58 (Pre-C)	Action	Government	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
<p>BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development for a shift in terminology from “guidance counselor” to “school counselor”.</p> <p style="text-align: right;"><i>Kings Local</i></p> <p>Brief: The current term does not capture the scope of the current practice. In order to help us align with this scope of practice a change in language is required. This will encourage our colleagues and employer to make this shift.</p>								
2025-59 (Pre-C)	Action	Government						
<p>BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide landline phones in all classrooms.</p> <p style="text-align: right;"><i>Annapolis Local</i></p> <p>Brief: Many schools do not have landline phones in their classrooms which can be used to call within the school and externally. In this case, teachers often must use their personal phones to make calls to parents/guardians. Classrooms equipped with buttons to call the office over the intercom system rely on someone being available in the office to answer the call. Further, everyone in the classroom can hear the reason the office has been called or why the office is calling in. There is zero privacy in the communication. In the case of an in-class emergency, there is no way to reach the office or other classrooms nearby except for the one button that calls the office.</p> <p>Recommendation: The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be adopted.</p>								
2025-60 (Pre-C)	Action	Government						
<p>BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to build more schools, based on projected population growth.</p> <p style="text-align: right;"><i>Colchester-East Hants Local</i></p> <p>Brief: Population growth across Nova Scotia is putting pressure on existing schools. While plans are underway to build more schools in the Halifax area, other regions experiencing growth have no current plans for new schools, despite a construction timeline that often exceeds five years. The NSTU cannot advocate for smaller class sizes if there is physically nowhere else for the students to go, and many schools across the province are full. A significant financial commitment needs to be made by the province to ensure that Nova</p>								

Scotia's infrastructure is able to not only meet the demand of its population, but to provide students with a safe place to learn and space to grow.			Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn
Recommendation: The Political Action and Public Relations Committee recommends that this Resolution be adopted.								
2025-61 (Pre-C)	Action	Government						
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to offer a vocational high school in each geographical region.								
<div>Cumberland Local</div>								
Brief: The current push for skilled trades within school systems would align with the current Nova Scotia standards of practice so that students have chances for vocational opportunities that will serve them outside of the school system. These opportunities will allow students to opt into various apprenticeship programs, which could benefit them in their future endeavours.								
Recommendation: The Curriculum Committee recommends that this Resolution be defeated. Career Education courses, Skilled Trades courses, and Technology Education courses under the Public School Program are High School courses and should be accessible at High Schools along with the other High School courses.								
Recommendation: The comité de programmation acadienne recommends that this Resolution be amend by inserting at the end of the sentence “where all courses are taught by qualified teachers.”								
The Resolution, if amended, would then read: BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to offer a vocational high school in each geographical region where all courses are taught by qualified teachers.								
PROFESSIONAL DEVELOPMENT								
2025-62 (Pre-C)	Action	Professional Development						
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to deliver voluntary training in non-violent crisis prevention and intervention to NSTU members.								
<div>Conseil syndical acadien de la Nouvelle-Écosse</div>								

Brief:

NSTU members should have the opportunity to receive comprehensive training in nonviolent crisis prevention and intervention.

Recommendation:

The Member Economic Welfare, Health and Safety, and Working Conditions Committee recommends that this Resolution be defeated. When considering de-escalation and behavior management, physical contact can escalate tensions rather than resolve them. Using verbal strategies and non-physical interventions is typically more effective. Additionally, NVC training involves learning how to place a dysregulated student in a “hold,” which carries the risk of being misinterpreted by students, parents, or colleagues, potentially leading to complaints or legal concerns.

Recommendation:

The Professional Development Committee recommends that this Resolution be amended by inserting at the end of the sentence “during the instructional day.”

The Resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to deliver voluntary training in non-violent crisis prevention and intervention to NSTU members **during the instruction day.**

2025-63 (Pre-C)*Action**Professional Development*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development for equitable accessibility to quality professional development amongst School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors.

*Nova Scotia School Counsellors Association***Brief:**

The Department of Education and Early Childhood Development rely on a variety of professionals whose job function requires formal education outside of, or in addition to, teaching. For example, employed are School Psychologists, Social Workers, Speech & Language Pathologists, and School Counsellors. Each of the positions may or may not require a B.Ed., but all require a professional master’s degree outside of teaching as a condition of employment. These identified professionals have access to regular professional development in relation to their professions integral to maintaining their individual professions in schools and keeping current with established practices to provide the highest quality and standard of services to the general school community. This professional development at times is also professionally supervised, which is an ethical obligation and best practice for these roles, and is proven valuable for growth and development. (e.g.: Nova

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Scotia College of Counselling Therapists; Nova Scotia Board of Examiners in Psychology; Nova Scotia College of Social Workers, and so on). In order to maintain the variety of credentials, these professionals share similar options and opportunities to access professional development, but accessibility is not always on par across the professions. Access to all professional development options is integral to the building of a professional identity for these specialist employees, and serves to only enhance the level and quality of services across these professions.

Recommendation:

The Professional Development Committee recommends that this Resolution be adopted.

2025-64 (Pre-C)

Action

Professional Development

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to ensure accessibility to Professional Learning Community time for School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors within and/or between their respective roles.

Nova Scotia School Counsellors Association

Brief:

For many years there has been inconsistent access to PLC time for all the professional student services personnel including, but not limited to: School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors. Many of these professionals across the province specifically report being expressly told they will not receive PLC time. PLC with our colleagues is essential to our professional identity, ensures ethical and professional practice in our defined disciplines; and allows for growth, mentorship, and exchange of resources. Preventing and denying access to PLC time is unethical, unprofessional, and is a barrier to professional practice as both educators and Student Services specialists. In short, it is essential and should no longer be blocked or denied, but only supported.

Recommendation:

The Professional Development Committee recommends that this Resolution be adopted.

2025-65 (Pre-C)

Action

Professional Development

BE IT RESOLVED THAT the NSTU implore the Department of Education and Early Childhood Development to provided targeted Professional Development during the school year to teachers who are assigned to multi-grade configurations.

Inverness Local

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

In Canada, one in every seven classrooms is a multi-grade class and one in every five students has been enrolled in multi-grade classes at some time in their educational journey (Proehl et al., 2013). Such classroom configurations can certainly add to stress for teachers, parents and students. The stress and extra burden placed on teachers can be overwhelming as these assignments are often filled by new teachers who are already under stress at the start of their careers - often in a new school. Recommendations have been made for increased professional development, additional courses at the university level, more classroom supports for teachers and training opportunities to help implement best practices for this unique classroom configuration. Teacher training and professional development needs to be implemented outside of the classroom (Benveniste & McEwan, 2000). If such recommendations are implemented, schools could then set up clear and specific guidelines for teachers in multi-grade classes, thus providing guidance to ensure teachers are supported in their planning. As a result, students will benefit from instruction tailored to their specific classroom situation and from teachers who feel more supported and empowered to meet the unique needs and challenges of multi-grade classrooms.

Recommendation:

The Professional Development Committee recommends that this Resolution be adopted.

2025-66 (Pre-C)*Action**Professional Development*

BE IT RESOLVED THAT the NSTU investigate a system of payment where members do not have to pay directly to cover the registration fees for members who attend Provincial Conference.

*Colchester-East Hants Local***Brief:**

The proposed resolution seeks to reduce financial and administrative barriers for teachers attending Provincial Conferences Day by allowing Professional Associations (PAs) to directly bill Regional Centres for Education (RCEs) or Article 60 funds for registration fees. With rising costs of living, many educators face financial strain, making upfront payments for conference fees an added burden. These fees are often charged to personal credit cards, resulting in interest payments to large corporations and further contributing to teachers' debt load. The current reimbursement process, requiring claim submissions and receipt tracking, adds unnecessary stress to teachers' already demanding workloads. Direct billing would eliminate these challenges, ensuring equitable access to professional development without increasing financial pressures or administrative responsibilities. This change aligns with the NSTU's commitment to supporting its members' professional growth while addressing their time and financial realities.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

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

GENERAL

2025-67 (Pre-C)ActionGeneral

BE IT RESOLVED THAT the NSTU develop a plan to increase membership engagement by NSTU members not attached to school sites.

Dartmouth Local

Brief:
NSTU members not at school sites often feel disconnected from NSTU, and are subtly reminded on a regular basis that classroom teachers are the priority, such as in Google Forms. In order to build solidarity and strength in the NSTU, all members must feel valued, that they have a voice, and that NSTU is looking out for their interests as well.

Recommendation:
The Political Action and Public Relations Committee recommends that this Resolution be debated on the Council floor. The rationale is that the situation varies widely from Local to Local, in terms of current practices and priorities. It's dependent upon the current relationship a Local has with members at non-school sites. The Committee is seeking clarification on several points. This includes a reference to Google Forms in the brief and the committee knows that NSTU provincial office does not use Google Forms to collect information. Other questions include what increased member engagement looks like, and which committee would undertake the work.

2025-68 (Pre-C)ActionGeneral

BE IT RESOLVED THAT the NSTU create a campaign to engage all NSTU members in the responsible Union member focus.

Richmond Local

Brief:
Future contracts and employment realities will require teachers to know their rights and responsibilities with a greater comprehension including day to day operations and contract negotiations. Furthermore, new teachers must be introduced to being an NSTU member working on a Union floor to ensure an understanding and importance of the Union to each member. The NSTU has a passive relationship with the members that must be changed to ensure that each member understands their role and responsibilities of being a member. Future contracts will require a strong voice and leadership to lead members who are engaged and ready to stand together as one voice.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Recommendation:

The Political Action and Public Relations (PA/PR) Committee recommends that this Resolution be defeated. This resolution is asking for work that is the purview of NSTU Locals, Local Presidents, and NSTU reps. Further, the Committee takes issue with the wording of the resolution, in particular the lack of a definition for “responsible union member focus”. Finally, the language in the brief has a negative tone and implies that members are not being responsible.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

	Adopted
	Adopted as Amended
	Defeated
	Referred
	Postponed
	Withdrawn

REPORTS SECTION

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ANNUAL COUNCIL DISPOSITIONS 2024

COSTED

2024-01

REFERRED TO PERSONNEL COMMITTEE

BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.

Richmond

Disposition: *This Resolution was directed to the Personnel Committee. The Resolution will return to Council 2025 with Committee recommendations.*

2024-02

ADOPTED

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

Provincial Executive

Disposition: *Following Council 2024, NSTU President Ryan Lutes reached out to Nathan Martindale, President of the Manitoba Teachers Society (MTS) requesting a meeting to discuss the Nova Scotia Teachers Union (NSTU) joining the National Association of Teachers (NAT). The MTS is the only teacher organization affiliated with the NAT. The NSTU received no response.*

On June 27, 2024, President Lutes contacted, in writing, Mr. Martindale, once again advising that the NSTU wished to join the NAT as directed by Council 2024. Mr. Lutes requested information regarding what the NAT required to facilitate this action. The NSTU received no response.

On August 27, 2024, President Peter Day contacted Mr. Martindale in writing, introducing himself as the new NSTU President and requesting the NAT governing documents. On September 1, 2024, Mr. Martindale responded indicating that the NAT did not have a finalized constitution or any other charter documents and provided a working draft of a proposed constitution. In his response, Mr. Martindale also indicated that the MTS itself had not at that time official accepted any NAT governing documents.

While attending the Canadian Labour Congress Biennial meeting President Day once again engaged Mr. Martindale regarding a process to join the NAT and expressed his concern that the NAT did not appear to have any governing documents establishing it as an entity. Mr. Martindale indicated that he would follow up with Mr. Day. The NSTU has received no response.

Background

The National Association of Teachers (NAT) currently has one member organization, the Manitoba Teachers' Society. The impetus for this new association was a notice by the Canadian labour Congress (CLC) to both the MTS and NSTU stating that individual teacher organizations could no longer affiliate with the CLC. The CLC advised the NSTU that it could not affiliate, even though the British Columbia Teachers' Federation (BCTF), the Elementary Teachers' Federation of Ontario (ETFO), the Ontario English Catholic Teachers' Association Organization (OECTA), and the Ontario Secondary School Teachers' Federation (OSSSTF) are all currently members of the CLC with full voting and participation rights.

The CLC advised the NSTU and the MTS that any new teacher organizations would need to be affiliate with a national teacher organization and that those organizations would be required to share all voting and participation rights as a single organization. Membership in the CLC is a requirement of the Nova Scotia Federation of Labour.

The lack of any governing documents or official charter does raise questions about the Canadian labour Congress's own governing processes when an unchartered organization with no governing documents or membership application process can become a member of the CLC but a constituted and legal entity such as the NSTU cannot.

2024-03 **ADOPTED**

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

Disposition: *directed to the Financial Officer and Finance and Property Committee.*

2024-04 **REFERRED TO GOVERNANCE AND POLICY COMMITTEE**

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

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

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

2. OFFICERS

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

3. GOVERNANCE

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

4. FINANCES

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

Dartmouth

Disposition: *This Resolution was directed to the Governance and Policy Committee. The Resolution will return to Council 2025 with Committee recommendations.*

2024-05 RULED OUT OF ORDER AS 2024-04 WAS NOT ADOPTED

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

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

2. COUNCIL DELEGATES AND OBSERVERS

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

Dartmouth

2024-06 DEFEATED AS AMENDED

BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

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

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;

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

Halifax City

2024-07

WITHDRAWN

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

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

1. UNION MEMBERSHIP FEES

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

Halifax County

ECONOMIC WELFARE & WORKING CONDITIONS

2023-20 (PRE-C)

WITHDRAWN

Postponed to Council 2024 as Amended

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

Cumberland

2024-08 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 3 – Class Size and Composition be amended by substitution and moved to Policy Section II – Curriculum.

The Policy, as amended, would then read:

3. CLASS SIZE AND COMPOSITION

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

A. class sizes should not exceed the following maxima:

- | | |
|---|-------------|
| I. grades primary to 3 | 15 students |
| II. grades 4 to 6 | 20 students |
| III. combined classes in elementary grades | 15 students |
| IV. grades 7 to 12 | 25 students |
| V. Learning Centre/Student Support classrooms | 10 students |

B. class size should be reduced below these maxima, with an increased allocation of support personnel, where a class's composition is more complex or has additional safety concerns.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-09 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 4 – Collective Bargaining be amended by substitution.

The Policy, as amended, would then read:

4. INTEGRITY OF MEMBERSHIP

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

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

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-10 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 6 – Funeral Attendance be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-11 (PRE-C) **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 7 – Individual Program Plans be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-12 (PRE-C) **ADOPTED PRE-COUNCIL**

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

The Policy, as amended, would then read:

9. INTEGRATION AND INCLUSION

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

- A. children with exceptional physical, intellectual, or emotional needs benefit from learning in the most enabling environment;
- B. regular classroom placement may best serve most children; however, self-contained classrooms or other environments may best serve some exceptional children;
- C. teachers working in integrated classrooms require support services;
- D. teachers working in integrated classrooms require appropriate embedded time to plan for, set up, and assess each Individual Program Plan and complete necessary documentation;**
- ~~D~~E. integration should ensure the rights of all children to an appropriate education and an equitable distribution of resources among all students; and,
- ~~E~~F. school sites should be barrier free.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-13 (PRE-C) **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 9 – Job Sharing be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-14 (PRE-C) **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 11 – Member Absence be amended by substitution.

The Policy, as amended, would then read:

11. SUBSTITUTE TEACHING ASSIGNMENT

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

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-15 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 12 – Member Access to Technology be amended by substitution.

The Policy, as amended, would then read:

12. MEMBER ACCESS TO TECHNOLOGY

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

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-16 (PRE-C) ADOPTED PRE-COUNCIL

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

The Policy, as amended, would then read:

13. MEMBER IMAGES, VIDEOS, AND AUDIO RECORDINGS

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

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-17 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 15 – Merit Pay be amended by substitution.

The Policy, as amended, would then read:

15. MERIT PAY

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-18 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 17 A – Part-Time Members be amended by substitution.

The Policy, as amended, would then read:

17. PART-TIME TEACHING OPTION

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

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-19 (PRE-C) ADOPTED PRE-COUNCIL

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-20 (PRE-C) ADOPTED PRE-COUNCIL

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-21 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 22 – Seniority – Teaching Assignments be amended by substitution.

The Policy, as amended, would then read:

22. TEACHING ASSIGNMENT

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-22 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 24 – Teaching Assistants be amended by:

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

The Policy, as amended, would then read:

24. TEACHER ASSISTANTS EDUCATIONAL SUPPORT PERSONNEL

The complex nature of the inclusive classroom may necessitate non-teacher support personnel for individual students ~~with special needs~~. Because of this the NSTU holds the following beliefs:

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-23 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 26 – Teacher-Initiated Inservice be rescinded.

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-24 (PRE-C) WITHDRAWN

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to allow two teacher families the option for coordination of benefits within our medical plan.

Antigonish

2024-25 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve coverage for medical equipment for type 1 diabetes, without a lifetime limit, in the medical plan.

Cumberland, Lunenburg County

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

2024-26 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve a cost of living increase when inflation increases by 4% or more for longer than 6 months regardless of where we are in our contract.

Kings

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

2024-27 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT in the next round of bargaining the NSTU seek to amend article 43.03 as follows:
 43.03 A teacher who is required by the Education Entity to perform the duties of a Department Head or other supervisory or administrative position on an acting basis, shall, ~~after ten (10) consecutive days~~, be paid ~~acting pay calculated on the dates the teacher commenced to acts as if the teacher had been appointed to that higher paid position for the period for which the teacher acts.~~

CSANE, Cape Breton District

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

2024-28 (PRE-C) **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU seek to achieve a day of substitute coverage for teachers whose classroom assignment changes after the voluntary transfer process has concluded due to class cap/grade redistribution.

Cape Breton District

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

2024-29 (PRE-C) **ADOPTED PRE-COUNCIL**

BE IT RESOLVED THAT the NSTU seek to achieve a preparation day for teachers who are unexpectedly required to change teaching assignments due to class cap grade redistribution.

Cape Breton District

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

2024-30 (PRE-C) **ADOPTED**

BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate designated transition time for teachers who need to move throughout the school within the existing school day.

Colchester-East Hants

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

2024-31 (PRE-C) **WITHDRAWN**

BE IT RESOLVED THAT through negotiations the NSTU seek to have prep time be solely allocated for curriculum preparation and marking.

Kings

2024-32 (PRE-C) **ADOPTED AS AMENDED**

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-89 students be five **protected** teaching days prior to the end of the school year.

Kings

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

2024-33 (PRE-C) **ADOPTED PRE-COUNCIL**

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

Colchester-East Hants

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

2024-34 (PRE-C) **ADOPTED PRE-COUNCIL**

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

CSANE

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

2024-35 (PRE-C) WITHDRAWN

BE IT RESOLVED THAT in the next round of provincial bargaining, the NSTU seek to extend the coverage for no loss of salary in Article 31.01 (i) of the TPA to include coverage that would also prevent the loss of a pre-booked day of substitute coverage from the teacher sick day bank.

Cape Breton District

2024-36 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU, in the next round of provincial negotiations, seek to achieve no loss in salary for substitute teachers who are booked to teach and subsequently classes are canceled by ministerial order.

Cape Breton District

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

2024-37 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU create an online form to act as a central documentation point for teachers to log when they are being asked to fill in on days when there is no sub available and report the results to the next Annual Council.

Halifax City

Disposition: The NSTU has created an online form for use by teachers to log when they have been pulled from their regular daily schedule (assignment, marking & prep time etc.). This information is being collected to inform your bargaining team. Members are reminded that they have grievance rights when Article 59.04 is violated by the employer and are encouraged to contact their Executive Staff Officer.

2024-38 (PRE-C) ADOPTED

BE IT RESOLVED THAT the NSTU write a position paper on violence in schools to be prepared for Annual Council 2025.

Halifax County

Disposition: Position paper was written and presented to the Provincial Executive at their February 27/28, 2025, meeting.

2024-39 (PRE-C) ADOPTED

BE IT RESOLVED THAT the NSTU investigate the practices of Regional Centres for Education to achieve 12.5% prep time.

Lunenburg County

Disposition: With the current achievements at the Bargaining Table the investigation stipulated here will be conducted assuming prep time of 15% and will be reported on for Council 2026.

2024-40 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU research how other provinces remunerate associate teachers who supervise and support pre-service teachers and report back to Annual council 2025 for future negotiations.

CSANE

Disposition: The affiliate organizations of the Canadian Teachers Association have been contacted requesting information on how teachers within their own organization were being compensated for the work they do as an associate teacher mentoring a pre-service teacher. The information gathered from all the affiliates who responded by the time of writing this report was compiled and is included in the table below.

PROVINCE/TERRITORY	CTF AFFILIATE	COMPENSATION	NOTES
British Columbia	BCTF	Token gift or Tuition Voucher	To teacher from university
Alberta	ATA	No Compensation	

Saskatchewan	STF	No Compensation	Voluntary
Manitoba	MTS	No Compensation	Duty under Act
Ontario	OECTA	Western U \$8/day Nipissing U \$7/day Ottawa U \$320 lump	Varies by university
	AEFO	Laurentian U \$13/day, \$325 total	Direct to the teacher from university
	OSSTF	\$6-\$8 per day, maximum \$500	Varies by university
New Brunswick	NBTA	No Compensation	Voluntary
Nova Scotia	NSTU	No Compensation	
Prince Edward Island	PEITF	No Compensation	
Newfoundland/Labrador	NLTA	Memorial \$300	Direct to Teacher from university
Nunavut	NTA	\$20/day	Collective Agreement
Northwest Territories	NWTTA (YCS)	\$167/ week (\$100/week)	Collective Agreement

NSTU GOVERNANCE

2024-41

ADOPTED

BE IT RESOLVED THAT NSTU By-Law Article I – Membership be amended as follows:

- in 2. (b) (viii) insert “and,” at the end.
- in 2. (b) (ix) strike “; and,” and insert in its place “.”.
- in 2. (b) strike (x).
- in 3. (b) (viii) insert “and,” at the end.
- in 3. (b) (ix) strike “; and,” and insert in its place “.”.
- in 3. (b) strike (x).
- in 4. (e) (iii) insert “and,” at the end.
- in 4. (e) (iv) strike “; and,” and insert in its place “.”.
- in 4. (e) strike (v).
- in 6. (b) (i) insert “and,” at the end.
- in 6. (b) (ii) strike “; and,” and insert in its place “.”.
- in 6. (b) strike (iii).
- in 7. (c) (ii) insert “and,” at the end.
- in 7. (c) (iii) strike “; and,” and insert in its place “.”.
- in 7. (c) strike (iv)

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

2. ACTIVE MEMBER

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

3. RESERVE MEMBER

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

4. RETIRED MEMBER

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

6. HONOURARY MEMBER

- (b) The rights of Honourary Membership shall include, but not necessarily be limited to the right to:
 - (i) attend Council as outlined in Article II of these By-Laws; **and**,
 - (ii) access NSTU publications and materials, as assigned, on the NSTU website; ~~and~~;
 - ~~(iii) an NSTU web mail account.~~

7. SUBSTITUTE TEACHER MEMBER

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

Provincial Executive

Disposition: NSTU Guidebook updated.

2024-42

RULED OUT OF ORDER AS 2024-04 WAS NOT ADOPTED

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

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

2. ACTIVE MEMBER

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

Dartmouth

2024-43

RULED OUT OF ORDER AS 2024-04 WAS NOT ADOPTED

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

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

2. RESERVE MEMBER

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

Dartmouth

2024-44

WITHDRAWN

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

Provincial Executive

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

2024-45

WITHDRAWN

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

Provincial Executive

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

2024-46

WITHDRAWN

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

Provincial Executive

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

2024-47

WITHDRAWN

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

Provincial Executive

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

2024-48

WITHDRAWN

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

Provincial Executive

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

2024-49

WITHDRAWN

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

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

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

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

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough County	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton District	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne County/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) **Pursuant to 1 (b) where some Regions elect more than one (1) member these Regions will designate one (1) of the two (2) elected member positions for equity seeking members only; should candidate(s) offer for the position.**

Halifax City

2024-50

DEFEATED

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

The Standing Order, as amended, would then read:

2. ORDERS OF COUNCIL

- (a) On an annual basis, the Provincial Executive shall appoint an Independent Chair for the Council.
 - (i) The individual appointed shall:
 - a. have a demonstrated knowledge of parliamentary procedure;

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

Halifax City

2024-51 (PRE-C) DEFEATED

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

Halifax City

CURRICULUM

2024-52 (PRE-C) ADOPTED PRE-COUNCIL

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

Teachers Association for Physical and Health Education

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.*

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-53 (PRE-C) ADOPTED

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

Teachers Association for Physical and Health Education

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-54 (PRE-C) ADOPTED PRE-COUNCIL

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

Digby

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-55 (PRE-C) ADOPTED

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

Colchester-East Hants

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-56 (PRE-C) WITHDRAWN

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to integrate Report Card comments in grades 7-9 for all Integrated Subjects.

Digby

2024-57 (PRE-C) ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to make the first term report cards in grades 1P-8 be a report card with only learner profile and a comment.

Colchester-East Hants

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-58 (PRE-C) ADOPTED AS AMENDED

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

Cumberland

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.*

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-59 (PRE-C) REFERRED TO THE CURRICULUM COMMITTEE

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove formal midterm report cards.

Colchester-East Hants

Disposition: *The Curriculum Committee discussed this resolution at length during their first and second meeting this year. The Committee will be inviting Department of Education and Early Childhood Development staff who oversee the reporting and assessment structure within the school system to learn more about how the reporting periods are set up currently across the province at the various grade levels and share concerns and challenges with current reporting period structure.*

2024-60 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development to increase the allocation of student supports including, but not limited to, LST, Behaviour interventions, and school counselors based on individual site needs before the 2025-2026 school year.

Colchester-East Hants

Disposition: *This matter has been discussed and promoted at the Retention and Recruitment Committee meetings in 2024-2025 and is scheduled to be discussed at the Learning Continuity committee in March 2025. The matter has also been discussed at the Safe and Inclusive Schools meetings throughout 2024-2025.*

2024-61 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax City

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.*

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-62 (PRE-C) ADOPTED AS AMENDED

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

Cape Breton District

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed between appropriate DEECD and NSTU Staff.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-63 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax City

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that this Resolution be discussed at a future Professional Committee meeting.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-64 (PRE-C) ADOPTED AS AMENDED

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

Halifax County

Disposition: It is anticipated that the Position Paper on Supports for EAL and FAL will be presented to the Provincial Executive at their April 3, 2025, meeting.

GOVERNMENT

2024-65 (PRE-C) ADOPTED PRE-COUNCIL

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

Colchester-East Hants

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-66 (PRE-C) DEFEATED

BE IT RESOLVED THAT the NSTU lobby the employer to provide cell phones for Learning Centre teachers.

2024-67 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to increase the allocation of Learning Support Teacher and specialist FTE to reflect changing student behaviour and needs.

Digby

Disposition: *This matter has been discussed and promoted at the Retention and Recruitment Committee and Safe and Inclusive Schools Committee meetings in 2024-2025 and also raised in several other Department of Education and Early Childhood Development meetings by Member Services and Professional Learning staff.*

2024-68 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development enter into discussions regarding the addition of a mid-year enrollment checkpoint on class caps and the Full Time Equivalence staffing adjustments based on these caps.

Cape Breton District

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed.*

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-69 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax City

Disposition: *This matter has been discussed and promoted at the Retention and Recruitment Committee meetings in 2024-2025, at the Safe and Inclusive Schools Committee meetings in 2024-2025, and is scheduled to be discussed at the March 2025 Learning Continuity meeting. The issue is also addressed with Education Entities in individual member cases.*

2024-70 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax County

Disposition: *This matter has been discussed and promoted at the Retention and Recruitment Committee meetings in 2024-2025, at the Safe and Inclusive Schools Committee meetings in 2024-2025, and is scheduled to be discussed at the March 2025 Learning Continuity meeting. The issue is also addressed with Education Entities in individual member cases.*

2024-71 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax County

Disposition: *This matter has been addressed with the Department of Education and Early Childhood Development in Occupational Health and Safety related discussions and will be discussed at the Learning Continuity Committee meeting in March 2025.*

2024-72 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax County

Disposition: *The NSTU President and staff have been involved in regular discussions around the Student Code of Conduct and more generally responding to and preventing school violence. All meetings of the Safe and Inclusive Schools Committee have addressed the issue and the Executive Director has written the Deputy Minister on the subject. The new Student Code of Conduct and associated documents and supports is expected in March 2025.*

2024-73 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax County

Disposition: *Through the regular negotiation process, the NSTU was in discussion with the Employer concerning the large volume and frequency of requests for teachers to formulate, collect, and/or input data which is not directly relevant to their teaching duties. Through the discussions, the NSTU and the employer agreed on new contractual language which requires all outside requests for data to be made through school administration, and for the administrator to take reasonable steps to minimize the requirements for teachers.*

2024-74 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax County

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed.*

There continues to be ongoing discussions at the TPA Recruitment and Retention Committee on possible recommendations that would positively impact teachers working conditions. These included the use of fulltime substitutes. The NSTU has also repeated requested government to gather data on the number of teacher unfilled absences that are occurring and how these absences are managed at the school level.

2024-75 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU write a letter to the Department of Education and Early Childhood Development urging them to expand the current sub pilot program to include all rural schools.

Halifax County

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed.*

There continues to be ongoing discussions at the TPA Recruitment and Retention Committee on possible recommendations that would positively impact teachers working conditions. These included the use of fulltime substitutes. The NSTU has also repeated requested government to gather data on the number of teacher unfilled absences that are occurring and how these absences are managed at the school level.

2024-76 (PRE-C) ADOPTED PRE-COUNCIL

BE IT RESOLVED THAT the NSTU request and offer to work with the Department of Education and Early Childhood Development to find permanent and manageable solutions to the substitute shortage and teacher retention.

Kings

Disposition: *This matter has been discussed and promoted at the regular and extensive Retention and Recruitment Committee meetings in 2024-2025. Recommendations from the Committee will be submitted to the Department of Education and Early Childhood Development and the NSTU at the end of June 2025.*

2024-77 (PRE-C) ADOPTED PRE-COUNCIL

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

Kings

Disposition: *the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that this Resolution be discussed at a future Professional Committee meeting.*

There continues to be ongoing discussions at the TPA Recruitment and Retention Committee on possible recommendations that would positively impact teachers working conditions. These included the use of fulltime substitutes. The NSTU has also repeated requested government to gather data on the number of teacher unfilled absences that are occurring and how these absences are managed at the school level.

2024-78 (PRE-C) DEFEATED

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

Teachers Association for Physical and Health Education

2024-79 (PRE-C) ADOPTED

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

Halifax City

Disposition: *This matter has been discussed and promoted at the regular and extensive Retention and Recruitment Committee meetings in 2024-2025.*

2024-80 (PRE-C) ADOPTED

BE IT RESOLVED THAT the NSTU lobby the government to reinstate the Nova Scotia Teachers College to better train future members for teaching Grades P-6.

Kings

Disposition: *Resolution 2024-80 was referred to the Professional Committee. The concept of reinstating the Teachers' College was discussed during the September 11 meeting.*

2024-81 (PRE-C) WITHDRAWN

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

CSANE

2024-82 (PRE-C) ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to establish an annual one-day, province-wide school holiday for Eid **al-Fitr**.

Nova Scotia Association of Teachers for Equity in Education

Disposition: directed to the Provincial Economic Welfare Committee for possible inclusion in a future round of negotiations. With possible inclusion in Single Tier Bargaining.

2024-83 (PRE-C) WITHDRAWN

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

Lunenburg County

PROFESSIONAL DEVELOPMENT

2024-84 (PRE-C) ADOPTED

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

Teachers Association for Physical and Health Education

Disposition: the Executive Director wrote to Elwin LeRoux on August 22, 2024, requesting that possible action to the issue highlighted in this Resolution be discussed.

On October 27, 2024, the Nova Scotia government called a general election for November 26, resulting in government going into caretaker mode. Following the election a new Minister of Education and Early Childhood Development was announced on December 12 and a new Deputy Minister was named on December 19. The results of the election and the changes in senior departmental officials has resulted in delays as new communication arrangements are agreed to.

2024-85 (PRE-C) ADOPTED PRE-COUNCIL

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

Cumberland

Disposition: The Political Action/Public Relations Committee provided input into this resolution. NSTU Representatives will be surveyed during the 2024-25 school year about embedded Collaborative Learning Time (CLT). Communications/Public Relations and Professional Learning Staff are generating questions and implementing the survey. It will include what authentic embedded CLT best practices are, what it currently looks like at schools/sites, and how it is being implemented.

2024-86 (PRE-C) ADOPTED PRE-COUNCIL

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

Halifax City

Disposition: This item was to be included on the Professional Committee agenda on January 8, 2024. This meeting was postponed due to the new incoming Deputy Minister. The NSTU is currently working to have it rescheduled.

GENERAL

2024-87 (PRE-C) ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day **and March 15th as International Day to Combat Islamophobia** in solidarity with students and **staff who are Muslim** teachers in Nova Scotia who wear the hijab as part of their Muslim faith or other beliefs through a Public Relations campaign.

Halifax City

Disposition: *The Political Action/Public Relations Committee provided input into this resolution. Communications/Public Relations staff will see World Hijab Day (February 1) and International Day to Combat Islamophobia (March 15) recognized through NSTU's social media channels.*

2024-88 (PRE-C) ADOPTED AS AMENDED

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

Dartmouth

Disposition: *The NSTU currently uses email, texts, and social media posts to communicate with members. It is the hope that through the complete implementation of the IT review, communication with members will be improved by reaching more members in a timelier manner.*

2024-89 (PRE-C) REFERRED TO THE GOVERNANCE AND POLICY COMMITTEE

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

Nova Scotia Association of Teachers for Equity in Education

Disposition: *the Governance and Policy Committee met on December 13, 2024 with this referred Resolution as part of its agenda.*

The Governance and Policy Committee conducted an investigation regarding methods in which the NSTU could show material solidarity with other unionised workers and would like to make Council aware of the following.

For Council's benefit, there are 2 Operational Procedures which address job action by others and the NSTU's expectations/support. First is Operational Procedure 19 – Boycotts & Financial Support that outlines guidelines in terms of NSTU support for other Unions while they are experiencing strike or lockout. Second is Operational Procedure 23 – Strike by Non-NSTU Educational Workers – Guidelines for NSTU Members that gives guidelines for our members while fellow educational workers find themselves on strike (or lockout).

The ramifications for an illegal strike, a “solidarity strike” would likely be an illegal strike for our members as it would be likely that the NSTU would not be in a legal strike position, can be found in the Nova Scotia Teachers' Collective Bargaining Act. The Act sets out various penalties where there are violations of the Act (this would, of course, include illegal strikes). It's important to note that any number of offences can arise out of the same matter – the relevant sections on penalties are sections: 65 to 71 (see: [Teachers' Collective Bargaining Act \(nslegislature.ca\)](https://www.nslegislature.ca/))

More specifically, the general penalty for contravention of the Act is:

Penalty for contravention of Act

65 Every person or the Union who does anything prohibited by this Act or who refuses or neglects to do anything required by this Act to be done by him is guilty of an offence and, except where some other penalty is by this Act provided for the act, refusal or neglect, is liable on summary conviction

- (a) if an individual, to a fine not exceeding one thousand dollars; or
- (b) if an education entity or the Union, to a fine not exceeding one hundred thousand dollars. R.S., c. 460, s. 65; 2018, c. 1, s. 21

Additionally, there are Penalties in section 67 which speak to illegal strikes specifically. Section 67 (3) and (4) provide:

Penalties

67 (...)

- (3) *If the Union declares or authorizes a strike contrary to this Act, it is liable upon summary conviction to a penalty not exceeding ten thousand dollars for each day that the strike exists.*
- (4) *Every officer or representative of the Union who declares or authorizes a strike contrary to this Act is liable upon summary conviction to a penalty not exceeding ten thousand dollars for each day that the strike exists.*

NEW BUSINESS RESOLUTIONS

2024-NB1

ADOPTED AS AMENDED

BE IT RESOLVED THAT the NSTU investigate the accessibility of prospective venues for provincial NSTU events and inform attendees regarding accessibility issues at or before the time of registration.

Nova Scotia Association of Teachers for Equity in Education

Disposition: *noted, Staff developed an Accessible Event Checklist for use by the organizers of events. Staff have been directed to investigate the accessibility of prospective venues for NSTU events and to inform attendees as outlined. A letter was written to NSTU Locals and Professional Associations to include this practice when booking venues for their events.*

NOVA SCOTIA TEACHERS UNION ANNUAL REPORT OF ACTIVITIES

ANNUAL COUNCIL 2025

ADMINISTRATIVE SERVICES

EDUCATIONAL FINANCE

The 2025-2026 budget for Education and Early Childhood Development is projected to climb from \$1.99 billion to \$2.26 billion with \$1.545 billion being targeted for Public Education Funding. The next highest expense projected in the provincial EECD budget is \$337 million for Early Learning. There is \$116 million in the current budget allocated for Teacher Pension Plan contributions. While EECD has been merged with Advanced Education, the provincial budget for 2025-2026 keeps the funding lines for both areas separate.

EDUCATION PARTNERS

The Education Partners include representatives from the Nova Scotia Federation of Home & School Associations Inc., the Public School Administrators Association of Nova Scotia, the Fédération des parents acadiens de la Nouvelle-Écosse. The Minister responsible for Education and/or Department of Education and Early Childhood Development officials regularly attend meetings with the NSTU President and various staff members. Our relationship with the Partners allows access to information that we might otherwise not be able to obtain and allows us to work closely together on projects of mutual benefit.

STRATEGIC PLANNING

The NSTU Executive Director, as directed by the Provincial Executive, initiated a strategic planning process with the goal of providing a Strategic Plan to the Provincial Executive. The Strategic Planning process involved a robust consulting process. The Provincial Executive adopted the Strategic Plan recommendations in October 2022. Strategic Planning recommendations for both governance and operations have been either actioned or are in progress.

NSTU MEMBERSHIP

As of December 2, 2024 there were 10,058 NSTU members.

NSTU OFFICE

During the 2023-2024 year, the NSTU hosted 156 meetings involving 1,589 participants in the NSTU Tom Parker building.

NSTU STAFFING

Since 2024 Annual Council, the following staff changes occurred:

1. Hilton Smith retired as Daytime Custodian on April 1, 2024. Robert Laushway, Night Custodian, was promoted to Daytime Custodian to replace Hilton.
2. Louise Doucet was hired on May 1, 2024 as a new Counsellor to support the Member Assistance Program.

3. In June 2024, Jacklyn Casey replaced Haudaja Walters, who left on maternity leave, for the remainder of her term position to support the role of the President and the Member Assistance Program.
4. Tim MacLeod's term contract as Executive Staff Officer was extended to July 31, 2025 to address existing staffing shortages.
5. Anthony Pepito was hired on August 1, 2024 as Night Custodian to replace Robert Laushway.
6. Brad McIsaac was promoted to the position of Systems Administrator effective October 1, 2024 for a year term.
7. Jon Beram was hired on November 12, 2024 for a year term as IT Administrator to replace Brad McIsaac.
8. On February 3, 2025, Marie MacInnis returned from maternity leave to her position as Administrative Assistant to support the President and the Member Assistance Program.
9. Louise Doucet, Counsellor, submitted her resignation effective March 31, 2025.
10. Steve Brooks, Executive Director, submitted his resignation to the Provincial Executive in February 2025. KRBR Consulting was retained to assist with the recruitment of a new Executive Director.

CANADIAN TEACHERS' FEDERATION (CTF)

The Canadian Teachers' Federation (CTF) Annual General meeting was held on July 10 – 12, 2024 and the CTF Board of Directors met on November 13 & 14, 2024. Special virtual meetings of the CTF Board was held on October 9, 2024 & February 19, 2025. The next Board of Directors' meeting is scheduled for April 2025 in Ottawa.

COUNCIL OF ATLANTIC PROVINCES TERRITORIES TEACHER ORGANIZATIONS (CAPTTO)

The CAPTTO Executive met on September 26 & 27, 2024 and January 21 & 22, 2025. Topics discussed included collective bargaining, teacher shortage, inclusion, pension, and CTF update. The next CAPTTO meeting (AGM) will be held April 13 - 15, 2025.

NSTU STAFF PENSION PLAN

The Nova Scotia Teachers Union provides a defined benefit pension plan for all of its employees who are not licensed teachers. Employees of the Nova Scotia Teachers Plus Credit Union also belong to this Plan. An Advisory Committee assists with the oversight and administration of the Plan.

The NSTU Staff Pension Plan is subject to the Nova Scotia Pension Benefits Act. As such, we are required to file regular valuations with the office of the Superintendent of Pensions and if there is an unfunded liability, we are required to take action to eliminate this deficit. The Pension Plan is currently stable and well funded.

RTO LIAISON COMMITTEE

The Executive Director, the President and Assistant Executive Director meet 2 or 3 times a year with the President, Past-President, and Vice-President of the Retired Teachers Organization. The meetings provide an opportunity to let the RTO know about events that are occurring within the organization and discuss matters of mutual concern. The RTO Liaison Committee met most recently on October 23, 2024 and February 13, 2025 and discussion included pension, insurance and substitute teaching.

FINANCIAL SERVICES

The NSTU Financial Officer provides in-service education and assistance for the 22 Locals, 7 RRC's and 21 Professional Associations on an as needed basis and performs Financial Reviews of the accounts of all of these groups. The Financial Officer also oversees the financial reporting of the Union, the NSTU budget and helps facilitate the annual audit.

The NSTU has signing authority for all Professional Association bank accounts so that they can assist by paying all expenses on their behalf and performing their accounting tasks for them. The Financial Officer administers this function as well.

BILL 75

In October of 2017 the NSTU sued the Stephen McNeil Government on the basis that the Government bargained in bad faith and that the introduction of the *Teachers Professional Agreement and Classroom Improvements (2017) Act*, S.N.S. 2017, c. 1 ("Bill 75") violated s. 2(b) and s. 2(d) of the *Canadian Charter of Rights and Freedoms* (the "Charter").

On June 13, 2022 Justice Keith rendered a written decision, for the Supreme Court of Nova Scotia, finding that Bill 75 violated s. 2(d) of the *Canadian Charter of Rights and Freedoms*, and was of no force and effect. This finding remains – Bill 75 breached the *Charter* rights of teachers.

However, while the NSTU argued that the restoration of the Service Award (that was eliminated in Bill 75) should be restored/reinstated in the existing Collective Agreement, Justice Keith did not grant this remedy. As such, the NSTU appealed on remedy to the Nova Scotia Court of Appeal. The Nova Scotia Court of Appeal agreed with Justice Keith and on November 9, 2023 issued its decision refusing to grant the remedy sought by the NSTU, but maintaining that Bill 75 was unconstitutional.

Accordingly, the NSTU sought leave to appeal to the Supreme Court of Canada. The NSTU filed its Application for Leave to Appeal on January 3, 2024. Unfortunately, the Supreme Court of Canada decided not to consider the NSTU's appeal regarding the lack of remedy contained in the Nova Scotia Supreme Court's previous ruling that Bill 75 was unconstitutional.

This decision was released to the public on June 20, 2024.

While this decision was unfortunate and frustrating, it does not alter the fact that the McNeil Government's imposition of Bill 75 was deemed unconstitutional by the Nova Scotia Supreme Court in 2022. At the time Justice Keith wrote in his decision: "At best... Bill 75 was an overzealous but misguided attempt at fiscal responsibility. At worst, Bill 75 was punitive or a vengeful attempt to gain some unrelated, collateral benefit related to ongoing negotiations with other public service unions at the expense of NSTU."

Subsequently the NSTU has repeatedly raised with the current government its obligation to right the wrong created by the previous administration.

BILL 148

On December 14, 2015 the Nova Scotia Liberal Government introduced Bill 148 – the *Public Services Sustainability (2015) Act*. Bill 148 did two (2) things specifically: one, imposed a two-year wage freeze and a further two-years of wage caps on unionized public sector employees; and two, ceased the accrual of service awards effective March 31, 2015. Bill 148 became the *Public Services Sustainability (2015) Act* and was proclaimed on August 22, 2017.

The NSTU shared the view of many other unions in Nova Scotia - that the *Act* interfered with free collective bargaining contrary to fundamental Canadian values and the *Canadian Charter of Rights and Freedoms*. The *Act* severely undermined the collective bargaining process for thousands across the province, dramatically and negatively impacting the collective bargaining rights of all workers in Nova Scotia.

Following the proclamation of the *Act*, the Government referred two (2) questions to the Court of Appeal, pursuant to section 3 of the *Constitutional Questions Act*. However, on May 11, 2022, the Court released its decision on the constitutional references. The decision of the Court was to decline to provide a response. The reason provided was a lack of a full evidentiary record.

The NSTU and seven (7) other Unions have initiated a constitutional challenge of Bill 148, and are currently in the long-process of pre-hearing matters (filing affidavits, disclosure, expert reports etc.). The hearing on the merits is scheduled for June 2, 3, 4 and 5, 2025.

MEMBER ASSISTANCE PROGRAM

Registered Nurse Services

Year 2024 represents the eighth complete calendar year with the Registered Nurse (RN) on staff. RN continues to provide skilled nursing triage, education, and support as well as direct and indirect referral to the various programs and services offered by the Member Assistance Program.

Tragedy & Crisis Support

RN provided indirect support to 27 schools in relation to crisis/tragedy response coordination.

Direct Client Referrals

NSTU in-house Early Intervention Program: 261

NSTU in-house Counselling Service: 183

Crux Psychology/Independent Psychological Consultation: 47. This included client centred nursing support throughout the process. In addition, RN supported inquiries from 22 former clients.

Indirect Client Referrals

NSTU Member Services: 96

Homewood Pathfinder Employee & Mental Health Program: 261

Carepath Mental Health Program: 247

Carepath Chronic Disease Program: 34

Carepath Elder Care Program: 5

External or Community Resources: 223

Examples of external resources: Mental Health Crisis Line, Well Woman Clinic, Centre for ADHD Awareness, Caregivers NS, Continuing Care NS, Developmental Pediatrics Clinic, Dieticians of NS, Mental Health & Addictions, Eating Disorders NS, Palliative Care Services, Ovarian Cancer Canada, Corneal Dystrophy Foundation, Diabetes Education Centres.

Early Intervention Program

New and Closed Files

The Registered Nurse provided referral to the Early Intervention Program for a total of 261 clients. 2 referrals originated in New Brunswick.

Total of 237 files were closed. Clients from the Halifax Regional Centre of Education were the most frequent recipients of EIP services, with the Chignecto Central Regional Centre of Education being second, and Annapolis Valley Regional Centre of Education being third.

OT Interventions & Diagnosis

The main OT intervention was Ergonomics. The main OT diagnosis continued to involve the Musculoskeletal System and Connective Tissues, followed by Psychiatric Disorders. This is consistent with prior years.

Age Group

The youngest client was born in the year 1998 and the oldest client was born in the year 1960.

NSTU Counselling Services

Louise Doucet joined as a new Counsellor on May 1, 2024.

Client Files

316 clients received Counselling Services for a total cumulative of 1111 sessions. Most clients having received Counselling Services came from the Halifax Regional Centre of Education. This is consistent with years prior.

Client Status

Definitions:

New Clients: Clients who have not used the service before or within prior 7 years.

Returning Clients: Clients who used the service within the preceding calendar year.

Former Clients: Clients who used the service within prior 7 years but not in the preceding calendar year.

59% of clients were New, 36% of clients were Returning from year 2023, and 5% were Former clients.

Age Group

The youngest client having received Counselling Services was 10 years of age and the oldest client was 84 years old.

Number of Sessions

The average number of sessions per client was 3.5. 23% of clients received 1 Counselling Session, 35% of clients having received 2-3 Counselling Sessions and 13% of clients received more than 7 sessions.

Presenting Issue

Stress continues to be the most frequent presenting issue. This is followed by Family Relationships and Anxiety.

NEGOTIATING SERVICES

REGIONAL NEGOTIATIONS

Atlantic Provinces Special Education Authority

The agreement expires on July 31, 2025. The Local has formed an Asking Package committee, gathered submissions, and developed a proposal. Packages will be exchanged in June 2025, with bargaining dates to be set for the fall.

Annapolis Valley Regional Centre for Education

The current Agreement will expire July 31, 2026.

Cape Breton-Victoria Regional Centre for Education

The current agreement expires on July 31, 2026.

Chignecto-Central Regional Centre for Education

The agreement is in force and will expire July 31, 2028.

Conseil scolaire acadien provincial

The collective agreement expired on July 31, 2024. The parties met to begin bargaining on January 7 & 8 2025. Additional negotiations dates were February 11 & 12 and March 4 & 5, 2025.

Halifax Regional Centre for Education

The Collective Agreement expired July 31, 2023. An Asking Package was developed by the Regional Bargaining Team and ratified by the Halifax Regional Representative Council in the Spring of 2023. On September 28, 2023 the Bargaining Team met with the employer to exchange proposals and subsequently met on October 23 and 26, November 9, 10, and 21, December 27, and January 18, 2024.

The parties requested the assistance of a Conciliation Officer who met with the teams on March 18 and were successful in reaching a tentative agreement. The Tentative Agreement was ratified on April 24, 2024 with 95% approval. The new agreement will expire on July 31, 2027.

South Shore Regional Centre for Education

The Regional Agreement expired on July 31, 2024. The parties exchanged asking packages on June 5, 2024. Bargaining sessions were held on October 1-3, 2024 and February 10, 2025.

Strait Regional Centre for Education

The Regional Collective Agreement will expire on the 31st day of July 2025.

Tri-County Regional Centre for Education

The Regional Agreement expired on July 31, 2024. Bargaining dates were held on January 27 and 28, 2025. A Tentative Agreement was reached on January 28, 2025 and expires on July 31, 2028.

Provincial Negotiation – Teachers’ Provincial Agreement

The Collective Agreement expired July 31, 2023.

On June 28, 2023 the Provincial Negotiating Team met with the Employer to exchange proposals.

The parties met to bargain on September 11, 12 and 13, on October 3, 4 and 5, on October 11, 12 and 13, and on January 10 and 11 of 2024.

On January 23, 2024, the Provincial Negotiating team met and decided to request from the Minister of Labour, Skills and Immigration to appoint a Conciliation Officer to assist with the bargaining.

A Conciliation Officer met with the two teams on March 5, 6 and 7 and again on March 15, 16 and 17th, 2024.

On March 11, 2024 the NSTU conducted a Strike Vote and the membership voted 98% in favor of strike.

An Agreement in Principle was reached on April 17, and a Tentative Agreement was made on April 24, 2024.

The tentative Agreement was shared with the membership through electronic presentation which was followed by three virtual Question and Answer sessions held on May 13, 14 and 16, 2024.

The membership ratified the Tentative Agreement on May 22, 2024 and the new Teachers' Provincial Agreement which will expire July 31, 2027 was signed on June 27.

Provincial Single-Tier Committee

On September 13, 2024 the Provincial Executive formed the Single Tier Committee responsible for identifying Regional Agreements that may be negotiated with government and moved to the Teachers' Provincial Agreement.

The Committee met on December 16, 17 and 18, 2024. The team met again to finalize a report to the Provincial Executive on February 24, 2024.

The formation of the Committee was a result of a request by the EECD during provincial bargaining and in line with the Teachers Collective Bargaining Act.

MEMBER SERVICES

Member Services Executive Staff Officers spend the majority of their time supporting teachers directly. This includes phone calls and meetings with individual teachers, groups of teachers, the regional and provincial employers (human resources), and Local Leaders. This extensive support often results in grievances being settled, and/or having matters resolved without pursuing the formal grievance process. Executive Staff Officers work closely with Regional and Local Leaders to prevent and minimize conflict, they assist members in problem solving complex employment issues, and they provide education regarding teacher rights according to the applicable collective agreements and legislation. Executive Staff Officers are also involved in collective agreement interpretation, implementation and negotiations.

The work of Executive Staff Officers is varied. Below are descriptions of some of the most common themes that arise in Member Services.

Collective Agreement Negotiations

Member Services staff facilitate bargaining preparation and lead negotiations at the provincial and regional levels. Between negotiating rounds, Member Services staff work with the employer and Local Leaders on implementation including identifying potential improvements going forward. Occasionally collective agreements need to be modified by agreement of the parties between negotiating rounds. In these cases, Member Services staff work within the legal process in order to facilitate these modifications.

In most cases, negotiations result in a successful collective agreement. However, where negotiations are unsuccessful, Member Services staff implement the necessary response. At the regional level, if a collective agreement cannot be successfully negotiated, then the disputed provisions are referred to interest arbitration. In an interest arbitration the Union and Employer present their legal positions and an independent third-party arbitrator determines the remaining disputed contents of the collective agreement. At the provincial level, if a collective agreement cannot be successfully negotiated, Member Services staff provide advice on the technical processes of work stoppage (including for example how to participate in a legal strike) and labour relations strategy.

Grievances and Grievance Arbitration

When an alleged breach of a collective agreement arises, including human rights violations that are implicitly covered by the collective agreements, a grievance may be filed. Most grievances are initiated by individual teachers, but some are initiated

by the NSTU itself (policy grievances). Executive staff provide extensive support which often can result in grievances being settled, and/or having matters resolved without pursuing the formal grievance process. When a grievance is not resolved through the grievance process steps, and where with legal advice the NSTU determines that it has a reasonable chance of success, the grievance is referred to an independent third-party arbitrator for a decision that binds the parties. Additionally, even the employer could grieve a perceived breach of the agreement by the NSTU.

Occupational Health and Safety

Member Services staff regularly support teachers who have workplace issues that are covered by Occupational Health and Safety (both legislatively and in the Collective Agreement). Common Occupational Health and Safety issues include violence against teachers and other students as well as environmental and air quality concerns.

Injury on Duty

Teachers are not part of the Workers' Compensation scheme and instead, pursuant to the Provincial Collective Agreement, teachers have access to Injury on Duty coverage for loss of income and other out-of-pocket expenses incurred due to an injury at work. Member Services staff can assist teachers through the Injury on Duty process and represent teachers who have been denied Injury on Duty coverage by their employer.

Accommodation

Pursuant to human rights law, employers are prohibited from discriminating against employees based on any of the grounds in Nova Scotia's Human Rights Act. Employers have a duty to accommodate (up to the point of undue hardship) teachers who fall into the groups covered by the Human Rights Act. Although these accommodations are often to assist teachers with disabilities to remain in the workplace, they can also be based on other protected grounds, such as family status.

The accommodation process can often be complex and involve significant legal knowledge. Member Services staff support teachers in negotiating this process with the employer, and where required, pursuing a grievance or appropriate remedy to enforce a teacher's legal right to accommodation.

In-House Legal

In-House Legal Counsel works very closely with Member Services staff on all issues related to teacher rights, including but not limited to: collective agreement interpretation, grievances, arbitrations, occupational health and safety, human rights, accommodations, and Injury on Duty disputes. Where grievances are filed, In-House Counsel often provides strategy and advice throughout the process and drafts a legal opinion on the chances of success of grievances at arbitration. While formal legal advice is regularly provided on Member Services issues, In-House Legal Counsel also supports Member Services in ongoing solutions-based discussions regarding files and labour relation strategy. In-House Legal Counsel also acts a liaison with NSTU's external legal counsel on various matters, including arbitrations and Charter litigation.

Additionally, In-House Counsel provides legal advice, and opinions, to the NSTU on various pieces of legislation, and government policy. In-House Counsel also works closely with the NSTU on internal governance documents (including By-Laws and Operational Procedures) and with internal committees or internal-adjudicative processes.

In-House Counsel provides legal advice and representation on various other non-Member Services issues, including for example employment law and NSTU contracts with necessary vendors. While formal legal advice is regularly provided on Member Services issues, In-House Legal Counsel also supports Member Services in ongoing solutions-based discussions regarding files and labour relation strategy. In-House Legal Counsel also acts a liaison with NSTU's external legal counsel on various matters, including arbitrations and Charter litigation.

Criminal and Other Legal

If a teacher finds themselves in conflict with the criminal justice system due to their actions related to work, the NSTU may provide criminal legal counsel, through the Member Services program with support of In-House Counsel. A teacher with a criminal law issue will usually also be facing concurrent employment issues and sometimes additionally teacher certification implications. Member Services staff support teachers through these complex and multiple processes.

Members Services staff also participate in the other legal matters. Most significantly, Member Services are involved in the preparation, evidence and assistance in the two extensive Charter of Rights and Freedoms challenges that the NSTU is currently engaged in against the Province of Nova Scotia (Bill 75 and Bill 148).

Committees and Presentations

Member Services staff support Regional Representative Councils by attending their meetings and providing advice as required. Member Services staff also attend Local meetings and act as liaison between the NSTU, Locals and regions. Member Services staff act as liaison for, and facilitate the work of, many NSTU Standing and other Committees.

Additionally, Member Services staff create and provide professional learning sessions to teachers on a large variety of Member Services topics including but not limited to: pension and benefits, maternity leave, retirement seminars, contractual and legal matters.

Discipline Committee

The Discipline Committee had a joint meeting with the Professional Committee on December 13, 2024 for training.

Professional Committee

The Professional Committee had a joint meeting with the Discipline Committee on December 13, 2024 for training.

Member Services Committee

This year, the Member Services Committee convened three times, where it engaged in various tasks such as reviewing NSTU Policy regarding Economic Welfare and Working Conditions, reviewing Annual Council Resolutions, and organizing the planning for the Biennial Member Services Conference 2024.

Injury on Duty Committee

The Committee typically meets monthly to review claims submitted by members who have been approved for Injury on Duty. Reviewing claims for substitute teachers who qualify for Injury on Duty is also part of the Committee's mandate.

RESOLUTIONS COMMITTEE

The Resolutions Committee convened during Annual Council 2024 (May 3 to 5) to train, consider New Business Items to Council, and to facilitate the disposition of 2024 Resolutions to Council.

The Resolutions Committee met on January 10, 2025, to review Council 2025 resolution submissions from Locals and Professional Associations.

Staff worked with several Locals and Professional Associations regarding drafting individual resolution submissions.

The Resolutions Committee will convene during Annual Council 2025 (May 2 to 4) to train, consider any New Business Items to Council 2025, and to facilitate disposition of 2025 Resolutions to Council.

GOVERNANCE AND POLICY COMMITTEE

Since Council 2024, the Governance and Policy Committee met on May 31, 2024, September 27, 2024, December 13, 2024, and February 7, 2025, with the possibility of one final meeting of the year scheduled for May 16, 2025.

The Governance and Policy Committee reviewed several matters referred to it by the Provincial Executive and Council with recommendations forwarded to the Provincial Executive for their action.

The Governance and Policy Committee conducted a Policy Review on Policy Section IV – Government with several recommendations forwarded to Annual Council 2025 for Council’s consideration.

The Governance and Policy Committee has finalized the work directed to it as a result of recommendations from the Strategic Planning Report.

Staff continues to work with Locals, Regional Representative Councils, and Professional Associations to update their governance documents.

The committee reviewed and made recommendations with respect to seven (7) resolutions to Annual Council 2025 that were identified by the Resolutions Committee as being related to Governance.

PENSION SERVICES

NS Pension Board of Directors

Nova Scotia Teachers’ Pension Plan Trustee Inc. has four representatives (two representing NSTU and two representing government) on the NS Pension Board of Directors. This Board meets five times annually and oversees the overall operations and management of the Corporation. The Board sets the Corporation’s strategic direction, approves its operational budget and makes key administrative decisions.

Nova Scotia Teachers’ Pension Plan Trustee Inc.

The NSTU has four representatives (a staff officer, an active teacher, a retired teacher, and an industry expert) on the Board of Directors of the Nova Scotia Pension Plan Trustee Inc. Trustees are appointed for three-year terms and may serve for a maximum of two consecutive terms. The Trustee meets five times annually and oversees the investment and administration of the Teachers’ Pension Plan. As well, there are three standing committees of the Trustee: Investment, Audit and Actuarial, and Governance, Communications, and Member Services.

Nova Scotia Teachers’ Pension Plan Trustee Inc. – Investment Committee

The Investment Committee meets on a quarterly basis (four times annually). The Investment Committee:

- reviews the investment performance of the fund, the operation of the investment arm of the Nova Scotia Pension, and how the investment objectives of the Trustee are being implemented by the Corporation;
- measures the performance of the fund against appropriate benchmarks;
- reviews the risk report of the fund on a quarterly basis; and
- reviews the sustainable investment report on an annual basis.

Nova Scotia Teachers' Pension Plan Trustee Inc. – Audit and Actuarial Committee

The Audit and Actuarial Committee meets three times annually. The Audit and Actuarial Committee:

- meets with the auditor and approves the annual audit plan prior to commencement of the audit;
- reviews the draft audited financial statements prior to presentation to the Board;
- meets with the actuary to review the actuarial valuation plan prior to commencement of the actuarial valuation;
- reviews proposed changes to the actuarial assumptions and makes recommendations to the Board for presentation to the Sponsors; and
- reviews the draft actuarial valuation prior to presentation to the Board.

Nova Scotia Teachers' Pension Plan Trustee Inc. – Governance, Communications, and Member Services Committee

The Governance, Communications, and Member Services Committee meets two times annually. The Governance, Communications, and Member Services Committee:

- reviews policy & procedures and recommends amendments, where appropriate, prior to presentation to the Board;
- reviews agreements and recommends amendments, where appropriate, prior to presentation to the Board.

NSTU Pension Symposium

The biannual NSTU Pension Symposium will be held on May 23-24, 2025.

Pension Review

The Province of Nova Scotia and the NSTU appointed an external panel to review the Teachers' Pension Plan. The Panel's report including non-binding recommendations was received in August 2022 and referred to the Teachers' Pension Board for further study.

NS Teachers' Pension Board

The Teachers' Pension Board met on a regular basis throughout this year. A primary focus of the Teachers' Pension Board this year was continuing study and deliberation on how best to address the unfunded liability. The Teachers' Pension Board is also responsible for approving the assumptions to be used in the annual actuarial valuation of the plan's funded status as well as recommending, to the Province of Nova Scotia and the NSTU, any changes to the Regulations under the Teachers' Pension Act.

Pre-Retirement Seminars

The NSTU sponsored twelve (12) Retirement Seminars this year throughout the province. Evaluation forms collected at each session were very positive.

CERTIFICATION & CLASSIFICATION

Teacher Certification

Staff have continued to assist individual members with certification related inquiries and cases. The recent 2023 launch of the Teacher Certification System online portal has significantly reduced any delays to processing of certification applications this year especially. Many of the certification inquiries fall under topics such as continuing service education/upgrading, teaching service recognition, permits to teach, initial teacher certification and conditional teacher certification.

PROFESSIONAL LEARNING

Workshops/Presentations for NSTU locals, schools, and universities

Numerous in-person and virtual presentations were facilitated for locals, regions, universities, and conferences across the province. Presentations included Unleashing Unionism, Member Engagement and Appreciation, Balancing Professional Boundaries, Celebrating Gender Diversity, Cultivating Inclusive Classrooms, New Member Information Sessions, Benefits of Membership, Teacher Wellness, as well as an updated version of the NSTU Olympics.

The Professional Learning department is constantly revising current workshop offerings and opportunities for member engagement annually. The complete slate of presentations available by Professional Learning, Member Assistance Program, and Member Services was updated, posted on the site, and included in a pamphlet that was given to RRC Chairs, Local Presidents, and anyone inquiring.

Online resources have been a priority this year. The lanyard and QR Code Keychain edition of the “New Member Kit” continued with an updated Early Career handbook posted to the NSTU site.

A bank of resource videos continue to be in production. These will include leadership development, NSTU benefits, grant information, and more.

Education Leadership Consortium of Nova Scotia (ELCNS) (formerly known as the Nova Scotia Education Leadership Consortium NSELN): Aspiring Leaders Program, Program Committee and Board of Directors

Until July 31, 2025, two NSTU Staff hold seats on committees of ELCNS, one on the Board of Directors for the Education Leadership Consortium of Nova Scotia and one on the Program Committee for the Aspiring Leaders Program and the Instructional Leadership Academy. The focus continues to be ensuring that the NSTU has a voice at the table to gather and share information, offer important perspective on behalf of members to forge ways the NSTU enhances the work of ELCNS as they move towards their goals of aligning with the leadership standards and the interweaving of the knowledge of our African Nova Scotian, Black and Mi'kmaw history and voices of our communities throughout the province. This year, the staff member on the ELCNS Board of Directors participate in the ELCNS Summer Leadership Academy, which saw presentations by Dr Gloria Ladso-Billings, founder of Culturally Responsive Pedagogy and various breakout sessions focusing on Effective Leadership, Resilience, Mentorship, Support of Early Career Teachers, Shared Leadership and Putting Data into action.

CONTACT

Theme - From Awareness to Action: Empowering Inclusive Educators took place in Cornerbrook, NL July 24-26, 2024. All four Atlantic provinces have chosen a workshop facilitator for the annual event. Feedback from our participants was largely positive with important suggestions regarding the timeline for applications and informing of applicants which was brought to the Winter CAPTTO meeting for future consideration. The theme of CONTACT 2025 is Voices of the World, Navigating Diverse Classrooms Together. A call for proposals was shared in the November/December edition of the Teacher and on the NSTUAppl Facebook and Instagram pages.

John Huntley Memorial Internship

This program was developed to honor the NSTU contribution of John Huntley, who was an active Local leader, as well as an Executive Staff Officer from 1993-94 and 1998-99.

The internship program is not intended as a precursor to employment but is intended to provide active members with an opportunity to learn more about the NSTU by increasing their awareness of the organization. This internship experience helps to fulfill Mr. Huntley's desire that all members develop a thorough understanding of the NSTU.

Up to six interns are invited to the NSTU for a two-day period. This occurs three times a year with a new group of interns each time. The dates for the first two internship programs were November 14 and 15, 2024, and March 20 and 21, 2025. The third internship program is scheduled for May 8 and 9, 2025. During this time they meet with Executive and Professional Services staff officers to experience the breadth of their roles. The feedback from participants continues to be overwhelmingly positive and report the program to be of great value.

NSTU Leadership Skills Development Institute

The NSTU Leadership Skills Development Institute provides professional development for local, regional, provincial leaders, as well as aspiring leaders within locals. This year the institute took place from August 14, 2024, to August 16, 2024, at St. Francis Xavier University. Leadership included two plenary sessions and a variety of concurrent sessions, allowing members to select sessions which met their individual needs based on their leadership role. Planning for Leadership 2025 is currently taking place and the 2024 feedback from participants has been helpful in the planning.

EEE Summit

The Provincial Executive approved the Encourage Engage Evolve Summit (aka Triple E) as a biennial conference moving forward. The next summit will take place December 2025. The summit will be open to those who identify as BIPOC. The purpose of the summit is to engage underrepresented members and to provide professional development relative to the needs of BIPOC members.

Equity Conference

The biennial Equity Conference will be held in April 2025 at the Barrington Hotel. The theme of the conference is intersectionality. The Equity Committee met on November 15, 2024 and February 21, 2025 to discuss and plan for the upcoming conference.

Project Overseas now renamed Teaching Together

Three NSTU members will be participating in the Teaching Together program through the Canadian Teachers' Federation in July 2025:

Sue Larivière-Jenkins, who is a technology mentor at École Acadienne de Pomquet with the Conseil scolaire acadien provincial.

Theresa Jennings, Program Planning Specialist with the Halifax Regional Centre for Education.

Stephanie Deagle, a French Immersion Literacy Coach for Grades P-9 with the Chignecto Central Regional Centre for Education.

Information packages and applications for the Teaching Together are received from the Canadian Teachers' Federation each fall. Information is shared in The Teacher, on the NSTU website and on NSTU social media channels. The due date for applications was November 29, 2024. Applications were vetted and applicants are informed of the application decisions via email shortly after returning from the holiday break. The Canadian Teachers' Federation committee chooses the placements and informs the successful applicants from each Member Organization of their location and team composition. Participants attend training sessions before embarking on their travel in the summer.

Professional Development Committee

Applications for conference grants continue to increase. At their Fall meeting, the PD Committee considered 62 applications and awarded nine (9) grants to align with an equal distribution of the budget allotted to conference funds over the now two meetings. One of those grants was designated for an early career teacher in their first five years. Two alternate applicants were also identified in the event that one of the other successful applicants is unable to attend their conference. In order to help ensure a wider geographic representation of funds, the committee decided to continue to determine their recommendations to the Provincial Executive via a draw format with an updated rubric for scoring submitted applications. All completed applications vetted by the committee that are seen to meet the successful meet the criteria set out in the rubric are put into a draw for each Region (7), CSANE (1) and APSEA(1), which represent the 9 regions and 9 grants that are awarded under the current budget structure. One of those applications continues to be designated towards an early career teacher. In regions where no applications were received, the qualifying applications from the remaining regions are entered into the draw. This new process is reflected in the recommendations being sent to the Provincial Executive for their meeting on February 29 and March 1, 2024. The committee still recognizes that a larger number of applications are received from the Metro region, due to population. Locals not represented in a given round will receive support in advertising the opportunity more often.

Professional Associations

Another successful conference day was held on October 25, 2024. Just over 7,000 members, pre-service teachers and retired teachers attended PA conferences this year, which were hosted from Sydney to the Annapolis Valley and points in between. Several conferences, including AST, ATA, NSTALL and SSTA also adopted/continued the practice of offering satellite conference sites for members to be able to access different locations throughout the province. Guest resource person, Naphtalie Tucker, a student at West Bedford High School who was present at last year's PA Leaders Conference participated in this year's BETA conference as a vendor.

At their Leaders conference in November (PALC), the PA Leaders participated in a weaving voices activity facilitated by Halifax Regional Arts teacher, Robin Jensen, which focused on the seven sacred teachings of Mi'kmaq culture and allowed participants to make connections to their roles within professional associations, the NSTU and potentially beyond. The finished product will be displayed at the NSTU Building sometime in the future. Saturday morning saw a continuation of Table Talks with NSTU Staff and Professional Association volunteers on topics such as Finances, Constitutions and Operational Procedures, the use of Canva software to publicize conferences and Professional Associations was facilitated by Holly Schaller from the Social Studies Teachers Association a session on Courageous Conversations was facilitated by our own Counsellor, Sandra Murray. A local children's author and Pre-service teacher, Sal Sawlor was present for the Break to share their resources and to make connections as a potential additional resource person for our Professional Associations to consider inviting to be part of a future PD offering. Feedback from the conference was largely positive and provided constructive feedback to the needs of PA volunteers moving forward.

Fireside Chat opportunities continue for Professional Association Executive Members and Conference Chairs on a monthly basis. These will focus on timely resources and information to support with conference planning.

PACC (Professional Association Coordination Committee)

PACC has the following new members this year: Meghan MacNeil from the Speech Language Pathologists and Audiologists Association and Stephen Corbett from the Social Studies Teachers Association. The spring meeting will be the last for Jennifer Eisener (PETA). PACC continues to consider feedback from the survey on the format of October Conference Day from resolution 2023-68 and from Professional Association leaders to maintain a balance of support and autonomy among the Professional Associations in fulfilling their mandates. This year's focus will be expanding the capacity of Conference Day to meet the needs of as many members as possible through the consideration of satellite sites for a larger number of conferences as well as possible hybrid or virtual offerings.

NSTU University Liaison

The program continues to support Pre-Service teachers from the Acadia, Cape Breton, Mount St Vincent and St. FX Universities through the facilitation of workshops and presentations focused on the Benefits of Membership, Ethical Case Studies and Teacher Wellness. In order to remain relevant, the program is a living document in that it is continually being reviewed and revised. While the programming is, it remains an important part of our Professional Learning programs and services.

Prime Minister's Awards for Teaching Excellence

Staff reviewed nominations of three educators for this award and submitted their evaluations in February 2025.

CTF-FCE Liaison Francophone

In this role, the assigned staff member is a liaison between our French First-Language teachers in the Conseil scolaire acadien provincial and La Federation Canadienne des Enseignants et Enseignantes as the mandate of the role is the promotion of French First Language in Canada. Through the collaboration with counterparts across the country, the Francophone Liaisons work hand-in-hand with the members of the French First Language Consultation committee to raise awareness of the successes and challenges of our Francophone educators and French Language education. Through the development of this network, important news and resources are shared across the country as well as invitations for Francophone educators to inform and add their voice to current and upcoming initiatives. This committee meets virtually two times per year and once in person to further their collaboration. An annual report is also produced in collaboration with input from the Conseil scolaire acadien provincial, CSANE and this year the Chair of the Comité de programmation acadienne. This year, the report was due in January and was shared during the annual Winter meeting of the Francophone liaisons and members of the consulting committee on February 26th and 27th, 2025 in Ottawa.

STANDING COMMITTEES

Ad-Hoc Committee Union Rep Engagement

In the Spring of 2023, the NSTU Provincial Executive adopted a motion to create an ad hoc committee to provide advice about how to improve and increase union rep and member engagement. The term was extended and the final report was provided in September 2024. Recommendations are being reviewed.

Comité de programmation acadienne

This committee has two new members. Continuing in the position of Présidente/Committee Chair, Mindy Boudreau from the North-East region. This year is the final one in Mindy's term. The other new members are Janika Moser and Tara McCormack, who is filling a one-year vacancy on the committee left by Jorge Saldana who was appointed to a role outside of the NSTU with the CSAP. Both members join the committee from the Central Region. The southwest region continues to be represented by Ian LeBlanc, who is in his final year on the committee. A goal of the committee continues to be to integrate more Acadian culture and resources into the Language Arts curriculum. The new consultant responsible for Social Studies attended the afternoon portion of the virtual Winter meeting and shared the following information based on questions provided by the committee. The committee also reviewed relevant policy and shared that information with NSTU Staff. At the February meeting, the committee shared part of the meeting again with the English Curriculum committee to share their perspectives regarding the resolutions to Council 2025 and to offer recommendations as well as action items from 2024 Council resolutions.

Curriculum

The Curriculum Committee met in December and February. The third meeting is scheduled for May. Meetings focused on monitoring any current changes to the public-school curriculum and becoming aware of any significant initiatives/activities sponsored by the EECD. In addition, the Committee participated in the NSTU Policy Review Process by providing feedback and recommendations to the Resolutions Committee for Annual Council 2025.

Equity Committee

The Equity Committee met in person on November 15, 2024 and virtually on February 21, 2025. The final committee meeting will take place on April 11, 2025. The committee's focus is on current practices, attitudes, and research regarding equity, and social justice. Input from this committee was also sought on policy review and resolutions to council. The committee has set the theme and plans for the upcoming biennial Equity Conference to take place in April 2025 at the Barrington Hotel.

In-Province Teacher Exchange Committee

The In-Province Teacher Exchange Supervisory Committee met in February and reviewed the applications submitted to the program. The Supervisory Committee consisted of one Labour Relations Representative from the Department of Education and Early Childhood Development, one Regional Education Officer from the Department of Education and Early Childhood Development and one representative from the Nova Scotia Teachers Union. Vetted applications were forwarded to the respective Education Entities for their approval. The Annual deadline for application is January 15th and the annual target date for notification of successful exchanges is March 10th.

Member Economic Welfare, Health and Safety, and Working Conditions Committee

This is the Committee's first year, and its role is to stay informed about Member Services and Health and Safety programs to support the Union in identifying and preparing background information on bargainable items. The Committee also monitors trends in teacher bargaining across Canada, reviews economic forecasts, considers Council resolutions, and analyzes recent Provincial and Regional contract negotiations.

This year, the Committee conducted a comprehensive review of NSTU policy, Section IV – Government. It also organized a highly successful conference focused on professional learning related to occupational health and safety, particularly concerning school violence. Additionally, the Committee reviewed resolutions for the Annual Council and provided recommendations.

NSTU Group Insurance Trust

The Nova Scotia Teachers Union Group Insurance Trust has six Trustees appointed by the Provincial Executive and an additional three Limited Trustees – two representing the provincial government and one representing the Nova Scotia Community College. Trustees are appointed for seven-year terms. The NSTU Group Insurance Trustees meet nine (9) times a year and have the responsibility to operate the benefit plans in the best interest of all plan members.

Program Development Assistance Fund

The PDAF committee has one new member this year. Laura Lambie, representing the NSTU joins the committee from the Halifax City Local. As of the submission of this report, the PDAF committee has considered 46 applications and approved 34 grants in totals ranging from \$870-\$5,000. Successful application exemplars continue to be uploaded to the NSTU website, including photos with required RCE/CSAP documentation.

Status of Women Committee

The Status of Women Committee met in October 2024 and February 2025. The third meeting will be held in April 2025. The Committee continues to discuss ways of enhancing the status of women in the teaching profession, the NSTU organization, and in society. In addition, the Committee provided members with information and suggestions to help engage in, and celebrate, International Women's Day on March 8. The Status of Women Committee Conference is scheduled for the 2025-2026 school year.

Sheonoroil Foundation

The Sheonoroil Board of Directors met in person on November 25, 2024 to vet grant applications for projects aimed at reducing violence and promoting peaceful schools. One grant in the amount of \$2,000 was awarded during the first round of application submissions. The Sheonoroil Board of Directors are scheduled to meet virtually on April 28, 2025 to vet any further grant applications. Sheonoroil has purchased a Point of Sale device (Square) for fundraising purposes. The Board of

Directors have created posters and hoodies with a pink theme for promotional purposes. The Board will continue to run a 50/50 draw at both Annual Council and the Leadership Institute 2025.

Substitute Teacher Committee

The Substitute Teacher Committee met twice, with a third meeting scheduled for May 24, 2025. These sessions focused on key issues affecting substitute teachers, including professional learning, recruitment and retention strategies, and promoting a Reserve Membership recruitment drive. The committee also worked to identify workshops tailored specifically for substitute teachers to support Local substitute liaisons.

TECHNOLOGY

Computers for Schools Steering Committee

Staff continued to act as a liaison with the Computers for School Committee which meets four times a year to oversee the Computers for School Nova Scotia operations. The purpose of the Computers for Schools Nova Scotia Program is to facilitate the collection and refurbishing of used computer equipment for use in schools, libraries, adult education programs, and other qualified not-for-profit organizations.

iNSchool Management Steering Committee

Staff continued to act as a liaison with the iNSchool Management Steering Committee which meets every second month. Staff continued to bring forward concerns from members and provided input in the development of the Student Information System (PowerSchool and TIENET).

Technology Initiatives

NSTU Technology Infrastructure

The NSTU upgraded the Wi-Fi network in the NSTU building based on a recommendation from the external IT review.

One server was replaced as a result of performance issues and reaching the end of life period.

Full Technology Review

Recommendations from the external IT review continued to be implemented with the major focus on the process to retire the webmail system. The system will be retired on July 18, 2025.

IT Administrator

Based on recommendations from the external IT review, a new IT Administrator was hired.

EXTERNAL COMMITTEES

Education Council on Disability, Inclusion, and Accessibility

The Education Council on Disability, Inclusion, and Accessibility replaced the former Special Education Programs and Services Committee. The terms of reference of this council are being finalized and have yet to be reviewed at this year's meetings. The Council met once in the fall and two times in the winter. Co-chaired by Director and Executive Director of Student Services at the EECD, the terms of reference of this council are being developed. This Council brings voice to the school system and its implementation of an inclusive education system that is responsive to all student needs and ensures that public education is where all students are able to thrive.

Learning Continuity Lead Table / Education Partners Collective

This committee includes NSTU staff, PSAANS, and EECD staff. It began during the pandemic to establish regular communication between partners. There have not been any meetings to date this school year. Staff have reached out to the EECD expressing interest in keeping this lead table active as it was a helpful and productive forum where staff could engage in open dialogue with the EECD and PSAANS regarding matters directly connected to the public-school programming and school system operations. EECD has agreed and meetings are expected to resume Spring 2025.

Minister's Advisory Council on Teacher Certification (MACTC)

The Minister's Advisory Council on Teacher Certification (MACTC) is a long-standing council convened under the Teacher Certification Regulations. Its mission is to act in the public interest by providing advice to the Minister of Education and Early Childhood Development on matters pertaining to the certification of the Nova Scotia teaching profession. The focus of MACTC the past several years since its change in composition and mandate has been on reviewing new or changed university programs in the context of continuing service education and upgrading. MACTC is currently meeting on an as-needed basis and has met once this year so far to review and make a recommendation on a revised Master of Education program.

NSEECD-MPHEC Accreditation Committee

The purpose of the Joint Nova Scotia Education and Early Childhood Development (NSEECD) and Maritime Provinces Higher Education Commission (MPHEC) Accreditation Committee is to advise the joint Association of Atlantic Universities (AUU)-MPHEC Quality Assurance Committee and the Commission on the accreditation of Nova Scotia Bachelor of Education programs, as well as advise on other related matters as assigned. The Committee meets as needed. The Committee has not met yet this year but is expected to soon as Universities will be going through the accreditation process again starting this school year.

Safe and Inclusive Schools Working Group

This working group, established in December 2023 consists of the senior governance and operational leaders of NSTU, EECD and PSAAN. The mandate of the committee is to investigate ways to reduce the incidence of violence in schools. The Committee has been especially active in 2024-25 with the preparation of the updated Code of Conduct.

Practicum Sub-Committee

The purpose of the Joint Nova Scotia Education and Early Childhood Development (NSEECD) and Maritime Provinces Higher Education Commission (MPHEC) Accreditation Committee is to advise the joint Association of Atlantic Universities (AUU)-MPHEC Quality Assurance Committee and the Commission on the accreditation of Nova Scotia Bachelor of Education programs, as well as advise on other related matters as assigned. The Committee meets as needed. The Committee has not met yet this year but is expected to soon as Universities will be going through the accreditation process again starting this school year.

TPA Retention & Recruitment Committee

This committee was established under the recent bargaining round of the Teachers Provincial Agreement. The committee is responsible for investigating teacher retention and recruitment within Nova Scotia and is responsible for exploring and creating recommendations on ways to recruit and retain teachers. The committee has had several meetings over the winter months so far this year with other meetings scheduled for the spring. The committee will report their recommendations by the end of June 2025.

New Teacher Induction Program Working Group

One of the recommendations of the Practicum Sub-Committee was also for the partners to create a teacher induction program that supported teachers better between pre-service and in-service in the beginning of their teaching careers. Action on this recommendation started last year and is continuing this year. The work will require final Ministerial approval before the work can be finalized and the implementation phase be considered.

PUBLIC RELATIONS

Ad hoc Committee on NSTU Rep Engagement

A final report from the committee was submitted to the Provincial Executive in the Spring of 2024. The recommendations from the report are currently being reviewed.

Political Action/ Public Relations Committee

The newly formed Political Action/ Public Relations Committee had its first meeting of the 2024-25 school year on October 4, 2024. It held its second meeting virtually on January 27, 2024. Its third meeting will take place on May 16, 2025.

PA/PR Conference

The Political Action/Public Relations Conference, *Framing the Conversation*, took place October 4 and 5, 2024. This conference provided the 40 participants with background on persuasive communication, identifying audiences and framing issues important to teachers, students and their families. This biennial conference brings together NSTU leaders who volunteer in their Locals as vice-presidents of public affairs, public relations and communications. The conference is dedicated to NSTU member awareness and involvement in political action and public relations.

Presidential Tours

Staff helped to facilitate NSTU President Peter Day's tours with Locals. This series of events with Locals including town-hall style meetings and networking events are intended to provide members with opportunities to meet the new president and share issues of concern.

Provincial Election Campaign

NSTU staff developed and distributed a political engagement guide for members in advance of Nova Scotia's 42nd Provincial Election, and which took place on November 26th. The Act For Education website was also utilized to promote election engagement, along with a questionnaire about key public education issues which was distributed to the three political party leaders in Nova Scotia. The leaders' responses were then shared with members. Issues discussed included: teacher retention and recruitment, school violence and child poverty.

Provincial Negotiations

Staff facilitated numerous communiques including email messages, video updates and social media posts to members regarding the strike vote, Agreement in Principle, Tentative Agreement, Tentative Agreement vote, etc. which resulted in a ratified contract on May 22, 2024.

NSTU presidential election

Staff assisted candidates for NSTU's presidential election with graphic design and placement of campaign posters and platforms.

Spring Campaign

Building on the *#OurKidsCan'tWait* mobilization campaign staff is developing a spring campaign that will feature NSTU members in testimonials. These video testimonial ads will highlight teachers and education specialists talking about their profession, what they love about it, and the challenges they face. The NSTU will be working with The Now Group for production and placement of this campaign, which is scheduled to be in market in early June 2025. Through feedback from NSTU's PA/PR conference in the fall and input from the PA/PR committee, issues of importance will be the focus of this campaign.

National Day for Truth and Reconciliation/Orange Shirt Day

In celebration of National Truth & Reconciliation Day on September 30, and ongoing reconciliation, the NSTU partners with Mi'kma'ki Strong to co-develop an #EveryChildMatters Orange Shirt to elevate awareness of the impact of residential schools in Nova Scotia. This is the fourth year in which shirts have been distributed to NSTU Locals around the province and available for order at Mi'kma'ki Strong's online store: <https://mikmakistrong>.

This year's shirt design highlighted the importance of the origin of Orange Shirt Day in honour of Phyllis Webstad who was stripped of her orange shirt she wore to school one day. This year, through the NSTU/Mi'kma'ki Strong partnership students and staff at Trenton Middle School the school were given Orange Shirts to wear on October 1, Treaty Day. Students learned more about the history of residential schools in Canada, the importance of reconciliation as relationship and the practice of reconciliation in everyday lives.

A portion of shirt sales go to support programs benefitting residential school survivors delivered by Mi'kmaq providers and NSTU members were encouraged to use relevant teaching resources in lesson plans and other activities with students leading up to September 30 and throughout the entire school year.

Back to School — Radio

NSTU president Peter Day was featured in a back-to-school radio message, about the need for adequate resources for students. NSTU radio ads ran September 2 to 6, 2024 with Target Broadcast Sales, Maritime Broadcasting Systems, Canadian Broadcast Sales, and Spotify which includes provincial radio stations throughout the province, and an additional week September 9 to 13 with Bell Media stations.

Holiday Advertising

The NSTU filmed its annual holiday greeting at Rankin School of the Narrows in Iona, Cape Breton. The entire student body is featured bringing Season's Greetings, including students who helped the President bring greetings in Gaelic, Mi'kmaq and French, students in the strings program who performed Jingle Bells, and students drumming. This 30-second greeting was broadcast on CBC, CTV, and Global Television, shown on Connected TV, digital platforms and social media from December 15 to 31. NSTU's 2024 Holiday Greeting, including a longer version of the spot can be found [here](#).

Holiday Community Relations

The NSTU donated \$5,000 to the Transition House Association of Nova Scotia to combat food insecurity in Nova Scotia. Through this donation, the NSTU's support will help the Association achieve its mission of working towards eliminating violence against women in Nova Scotia, including fostering safer communities for women and their children across Nova Scotia. THANS 11-member organizations provide transitional services to women and their children who are experiencing violence and abuse, in 13 locations across Nova Scotia, including culturally relevant services to Mi'kmaq People.

Act For Education

The *Act For Education* site continues to provide a focus for political action/public affairs and on-going public relations campaigns. This microsite carries links to all of NSTU's news releases, statements and op-eds, NSTU president Facebook posts and videos. It has been utilized to encourage Nova Scotians to write to members of the Public Accounts committee to ensure the NSTU had a voice in providing feedback on the Auditor General's Report on School Violence and encouraging Nova Scotians to vote in the provincial election.

Education Week 2025

Education Week 2025 is taking place May 11 to 17, 2025. This year's theme is *Empowering Futures: Innovation in Education/ Construire l'avenir: l'innovation en éducation*.

This year's week salutes educators, school staff, and partners who embrace innovation in meeting the evolving needs of students in preparing them for a rapidly changing future. Cette année, la semaine rend hommage aux *éducateurs*, aux membres du personnel scolaire et aux partenaires en *éducation*, qui misent sur l'innovation afin de répondre aux besoins changeants des *élèves* dans le cadre de leur préparation à un avenir qui *évolu* rapidement.

Education Week provides a special opportunity to acknowledge educators, school support staff and partners for their outstanding work relative to the Education Week theme. Categories of award recipients include PSAANS members, early childhood educators and student school support staff, Mi'kmaq and African Nova Scotian educators and student support staff, APSEA teachers and staff, along with NSTU public school members.

An awards' ceremony recognizing the work of teachers, support staff, administrators and pre-primary Early Childhood Educators and public education partners is scheduled to take place on Monday, May 12, 2025 at J.L. Ilsley High School, in Halifax.

Education Week is a collaborative effort among public education stakeholders in Nova Scotia. Representatives from the NSTU, PSAANS, EECD, APSEA, the Fédération des parents acadiens de la Nouvelle-Écosse (FPANE), Council on African Canadian Education, and Council of Mi'kmaq Education comprise the committee. The chair of the committee rotates between the partners. Angela Murray, NSTU and Nicole Dupuis from FPANE are co-chairing the 2025 committee. Teachers *Plus* Credit Union is continuing its sponsorship of Education Week 2025.

Community Relations

The NSTU supported, sponsored and donated to community-based organizations and activities including MediaSmart's Media Literacy Week, Devour Film & Food Festival, Neptune Theatre's School Program, the Canadian Centre for Policy Alternatives, Nova Scotia Chapter, and the Black Cultural Centre.

NSTU News Releases/Statements/Op Eds

NSTU news releases are issued at the direction of the President, Provincial Executive and Executive Director. Releases are sent to media in the province through NSTU's exclusive NSTU News email list. Releases are posted to the NSTU website, *Act For Education* website, shared on social media and emailed to the Provincial Executive, Local Presidents, RRC chairs, media reporters, NSTU members and NSTU staff. From February 12, 2024 to February 12, 2025, the NSTU issued 16 news releases.

Media Relations and Media Monitoring

Staff provides on-going media relations advice to the NSTU president and other members as appropriate. This includes prep in advance of media interviews as well as fielding and responding to all media inquiries. Staff also monitors the NSTU brand through traditional and social media analytics. From February 2024 to July 2024, NSTU staff facilitated 107 interviews for NSTU president Ryan Lutes, and from August 2024 to February 2025 facilitated 30 interviews for NSTU president Peter Day.

Public Opinion Polling

As a subscriber to Narrative Research's Quarterly Atlantic Omnibus survey, the NSTU regularly polls Nova Scotians about issues affecting education and teaching.

Questions focused on the public's confidence in the government's ability to manage the public school system, the public's trust and confidence in teachers and the NSTU, the effect of the teacher shortage, and the new cell phone policy on public education, and ranking of important issues affecting public education.

Member Surveys

The NSTU uses Survey Monkey to poll members on various topics, which have included school safety, student hunger, the teacher shortage, and teacher retention. The NSTU also surveys members, NSTU reps and leaders after mobilization activities to gauge effectiveness.

Social Media

The NSTU continued to use its social media to project a positive image and to communicate clear messaging to audiences. The NSTU uses social media as an informational and engagement tool to build trust and confidence in the NSTU brand. Monitoring and analysis of social media conversations continue to take place to measure the impact of social media on the organization. Social media channels are also used to promote NSTU services and programs to members and followers.

As of February of 2025, the NSTU has 12,400 Twitter (X) followers. The NSTU does not pay for a Twitter Premium subscription and, as such, no longer has access to analytics.

Similarly, the NSTU Facebook account has reached more than 515,000 people over the last year and currently has close to 14,000 followers. The NSTU has increased its Instagram presence to more than 1,700 followers and generated over 90,000 impressions over the past year. Similarly, with concerns over Twitter increasing, the NSTU further diversified its social media portfolio this year by joining Bluesky. We are just beginning to build our profile on this platform, we encourage all members to follow our account: @nsteachersunion.bsky.social.

The Teacher

The Teacher publication, now in its 63rd year, is published in an online-only format. The publication informs NSTU members about NSTU activities, programs and services. It also covers relevant resources and events, professional learning opportunities and emergent issues in the provincial and national public education scene.

The Teacher is published eight (8) times per school year and is currently available in a PDF format. *The Teacher* communicates NSTU initiatives through the President's Message and Executive Highlights each month, and through notices and advertisements, which provide up-to-date information on programs and services.

The professional learning column, *Pathways for Professional Learning* continues to provide relevant and timely content for NSTU members. Columns are contributed by staff and external writers and researchers. Topics included Universal School Food Programs, Honouring Mi'kmaq Heritage, and Women Thriving in Leadership. Book giveaways under the *Fresh, Equity* and *Professional Learning* banners continued this year. *The Teacher* continues to publish a Resources, Coming Events and Notices section.

Front-page stories focused on NSTU's presidential election, Government's new cell phone policy for school, continued collaboration with Government following provincial election, and the PowerSchool data breach.

NSTU members receive an email in their NSTU inboxes, with a link to the publication on the NSTU website. Most issues continue to carry *From the NSTU President* and *The Well Teacher* column.

The 2024-25 Member Diary was also produced and distributed to members.

NSTU GROUP INSURANCE TRUSTEES REPORT TO 2025 ANNUAL COUNCIL

Trust Deed

The Nova Scotia Teachers Union Group Insurance Trustees signed the Trust Deed effective December 13, 2013. The NSTU Group Insurance Trustees have a mandate to ensure the long-term viability of all Group Insurance Programs. The NSTU Group Insurance Trustees provide a written report to Council.

Trustee Duties

The Trustees must:

- a) attend to the set up and invest any dividends, refunds or other funds;
- b) appoint consultants/brokers/administrators;
- c) appoint the underwriting companies;
- d) appoint auditors to audit the NSTU Group Insurance Trust Fund and Long Term Disability Trust;
- e) review requests from members for new, additional, special, or expanded benefits; and
- f) assess the impact of all requests on the applicable insurance program.

2024-2025 Highlights

Benefits

1. Individual Psychological Consultation (IPC)

Crux Psychology continues to be the IPC provider offering psychological services to active members. These services can be accessed through the Registered Nurse. IPC is an independent psychological consultation conducted by a licensed psychologist who does not work directly for the NSTU. Members can self-refer by calling the Members Assistance Program at 1-800-565-6788. The Registered Nurse continues to assist in the process. The program continues to be very successful and valued by members who choose to utilize this service.

Psychologist Services

Effective April 1, 2023, Registered Counselling Therapists have been added to the list of eligible service providers under the Psychologist Services benefit of the Total Care Medical Plan. You can now claim services of a Registered Counselling Therapist, Master of Social Work, and/or a Psychologist under this benefit. These providers are covered at 80% of the current usual and customary charges to a combined max of 20 visits per year.

2. Long Term Disability Plan

Participation in the NSTU Long Term Disability Plan continues to be mandatory for all members without the ability to opt out unless the following condition is met.

- Plan Member is age 65 or has 35 years of pensionable service less accumulated sick leave.
- Plan member is at least 64 years of age and has sufficient accumulated sick leave to reach age 65.

The Long-Term Disability Plan ended the 2024 calendar year in a surplus position.

3. Early Intervention Program (EIP)

The NSTU continue to be committed to a voluntary Early Intervention Program for members who are absent from work due to injury or illness. Through the Early Intervention Case Coordinators, the program provides encouragement, support, and an opportunity for active participation in order to facilitate an early return to health and work, or early application for disability benefits. The program continues to be very successful and valued by members who choose to utilize this service. The Trustees continue to provide funding for this program.

4. Communication Initiatives

(a) Articles in *The Teacher*

The NSTU Group Insurance Trustees inserted an article in all issues of *The Teacher* during 2024–2025 school year.

(b) Retired Teachers Organization

The NSTU Group Insurance Trustees continue their ongoing liaison with the Retired Teachers Organization and have contributed articles for inclusion in the RTO newsletter.

(c) Presentations

In order to improve communications, the Insurance Trustees have re-designed presentations outlining the insurance benefits available under the NSTU Group Insurance Program, the roles and responsibilities of the Group Insurance Trustees, Johnson Inc. and Insurance Companies, plus claims procedures, resource materials available, and important features of the plan. These presentations continue to assist Trustees in their efforts to bring a consistent message at the events they are asked to attend.

5. Employee and Family Assistance Program (EFAP)

The NSTU Group Insurance Trustees continue to offer this program to active NSTU members, their eligible spouse and dependent child(ren) through Homewood Health. We are excited to share some enhancements as well, as we transition to Homewood Pathfinder Employee and Family Assistance Program (EFAP). Our partner, Homewood Health, has launched a new and improved interactive online platform making it easier to get the support you need, when you need it, in a way that works best for you!

Visit the Homewood Pathfinder Employee and Family Assistance Program (EFAP) at www.homeweb.ca.

Other additional services implemented include:

- Access to EFAP services through a Mobile App
- Upgraded online Cognitive-Behavioral Therapy (CBT)
- Improved Mental Health Services, including Anxiety Care and Substance Use Therapy, and
- Virtual Platform Access (MeetNow Online booking, and Guided Care Recommendations).

The program provides Canada-wide 24-hour counselling services in person, by phone, or through a secure online service. The Employee and Family Assistance Program can help with counselling for issues including, but not limited to: marital-family problems, stress, alcohol and drugs, bereavement, lifestyle problems, referrals for financial and legal problems, and more. There is also Lifestyle and Specialty Coaching Services, Stress Solutions, Trauma Care, Grief and Loss Coaching Services and more. Counselling can be provided in-person, by phone, or virtually.

A customized Cross Canada Fitness Adventure Challenge was held from February 5 to March 4, 2024. Over the course of four weeks, 183 members tracked their daily activity and/or steps and raced with their fellow colleagues across Canada with the goal of achieving 10,000 steps per day.

For the period covering January 1, 2024 to December 31, 2024, there were 386 cases – 240 Counselling Services, 113 Life Smart Coaching Services, 6 Crisis Management Services, 23 Enhanced Mental Health cases, four (4) Online services accessed by members.

6. MHCSI (Managed Health Care Services Inc.)

The Trustees continue to provide the Supplementary Pharmacy Benefit Program for both active and retired members of the NSTU Total Care Medical Plan.

The program provides an additional coverage of up to \$2.00 per prescription towards out-of-pocket expense when filling a prescription at the Lawtons Drugs or Sobeys Pharmacy.

In addition to the Supplementary Pharmacy Benefit Program, there is a Lawtons Drugs Preferred Discount Card (does not apply to sale items). This card entitles you to the Lawtons Front Store Purchase Program. The current Lawtons Drug Partner Discount cards in circulation, with an expiry date of December 31, 2023, will continue to be honoured at all Lawtons Drugs locations past the expiry date. Lawtons Drugs will not issue new cards unless a replacement is requested due to card being lost or damaged.

The Trustees continue to promote this program to the membership.

7. Annual Council

The 2024 Annual Council was held from May 3-May 5, 2024. The Health Kiosk through Lifemark Workplace Health & Wellness took place as part of the 2024 Annual Council. Those members that took part in the testing by the nurses appreciated the opportunity to learn more about their health. Also, a representative from Carepath was present at Annual Council to answer any questions from delegates.

8. Investments

The Trustees continue to monitor the investments under both the Group Insurance and LTD Trust Funds with the assistance of their Actuarial Consultant, Eckler.

9. Carepath – Chronic Disease Program

The NSTU Group Insurance Trustees continue to offer and subsidize the Carepath Chronic Disease Program, a healthcare navigation service that provides comprehensive and personalized support to all active and retired members and their families in the event of illness or other health crises. The Chronic Disease Program is led by Nurse Care Managers who act as partners and advocates for you and your family in helping you understand your condition, test results, and treatments and will allow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes.

From January 1, 2024 to December 31, 2024, Carepath provided Chronic Disease services to 29 NSTU members/family members.

10. Carepath – Elder Care Program

As of January 1, 2024, the Trustees continue to offer the Carepath Elder Care Program for both active and retired members and their families.

The Elder Care Program connects you with a Nurse Case Manager who will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

From January 1, 2024 to December 31, 2024, Carepath provided elder care assistance and support to 33 NSTU members/family members.

11. Carepath – Mental Health Program

Carepath's Mental Health Program was designed to promote prevention and early intervention for mental health issues, including acute mental illness and chronic mental health conditions. The program provides timely access to confidential support for those who need it, as well as return-to-work planning to members on sick leave or long term disability.

From January 1, 2024 to December 31, 2024, the Mental Health Program provided assistance and support to 275 NSTU members/family members.

12. NSTU Group Insurance Trust Website

The NSTU Group Insurance Trust Website at www.nstuinsurance.ca is a one-stop shop for NSTU Group Insurance Plan members to get valuable information on the benefits and programs available to them from an updated and very user-friendly website. The Website continues to evolve and be updated with the most up-to-date benefit and program information.

13. Social Media

The NSTU Group Insurance Trustees continue to leverage the NSTU social media platforms as much as possible to promote group insurance/benefit related matters. The Trustees continue to use these platforms where possible in 2024 and 2025.

14. Student Mental Health & Wellness Grants

Teachers are very aware of the mental health and wellness needs of students in Nova Scotia. In an effort to assist members, the NSTU Group Insurance Trustees, with support from Johnson Inc., have initiated a Student Mental Health and Wellness Grant. The Student Mental Health and Wellness Grants were established to fund projects and programs that promote and support the mental health and well-being of children and youth in the schools and campuses across Nova Scotia as they cope with the pressures of growing up in today's fast paced world. As of January 1, 2025, the Trustees continue to promote these yearly student mental health and wellness grants.

15. EDUWellness – For Members By Members Grants

The NSTU Group Insurance Trustees continue to support the Plan Member focused EDUWellness Grant – For Members, By Members. As of January 1, 2025, six EDUWellness grants were awarded up to a maximum amount of \$1,500 each.

16. Optional Life Benefit

The Trustees continue to provide Optional Life Insurance coverage for active members, spouses, and dependent children.

The NSTU Group Insurance Trustees continue to strive to provide the best value in employee benefits to NSTU members. Stay tuned for additional initiatives and information as we try to inform members of the benefits that are available.

Joël Chiasson

Chairperson

NSTU Group Insurance Trustees

INTRODUCTION

The Trustees of the Nova Scotia Teachers Union Group Insurance Plan are charged with the responsibility of administering and monitoring the Group Insurance Policies of the NSTU. The NSTU has a number of policies that are considered “group” – group meaning that those insured under these policies:

1. Get a preferred rate.
2. Share risk as a group for the benefit of an individual. The group policies administered by the NSTU Group Insurance Trustees are:
 - TOTAL CARE/MEDICAL
 - TOTAL CARE/DENTAL
 - PROVINCIAL MASTER LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT
 - LONG TERM DISABILITY PLAN
 - NSED TRAVEL PLAN
 - NSED TRIP CANCELLATION / INTERRUPTION PLAN
 - OPTIONAL LIFE INSURANCE / SPOUSAL LIFE INSURANCE
 - VOLUNTARY ACCIDENTAL DEATH & DISMEMBERMENT
 - CRITICAL ILLNESS
 - HOMEWOOD PATHFINDER EFAP
 - CAREPATH – CHRONIC DISEASE PROGRAM
 - CAREPATH – ELDER CARE PROGRAM
 - CAREPATH – MENTAL HEALTH PROGRAM

These group insurance programs offer a preferred rate and a group sharing of risk as a direct benefit of being a member of the Nova Scotia Teachers Union.

TOTAL CARE/MEDICAL

Your Total Care/Medical provides you and your eligible dependents with extensive hospital and medical coverage while you are at work, at home or on vacation. *IT IS ADVISABLE THAT YOU AND/OR YOUR DEPENDENTS PURCHASE INDIVIDUAL TRAVEL INSURANCE IF TRAVELLING OUTSIDE YOUR PROVINCE OF RESIDENCE.* The Plan is designed to work together with the Hospital and Medical Services Insurance Program provided by government.

Total Care/Medical Plan (Summary)

Under the Teachers’ Provincial Agreement/APSEA Agreement/PSAANS Agreement/NSCC Agreement, the Employer pays 100% of the monthly premium for the Total Care/Medical single or family plan.

Hospital Benefits – 100% of semi-private room – no maximum.

Extended Health Benefits – 80% for such items as the following (benefit maximums apply):

- Home nursing care;
- Physiotherapy;
- Prosthetic and other appliances;
- Orthopedic Shoes and Shoe Modifications;

- Ostomy equipment;
- Wheelchairs, walkers, hospital beds, mist tent, etc.;
- Accidental dental;
- Hearing Aids;
- Cochlear Implant upgrades, parts and accessories;
- Eyeglasses and Eye Refractions;
- Diabetic supplies;
- Continuous Glucose Monitor (CGM) Systems;
- Paramedical services;
- Massage Therapy; and
- Psychologist, Social Worker, Registered Counselling Therapists

Prescription Drugs – \$5.00 co-pay for each prescription.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Total Care/Medical Plan was underwritten by Medavie Blue Cross.
- The number enrolled in Group 11300/11310 (active members) was 10,594.
- The number enrolled in Group 11351/11320 (retired members under age 65) was 1,425.
- The number enrolled in Group 11352/11330 (retired members over age 65) was 10,332.

NOTE: For those retired members over age 65, there is no prescription drug coverage under the Total Care/Medical (residents of Nova Scotia are eligible to enroll in the Nova Scotia Seniors' Pharmacare Program). For those retired members age 65 and over with a Family Plan and whose spouse is under age 65, drugs for the spouse only are covered at 80% after a \$25.00 deductible has been satisfied. The deductible must be satisfied each year between June 1st and May 31st of the following year. The prescription drug coverage cancels as of the first of the month that the member or spouse turns 65 (whichever is applicable).

	Group 11300/ 11310	Group 11351/ 11320	Group 11352/ 11330	Total
	Active Members	Retired Members under age 65	Retired Members over age 65	
<i>Total # of Claims Approved</i>	412,920	62,259	118,756	593,935
<i>Total \$ Claims Paid</i>	39,802,292	6,047,523	12,165,684	58,015,499
<i>Total Hospital \$ Claims Paid</i>	173,058	141,808	1,514,899	1,829,765
<i>Total Extended Health Benefits \$ Claims Paid</i>	17,448,951	2,281,779	9,868,413	29,599,143
<i>Total Prescription Drug \$ Claims Paid</i>	22,180,283	3,623,936	782,371	26,586,590
<i># of Prescription Drug Claims Approved</i>	183,260	36,091	8,722	228,073

Additional Subsidized Benefits

- Eyeglass Benefit – Public School Members/APSEA Members/PSAANS Members and Nova Scotia Community College Members – The Employer/College covers the cost of eyeglasses up to \$145 for frames and single lenses and \$160 for frames and bifocal or trifocal lenses once in any 24 consecutive month period or once in any 12 consecutive

month period for dependents under age 18. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$10 to \$155 for frames and single lenses and \$170 for frames and bifocal and trifocal lenses.

- Hearing Aids – Public School Members/APSEA Members/PSAANS Members and Nova Scotia Community College Members – The Employer/College covers the premium for the cost and installation of a hearing aid or hearing aids up to \$750 in any 36 consecutive month period per insured member. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$50 to \$800 in any 36 consecutive month period per insured member.

TOTAL CARE/DENTAL

Your Total Care/Dental Plan has been designed to provide reimbursement to you and your eligible dependents for basic preventative, major restorative, prosthodontic and orthodontic dental services based on eligible amounts.

Total Care/Dental Plan (Summary)

Under the Teachers' Provincial Agreement/APSEA Agreement/PSAANS Agreement/NSCC Agreement, the Employer pays 65% of the monthly premium of single or family plans. Member pays 100% of the Prosthodontic and Orthodontic benefit.

Basic Preventative Services – 80% reimbursement for such items as the following (benefit maximums apply):

- oral examinations;
- cleanings, pit and fissure sealants;
- fillings;
- root canal therapy;
- periodontic services;
- denture repairs or relining; and
- extraction of teeth.

Major Restorative Services – 60% reimbursement for the following services to a maximum of \$1,500 per person per calendar year:

- crown restorations; and
- inlay and onlay restoration

This benefit does not include bridgework, prosthetics or crowns, inlays or onlays associated with the placement of bridges or prosthetics (these are considered Prosthodontic Services).

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Total Care/Dental Plan was underwritten by Medavie Blue Cross.
- The number enrolled in Group 11300/11310 (active members) was 9,791.
- The number enrolled in Group 11351/11320 (retired members under age 65) was 1,226.
- The number enrolled in Group 11352/11330 (retired members over age 65) was 7,042.

	Group 11300/11310	Group 11351/11320	Group 11352/11330	Total
	Active Members	Retired Members under age 65	Retired Members over age 65	
<i>Total # of Claims Approved</i>	129,325	14,097	63,668	207,090
<i>Total \$ Claims Paid</i>	8,956,328	1,066,183	5,502,467	15,524,978
<i>Total Basic Services \$ Claims Paid</i>	8,451,567	921,137	4,863,334	14,236,038
<i>Total Major Restorative \$ Claims Paid</i>	504,761	145,046	639,133	1,288,940

Prosthodontic Services – 50% reimbursement to a maximum payment of \$1,500 per person per calendar year.

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

(a) Prosthodontic Services

The paid claims for Group 11300/11310 (active members) for the year ending December 31, 2024 amounted to \$142,011 for 233 claims.

The paid claims for Group 11351/11320 (retired members under age 65) for the year ending December 31, 2024 amounted to \$45,890 for 69 claims.

The paid claims for Group 11352/11330 (retired members over age 65) for the year ending December 31, 2024 amounted to \$360,760 for 583 claims.

Orthodontic Services – 50% reimbursement to a maximum payment of \$2,000 per person lifetime.

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

(b) Orthodontic Services

The paid claims for Group 11300/11310 (active members) for the year ending December 31, 2024 amounted to \$962,495 for 4,450 claims.

The paid claims for Group 11351/11320 (retired members under age 65) for the year ending December 31, 2024 amounted to \$21,977 for 96 claims.

The paid claims for Group 11352/11330 (retired members over age 65) for the year ending December 31, 2024 amounted to \$6,351 for 70 claims.

PROVINCIAL MASTER LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT

Provincial Master Life and Accidental Death & Dismemberment

- Provides \$50,000 Life Insurance coverage for Public School members, APSEA members, PSAANS members and Nova Scotia Community College members.
- Provides \$50,000 Accidental Death & Dismemberment coverage for Public School members, APSEA members, PSAANS members and Nova Scotia Community College members.
- Spouse covered for \$3,000 and each dependent child for \$1,500.

- There is a Critical Illness component provides a one-time lump sum payment of \$2,000 should the member be diagnosed with one of the following: heart attack, coronary artery bypass surgery, stroke and life-threatening cancer. Pre-existing conditions limitations apply. *CLAIM MUST BE SUBMITTED WITHIN ONE YEAR FROM THE DATE OF DIAGNOSIS.*
- Waiver of Premium if totally disabled prior to age 60.
- Can be continued to age 65 if retired prior to age 65, with monthly premium deducted from Nova Scotia Teachers' Pension cheque or bank deduction if in receipt of a Public Service Superannuation Pension.
- Conversion option available when policy cancels.
- At age 65, Retiree Life of \$10,000 can be continued to death. The amount increased effective September 1, 2009; therefore, the retired member may be insured for a lesser amount.

In the Year 2024

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Provincial Master Life Policy was underwritten by Manulife Financial, and the Accidental Death and Dismemberment was underwritten by Beneva (formerly known as SSQ).
- The number enrolled was 12,955 (includes retired members under age 65).
- The number of retired members over age 65 enrolled in the Retiree Life Plan was 8,422.
- The number of death claims for members or dependents was 280 for the period March 1, 2024 to December 31, 2024.
- The paid claims for the period March 1, 2024 to December 31, 2024 amounted to \$3,121,250.66.
- As of December 31, 2024, there were 256 disabled members on Waiver of Premium for a volume of Life Insurance in the amount of \$15,301,500.

HOSPITAL CASH

Hospital Cash (Summary)

- Hospital Cash – A daily benefit of \$20.00 is payable to an active member in a hospital, under the care of a physician and covered under the Provincial Master Life Plan. Such a daily benefit will be paid from the first day of hospitalization if hospitalized (one night admission), but in no event for more than three hundred and sixty-five days per injury or sickness. If in a wardroom, Johnson Inc. must be notified. If in semi-private or private room, the hospital will notify Medavie Blue Cross. This benefit is subsidized by the NSTU Group Insurance Trust Fund.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- Hospital Cash was underwritten by Medavie Blue Cross.
- The number enrolled in the Plan was 12,955.
- The paid claims for Hospital Cash for the period January 1, 2024 to December 31, 2024, amounted to \$5,820.00.

LONG TERM DISABILITY PLAN

Long Term Disability Plan (Summary)

- All active members of the NSTU, PSAANS members, and all permanent employees of the NSTU or Teachers *Plus* Credit Union are eligible. A member of the plan who is on approved leave of absence and becomes an Associate Member of the NSTU may continue benefits on a pay-direct basis by contacting Johnson Inc.

The Long Term Disability Plan is mandatory for all members without the ability to opt out unless the following condition is being met:

- (a) Plan Member is age 65 or has 35 years of pensionable service less accumulated sick leave.
- (b) Plan member is at least 64 years of age and has sufficient accumulated sick leave to reach age 65.
- Coverage will be effective the date you commence employment as a term, probationary or permanent contract member in the Province of Nova Scotia or you are an active PSAANS member.
- 70% of gross monthly salary at time claim commences.
- For long-term claims, benefit reduces by Teachers' Pension and/or Canada Disability Pension.
- Benefits payable to age 65.
- Elimination period is your accumulated sick leave or ninety (90) calendar days, whichever is greater.

Members with less than 90 calendar days of accumulated sick leave should apply for Employment Insurance Sickness Benefits.

If you are ineligible for Employment Insurance Sickness and Disability Benefits based on the number of working hours required in the last 52 weeks, you may apply for a Long Term Disability payment through the NSTU Group Insurance Trust Fund.

- Plan members receiving Long Term Disability Benefits post August 2014 will continue to make pension contributions and therefore, accumulate pensionable service. The amount is deducted from the disabled member's bank account or Long Term Disability payment.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Long Term Disability claims are adjudicated by Manulife Financial.
- The number enrolled in the Plan was 11,325.
- A Discretionary Payment of 1% was declared and approved for payment from the NSTU Group Insurance Trust Fund in January 2025.
- The paid claims by Manulife Financial for the year ending December 31, 2024, amounted to \$3,927,169.
- The number of members on claim with Manulife Financial under the Insured Plan as of December 31, 2024, was 107.

NSED GROUP TRAVEL PLAN

The Group Travel Program, entitled the “NSED Travel Plan” (Medical Outside Province/Canada) is available to active and retired members plus their eligible dependents.

The Provincial Health Insurance Plan limits basic coverage while travelling outside the Province of Residence. If you have a medical emergency while travelling outside Canada, costs can easily escalate and will not all be covered by the government plan.

The Base Plan allows unlimited travel up to a maximum of thirty-five (35) calendar days per trip. A Supplemental Plan may be purchased in addition to coverage for trips in excess of thirty-five (35) days. You are required to report the entire period of travel from the first day. The benefits include:

- Emergency medical expenses;
- Air emergency transportation or evacuation;
- Emergency dental services;
- Bedside transportation;
- Repatriation;
- Return of vehicle;
- Additional expenses; and
- CanAssistance – CanAssistance must be contacted when an emergency arises at their 24-Hour Emergency Helpline.
- CanAssistance will:
 - refer the member to a physician/hospital within the Managed Care Network;
 - guarantee payment or arrange payment on behalf of the member; and
 - co-ordinate claims payment between the NSED Travel Plan and the member’s Provincial Health Insurance Plan.

Pre-existing Condition – This plan provides coverage for emergencies only and does not provide coverage for expenses incurred as a result of a pre-existing health condition, unless the condition has remained stable for a period of 6 months immediately prior to the date of departure. To be considered medically stable you must not have:

- been treated or evaluated for new symptoms or new diagnosis;
- had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened;
- been prescribed a new treatment or change in treatment for the condition;
- been admitted to or treated in a hospital or referred to a specialist for the condition;
- been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended).

Also, this does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, i.e., daily/weekly adjustments of blood thinners or Insulin based on blood test results OR a change to a generic product, unless the dosage is modified).

In the first year, for first time NSED Travel Plan Members only, the Base Plan premiums are pro-rated from the date coverage is effective until the policy renewal date, which is September 1st.

The Plan automatically renews each year on September 1st. Members will receive written notification in advance. Coverage will continue at renewal for the next policy year, unless the member provides Johnson Inc. with written notice of termination within 30 days of the renewal date. Premiums are deducted monthly. Premiums under the Base Plan are non-refundable and non-cancelable.

Supplemental Plan premiums for any of the single trip options include coverage for any other trips of thirty-five (35) days or less duration. Premiums are deducted monthly during the period remaining from the date coverage begins until the next policy renewal, which is September 1st. No portion of the Supplemental Plan premiums will be pro-rated.

The NSED Travel Plan is available to all members who are insured under the Provincial Health Insurance Plan in their Province of residence and also provides coverage to the member's spouse and eligible dependent children by electing family coverage. You must purchase this coverage before you leave your province of residence. *Your trip starts from the day you depart your province of residence.*

In the Year 2024:

Public School Members/APSEA Members /PSAANS Members/Nova Scotia Community College Members

- The NSED Travel Plan was underwritten by Medavie Blue Cross.
- The number of members enrolled in the NSED Travel Plan was 8,911.

NSED TRIP CANCELLATION / INTERRUPTION PLAN

The NSED Trip Cancellation / Trip Interruption coverage offered through the NSTU Group Insurance Program is available to active and retired members who are enrolled in the NSED Travel Plan. This option helps protect travelers against unforeseen circumstances that may prevent or discontinue a trip. You must purchase this coverage before you leave your province of residence.

Coverage Highlights

- Annual Plan.
- Trip Cancellation – up to a maximum of \$5,000 per insured person per annual coverage period.
- Trip Interruption – up to a maximum of \$5,000 per insured person for each covered trip.
 - Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for baggage and personal effects during a covered trip.
 - Personal Effects – actual cash value or \$500, whichever is less.
 - Document Replacement – up to a maximum of \$200.
 - Baggage Delay – up to \$400.

Pre-Existing Condition – This plan provides coverage for emergencies only and does not provide coverage for expenses incurred as a result of a pre-existing health condition, unless the condition has remained stable for a period of 6 months immediately prior to the date of purchase of trip. To be considered medically stable you must not have:

- been treated or evaluated for new symptoms or new diagnosis;
- had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened;

- been prescribed a new treatment or change in treatment for the condition;
- been admitted to or treated in a hospital or referred to a specialist for the condition;
- been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended).

Also, this does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, i.e., daily/weekly adjustments of blood thinners or Insulin based on blood test results OR a change to a generic product, unless the dosage is modified).

Note: This exclusion applies to you, an immediate family member, a travel companion, a travel companion's immediate family member, a close friend and/or your host at destination.

For members purchasing Trip Cancellation / Trip Interruption coverage for the first time, premiums are pro-rated from the date your coverage is effective until the policy renewal date (September 1st).

Coverage will renew automatically on September 1st of each year. You will be provided with written notification in advance. Coverage will continue unless Johnson Inc. is provided with written notice of termination within 30 days of the renewal date. Premiums are deducted monthly and are non-refundable and non-cancellable.

In The Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The NSED Trip Cancellation / Trip Interruption Plan was underwritten by Medavie Blue Cross.
- The number of members enrolled in the plan was 4,832.

OPTIONAL LIFE / SPOUSAL LIFE INSURANCE

This Plan provides Optional Life / Spousal Life Insurance coverage to protect you and your family in the event of death. Active and retired members under age 65 may apply / increase coverage. The program incorporates male/female, smoker/non-smoker rates for all members and spouses.

Optional Life /Spousal Life Plan (Summary)

- Active members – Initial amount \$100,000 member / \$50,000 spouse. This initial amount of \$100,000 member or \$50,000 spouse is not subject to medical evidence of insurability. However, a 24-month pre-existing condition clause applies.
- Optional Life Insurance has increased over the years; therefore, members may be insured for a lesser amount.
- Retired Members – Initial amount \$10,000.
- Overall maximum \$300,000. Additional amounts are available in units of \$5,000.
- Can be continued to age 85.
- Spouse covered for \$10,000 and each dependent child covered for \$5,000.
- Spousal Life Insurance available in units of \$5,000 equal to or less than the member's Optional Life Insurance amount. Minimum amount – \$10,000.

Medical evidence of insurability is required for all amounts over \$100,000 for the member and \$50,000 for the spouse. At age 70, the benefit will reduce to a maximum \$50,000. Anyone who has less than \$50,000 of coverage would continue with the lesser amount.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Optional Life Insurance Policy was underwritten by Manulife Financial.
- The number enrolled in the Plan was 4,297.
- The number enrolled for Spousal Life Insurance was 1,177.
- The number of death claims for members or dependents under Manulife was 47 for the year ending December 31, 2024.
- The paid claims under Manulife for the policy period January 1, 2024, to December 31, 2024 amounted to \$1,608,000.

VOLUNTARY ACCIDENTAL DEATH & DISMEMBERMENT

This Plan provides protection against accidental losses 24 hours a day, anywhere in the world.

- Voluntary Accidental Death & Dismemberment Plan (Summary).
- If under age 70 coverage available in amounts from \$5,000 to \$300,000.
- If age 70 to 74 inclusive, the coverage available is \$5,000 to \$100,000, however, there is no coverage for Permanent Total Disability, Home-Maker Weekly Indemnity and Hospital Indemnity.
- Coverage for loss of life, loss of limbs or loss of use of limbs, etc. as per schedule.
- For members with dependent spouse and/or dependent children, family coverage as per schedule.
- 24-hour, 365-day coverage.
- Repatriation Benefit.
- Identification Benefit.
- Common Disaster Benefit.
- Education Benefit.
- Seat Belt Benefit.
- Hospital Indemnity Benefit.
- Day Care Benefit.
- Home Alteration and Vehicle Modification Benefit.
- Comatose Benefit.
- Rehabilitation Benefit.
- Home-Maker Weekly Indemnity.
- Family Transportation Benefit.
- Extended Family Benefit.

- Child Enhancement Benefit.
- Escalation Benefit.
- Workplace Modification.
- Cosmetic Disfigurement due to burn.
- Business Venture Benefit.
- Waiver of Premium if totally disabled prior to age 60.
- Can be continued to age 75. Coverage ceases the end of the month of the 75th birthday.
- Conversion option available when your insurance terminates.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Voluntary Accidental Death & Dismemberment was underwritten by Beneva, formally called SSQ Insurance Company Inc.
- The number enrolled in the Plan was 3,363.

OPTIONAL CRITICAL ILLNESS

This Plan provides a benefit to help you and your family cope with the financial stress of a critical illness.

Critical Illness (Summary)

- Coverage: Units of \$10,000 up to \$50,000 with no medical evidence of insurability (proof of health) for member / spouse.
- Additional amounts available to a maximum of \$300,000 medical evidence of insurability required (proof of health) for member / spouse.
- Lump sum tax free payment if diagnosed with one of the eligible critical illnesses. Once a benefit has been paid for a critical illness, the coverage terminates, and no additional premiums are payable.
- If member survives, coverage can be maintained for your eligible spouse and eligible dependent child(ren) as long as member still eligible for benefits under the NSTU Group Insurance Plans.
- 29 Conditions covered for member and spouse. Conditions covered under the extended coverage include:
 - Alzheimer's disease
 - Aortic surgery
 - Aplastic anemia
 - Bacterial meningitis
 - Benign brain tumour
 - Blindness (loss of sight in both eyes)
 - Coma
 - Coronary bypass
 - Deafness (loss of hearing in both ears)
 - Dilated cardiomyopathy

Fulminant viral hepatitis
Heart attack (myocardial infarction)
Heart valve replacement
HIV infection (occupationally acquired infection)
Kidney failure
Life-threatening cancer
Loss of independent existence
Loss of limbs
Loss of speech
Major burns (severe)
Major organ failure (on waiting list)
Major organ transplant
Motor neuron disease Multiple sclerosis
Muscular dystrophy
Paralysis
Parkinson's disease
Primary pulmonary hypertension
Stroke (cerebrovascular accident)

- 20 Conditions covered for dependent child(ren) – Coverage \$10,000. To provide additional security for parents, dependent children are covered for 20 illnesses and conditions, some of which are often diagnosed early in life. Conditions covered under the extended coverage include:

Aortic surgery
Benign brain tumour
Blindness (loss of sight in both eyes)
Cancer
Cerebral palsy
Coma
Congenital heart disease requiring surgery
Cystic fibrosis
Deafness (loss of hearing in both ears)
Down's syndrome
Heart value surgery
Kidney failure
Loss of limbs
Loss of speech
Major burns (severe)
Major organ failure (on waiting list)

Major organ transplant
 Serious cerebral lesion
 Serious mental deficiency
 Spina bifida cystica

- Pre-existing conditions limitations clause: It is important to note that CI benefit has a 24-month pre-existing conditions limitations clause. This limitation states that “no benefit is payable for an illness or pre-existing condition for which the participant has received care, treatment or services, consulted a physician or taken medication that was prescribed to him/her, in the 24 months prior to the effective date of coverage, unless the illness in question was diagnosed at least 24 months after the effective date of the insurance of the participant, subject to other applicable provisions of this policy”. This provision applies only to the guarantee issue amount of \$50,000. If the insured member applies for a higher amount than the \$50,000 guarantee issue limit, the pre-existing exclusion will not apply.
- Benefits not payable for any life-threatening cancer made within 90 days following effective date and if diagnosed with one of the covered illnesses, there is a 30-day survival period.
- Coverage will commence at the first of the month coincident with or next following the date your signed application is received. If medical evidence required, the coverage takes effect the first of the month following approval by underwriting company.
- Covered until 75th birthday for member and spouse or the date the insurer pays a benefit for a covered illness. Dependent child(ren) covered until they are no longer eligible dependents or the date the insurer pays a benefit for a covered illness. Coverage for spouse and dependent child(ren) terminates upon the member’s death.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The Critical Illness was underwritten by Desjardins Financial Security.
- The number enrolled in the Plan was 1,310.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

Homewood Health’s interactive online platform makes it easier to gain the support you need, when you need it, in a way that works best for you. Homewood Health, a national employee assistance provider since 1979 operates independently and its counsellors guarantee the privacy of all individuals who use its services. These services are available to active members, spouse and dependent child(ren). This benefit is subsidized by the NSTU Group Insurance Trust Fund.

Homewood Pathfinder Employee and Family Assistance program (EFAP) (Summary)

A. Services

Counselling services:

- Stress
- Marital/family/separation/divorce/custody issues
- Alcohol and drug abuse

- Personal adjustment problems
- Psychological disorders
- Anger management
- Retirement planning
- Aging parents/eldercare concerns
- Sexual harassment
- Gambling addiction
- Conflict resolution
- Bereavement
- Weight, smoking and general health issues

The counselling is designed to:

- provide support and understanding,
- help build coping skills, and
- teach ways to effectively manage issues and problems

Lifestyle and Specialty Coaching Services is designed to allow you take a proactive approach to every challenge and life transition with information and coaching from experts in their field.

These services include:

- New Parent Support
- Childcare and Parenting Support
- Elder & Family Care
- Relationships Solutions
- Legal Advisory
- Financial Advisory
- Nutritional Coaching
- Grief and Loss Coaching
- Experiencing Acts of Violence Coaching
- Career coaching
- Pre-Retirement Planning
- Smoking Cessation
- Shift Worker Support
- Stress Solutions
- Jumpstart your Wellness

Enhanced Mental Health Care services utilize Cognitive Behavioural Therapy (CBT) primarily, along with other adjunctive therapies, such as mindfulness and resiliency training, and are designed to help resolve moderate to severe clinical symptoms. The mental health care services include Depression Therapy, Trauma Therapy, Anxiety Therapy, and Substance Use Therapy.

Key Person Advice Line is a confidential bilingual phone coaching service available to help managers, supervisors, human resources professionals, union representatives and other identified leaders, resolve the problems that arise in working with, or leading a team.

Crisis Management Services provides 24/7 Onsite trauma response and debriefings in the event of a critical incident or critical event.

B. Access

1. By phone – 1-877-955-NSTU (6788)

This toll-free line is available 24 hours, seven days a week.

For calls originating outside Canada, call 1-604-689-1717 collect for service in English.

Pour service en français, appelez à frais virés au 1-514-875-0720.

Counselling can be provided in a way that is most convenient and comfortable: in-person, by phone, or through a secure online service.

2. Online

Easy access to online tools, resources, and support. Informative articles on a wide range of topics including mental health, stress, addiction, relationships, and lifestyle. Access to all online features is available by visiting homeweb.ca

C. Resources

The following services can be accessed on a desktop, laptop, mobile device, or by using the mobile app:

Access to online intake, resources, and services

- Online iCBT program
- E-learning courses
- Key person health library
- Childcare and eldercare service locators
- Health and wellness library
- Health-e multimedia (podcasts & videos)
- Health risk assessment
- E-therapy

Wellness Sessions

For more information and to request a Homewood Pathfinder EFAP Wellness Session, contact:

Toll-Free Number – 24 hours, seven days a week – English: 1-877-955-NSTU (6788) or in French: 1-514-875-0720.

Please note: Wellness Sessions must be requested at least six to eight weeks in advance. These sessions should be scheduled between 8:00 a.m. to 6:00 p.m. Monday through Friday. Any sessions scheduled outside these times will have a cost associated with them. Sessions require a minimum of 10 participants and should not exceed 35 participants. Additional costs will apply should you have a larger group.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- Homewood Health's EFAP Program is underwritten by Homewood Health™
- The number enrolled in the Plan was 11,636.

CAREPATH – CHRONIC DISEASE PROGRAM

Chronic Disease Program (Summary)

- Carepath's Chronic Disease program is a healthcare navigation service that provides comprehensive and personalized support to you, your spouse, or dependent children in the event of illness or other health crisis.
- The program is led by nurse case managers, who act as partners and advocates for you and your family. They will help you understand your condition, test results and treatment and will follow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes. Once connected with a nurse case manager who is a specialist in your disease or condition, you will have a single point of contact to ensure continuity of care.
- You can email CarepathTM at info@carepath.ca or call them at 1-844-453-6788.
- This benefit is subsidized by the NSTU Group Insurance Trust Fund.
- The Chronic Disease Program services include:
 - Comprehensive health assessment, including a review of medical records.
 - Explanation of diagnosis, tests and treatment, along with exploring alternative treatment or symptom management options.
 - Education on how to manage symptoms to minimize treatment side effects.
 - Facilitate access to diagnosis tests, treatments, and clinical trials.
 - Ongoing virtual nursing support, health education, and coaching throughout navigation to ensure the individual has the information needed to make informed health care decisions.
 - Virtual second opinion when needed.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- The number enrolled in the plan was 23,393.

CAREPATH – ELDER CARE PROGRAM

Elder Care Program (Summary)

The Elder Care Program provides members, and their aging loved ones, with support to address evolving elder care needs. They will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care.

Carepath will have an initial consultation assessment with you and/or your aging loved one and develop a personalized care plan based on your individual preferences and common senior health care needs.

A Nurse Case Manager will help you prepare for any upcoming medical appointment and give you information and services to promote safe and independent living. When staying at home is no longer a safe option, they will help you and your family find the right senior living facility, such as retirement homes, long-term care, and/or respite facilities.

The Elder Care Program can also help you and your family by:

- Providing information about hospice organizations and home care support services provided by local and respected organizations and assisting as needed.
- Providing information and access to local community resources (i.e., primary care physicians, physiotherapy, occupational therapy, speech-language pathology, dietitian services, meal delivery, transportation services) and volunteer organizations that can provide additional support.
- Helping navigate and accessing provincially and federally funded benefits, including other insurance benefits.
- One-on-one coaching about how to have difficult conversations in terms of aging care needs and life-changing moments, such as losing a spouse or moving into a retirement home.

Please note: The costs and fees associated with utilizing a recommended service will be the responsibility of the member/family using the service.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- This benefit is subsidized by the **NSTU Group Insurance Trust Fund**
- The number enrolled in the plan was 23,393.

CAREPATH – MENTAL HEALTH PROGRAM

Mental Health Program (Summary)

Offered through Carepath Digital Health, the Mental Health Program offers multiple levels of support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns, using distance technologies such as telephone and virtual resources (i.e., web portal, mobile app, email, and secure video call).

The Mental Health program offers two levels of support: navigation and counselling.

- Navigation is provided by qualified mental health clinicians, generally mental health nurses and clinical social workers, for those with mild to moderate distress. They provide assessment psychoeducation, supportive counselling, and coaching with the goal of enhancing self-care strategies and management of concerns. They ensure smoother integration with your existing circle of health/medical care and assistance in navigating the mental health care system.
- When navigation is not sufficient and psychotherapy is required for more complex needs, Carepath have advanced practitioners, including Masters/PhD prepared social workers, mental health nurses, or psychologists, each of whom has more than 10 years' experience in psychotherapy.
- They provide a structured return-to-work (RTW) component for those on sick leave/STD/LTD that addresses planning for RTW and maintaining wellness after RTW.

In the Year 2024:

Public School Members/APSEA Members/PSAANS Members/Nova Scotia Community College Members

- This benefit is subsidized by the NSTU Group Insurance Trust Fund.
- The number enrolled in the plan was 23,393.

HOME AND CAR INSURANCE

The NSTU Group Insurance Trustees make available home and car insurance through belairdirect (formerly Johnson Insurance) to the membership. The plans are available on a voluntary basis, with the option of paying your insurance premium through monthly bank deduction with no interest or service charges. The Trustees cannot set policy regarding home and/or car insurance. However, belairdirect or an insured member may refer a situation to the Group Insurance Trustees for review. The Trustees will examine all pertinent information, including the policy and/or the claim file with belairdirect to verify the matter was handled in accordance with the terms and conditions of the policy.

SUMMARY

This portion of the report outlines the highlights since January 1, 2024. Many of the items were noted under different headings in previous sections.

A number of very important issues were dealt with in detail by the NSTU Group Insurance Trustees in the past year. There were monthly meetings of the Insurance Trustees and continuous communication between the Staff Liaison(s) and Johnson Inc. personnel in all the functional areas of consulting and administration.

HIGHLIGHTS:

1. The NSTU Group Insurance Trust Fund continues to provide funding to the Nova Scotia Teachers Union Counselling Program.
2. The Nova Scotia Teachers Union Group Insurance Benefit Statements were issued to members in March 2024. The Benefit Statements issued included Beneficiary Designations.
3. The Employer covers the cost of eyeglasses up to \$145 for frames and single lenses and \$160 for frames and bifocal or trifocal lenses once in any 24 consecutive month period or once in any 12 consecutive month period for dependents under age 18. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$10 to \$155 for frames and single lenses and \$170 for frames and bifocal and trifocal lenses.
4. The Employer covers the premium for the cost and installation of a hearing aid or hearing aids up to \$750 in any 36 consecutive month period per insured member. The NSTU Group Insurance Trust Fund continues to subsidize the additional premium to increase the benefit by \$50 to \$800 in any 36 consecutive month period per insured member.
5. A Discretionary payment of 2.5% for those on Long Term Disability prior to 2014, was approved for payment in January 2024; and a 1% payment in January 2025.
6. Under the Total Care/Medical Plan for active and retired members, there was a combined total of 593,935 claims approved for a total cost of \$58,015,499.
7. Under the Total Care/Dental Plan for active and retired members, there was a combined total of 207,090 claims paid for the year ending December 31, 2024, for a total cost of \$15,524,978.
8. The NSTU Group Insurance Trust Fund continues to subsidize the premium for the Homewood Health Employee / Family Assistance Program for active NSTU members, spouses or dependent children. The NSTU Group Insurance Trustees continue to offer this program to active NSTU members, their eligible spouse and dependent child(ren) through Homewood Health. In May 2024 a new agreement was signed with Homewood Health. With this new agreement, additional services were implemented which include:
 - Access to EFAP services through a Mobile App;
 - Upgraded online Cognitive-Behavioral Therapy (CBT);
 - Improved Mental Health Services, including Anxiety Care and Substance Use Therapy, and;

- Virtual Platform Access (MeetNow Online booking, and Guided Car Recommendations).

Their customized Cross Canada Fitness Challenge held in winter 2024 continues to be very successful and valued by members who choose to participate in this wellness event.

9. The NSTU Group Insurance Trustees continues to provide and promote a Supplementary Prescription Drug Benefit through Managed Health Care Services Inc.
10. The **NSTU Group Insurance Trust Fund** continues to offer the IPC (Individual Psychological Counselling) for all active members. Crux Psychology continues to offer services to active members.
11. The **NSTU Group Insurance Trust Fund** continues to subsidize Carepath programs (Chronic Disease Program, Elder Care Program and Mental Health Program) for both active and retired members and their families.
12. **NSTU Group Insurance Trust Website** – The website at www.nstuinsurance.ca continues to be a one-stop shop for NSTU Group Insurance Plan members to get valuable information on the benefits and programs available to them from an updated and very user-friendly website. The website continues to evolve and be updated with the most up-to-date benefit and program information.
13. **Student Mental Health & Wellness Grant** – In an effort to assist members, the NSTU Group Insurance Trustees, with support from Johnson Inc., have initiated a Student Mental Health and Wellness Grant. The Student Mental Health and Wellness Grants were established to fund projects and programs that promote and support the mental health and well-being of children and youth in the schools and campuses across Nova Scotia. As of January 1, 2025, the Trustees continue to promote these yearly student mental health and wellness grants.
14. **EDUWellness – For Members By Members Grants** – The **NSTU Group Insurance Trustees** continue to provide the Plan Member focused EDUWellness Grant – For Members, By Members. Annually, the Trustees, through the **NSTU Group Insurance Trust Fund**, award up to 10 grants to a maximum of \$1,500.

ENROLLMENT SUMMARY

Public School Members / APSEA Members / PSAANS Members / Nova Scotia Community College Members

INSURANCE PLANS ENROLLMENT

TOTAL CARE/MEDICAL (ACTIVE).....	10,594
TOTAL CARE/MEDICAL (RETIRED UNDER AGE 65)	1,425
TOTAL CARE/MEDICAL (RETIRED OVER AGE 65)	10,332
TOTAL CARE/DENTAL (ACTIVE)	9,791
TOTAL CARE/DENTAL (RETIRED UNDER AGE 65)	1,226
TOTAL CARE/DENTAL (RETIRED OVER AGE 65).....	7,042
PROVINCIAL MASTER LIFE/AD&D (INCLUDES RETIRED MEMBERS UNDER AGE 65).....	12,955
RETIREE LIFE (\$3,000 – 887 & \$10,000 – 7,535)	8,422
LONG TERM DISABILITY.....	11,325
NSD TRAVEL PLAN	8,911
NSD TRIP CANCELLATION / INTERRUPTION PLAN	4,832
OPTIONAL LIFE INSURANCE	4,297
SPOUSAL LIFE INSURANCE	1,177
VOLUNTARY ACCIDENTAL DEATH AND DISMEMBERMENT	3,363
OPTIONAL CRITICAL ILLNESS.....	1,310
MANULIFE – EFAP	11,636
CAREPATH – CHRONIC DISEASE PROGRAM	23,393
CAREPATH – ELDER CARE PROGRAM.....	23,393
CAREPATH – MENTAL HEALTH PROGRAM.....	23,393

CURRENT TRUSTEES

NSTU Appointees:

<i>Joël Chiasson, Chair</i>	<i>Karen Nottage</i>
<i>Wade VanSnick</i>	<i>Sharon Midwinter</i>
<i>Krissy Brewer</i>	<i>Byron Butt</i>

Government Appointee:	NSCC Appointee:
<i>Sherman England</i>	<i>Bruce Spares</i>
<i>Andrew Coates</i>	

NSTU EXECUTIVE STAFF LIAISON OFFICER(S):

<i>Kyle Marryatt</i>	<i>Paul Boudreau</i>
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Annual Council 2025 Evaluation Form

As part of our ongoing efforts to streamline and enhance your Annual Council experience, we're transitioning to online evaluation forms for feedback collection.

The QR code, below, contains the website link to the Council Evaluation Form, and can be scanned using your phone or tablet.

If you have never used a QR code before, the steps are as follows.

Step 1: Open the Camera App

"First, open the camera app on your smartphone or tablet. Most modern devices can scan QR codes directly with the built-in camera app."

Step 2: Point the Camera at the QR Code

"Next, hold your device steady and point the camera at the QR code. You don't need to take a picture—just make sure the code is centered in the frame."

Step 3: Wait for the Link or Information to Appear

"Once the camera recognizes the QR code, a notification or link will pop up on your screen. This could be a website link, a form, or some other information."

Step 4: Tap the Link or Follow the Instructions

"Simply tap on the notification or the link that appears. It will take you directly to the evaluation form."

We appreciate you taking the time to provide us with feedback.

