

Substitute Teacher Committee

Annual Report 2019-2020

The mandate of the Substitute Teacher Committee is to;

- a. advise the Provincial Executive on issues affecting and of concern to substitute teachers;
- b. advise the Provincial Executive regarding workshops for substitute teachers;
- c. consider such resolutions submitted to Annual Council to make recommendations for Council's consideration where appropriate; and,
- d. participate as required in the NSTU Policy Review Process by providing recommendations for the Provincial Executive's consideration.

This year, the Committee was composed of:

- Kelly Borkowski, Chair (Halifax County)
- Nicole d'Eon (Yarmouth)
- Andrea Heans (Halifax City)
- Tanya Hiltz (Halifax)
- Adam Martin (Cape Breton District)
- Duncan Cameron (Executive Member – Halifax County)
- Paul Boudreau (NSTU Staff Liaison)

The Substitute Teacher Committee met two times during the year; in person on November 2, 2019 and on line February 11, 2020. A meeting scheduled for May 9, 2020 was cancelled due to the COVID pandemic.

During the year, the Substitute Teacher Committee:

- Reviewed and made recommendations for changes in the NSTU print materials which relate to Substitute Teachers.
- Discussed various topics relevant to substitute teachers including:
 - Tripartite agreements
 - Substitute teacher union dues
 - NSTU Policy Review: Shaping Our Future
 - Substitute Teacher workshops
- The Committee identified that the NSTU should strive to work towards making improvements that benefit substitute teachers. Various areas to target for future improvement were identified, they include but are not limited to:
 - Daily rate of pay
 - Number of days required to be classified as a regular teacher for pay purposes
 - Lack of remuneration when school is closed due to inclement weather
 - Working conditions for substitute teachers
 - Communication challenges between the NSTU & substitute teachers
- Reviewed the mandate and composition of the Committee and proposed a change to NSTU Operational Procedure 4. O ii. c. (Substitute Teacher Committee – Mandate and Composition) that was accepted by Provincial Executive changing the term length for Substitute Teacher Committee members from one year to two years.

- Proposed a change to NSTU Operational Procedure Appendix A - Local Model Constitution Article IV *Local Executive* be amended by adding: “*A Member of the Local Executive shall be designated as the Substitute Teacher Contact person.*” which was accepted by the Provincial Executive after consultation with NSTU Local leaders.
- Proposed the establishment of a micro website for substitute teacher information which was approved by Provincial Executive and can be found at <http://substituteteachers.nstu.ca/>

The expenditures for the Substitute Teacher Committee during the 2019-2020 year were \$660.02 representing 15.49% of the total budgeted amount of \$4,260.00. This was due in part to the cancellation of the third committee meeting and lower than expected meeting costs for committee members.

Respectfully Submitted,

Kelly Borkowski,

Chair 2019-20 NSTU Substitute Teacher Committee