

Substitute Teacher Committee Annual Report 2023-2024

Mandate: 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.
- (d) participate as required in the NSTU Policy Review Process by providing recommendations for the Provincial Executive's consideration.

Composition: This year, the Committee was composed of:

- Lloyd Francis (Northside-Victoria) (Chair)
- Crystal Ellingsen (Halifax City)
- Cindy Ng-Ivanoff (Halifax County)
- Sean McLennon (Colchester-East Hants)
- Tim Cress (Guysborough)
- Ben Sichel (Provincial Executive Member – Halifax City)
- Tim MacLeod (NSTU Staff Liaison)

Meetings: The Substitute Teacher Committee met three times during the year:

- November 25, 2023
- February 15, 2024 (virtually)
- May 11, 2024

Action: During the year, the Substitute Teacher Committee:

- Proposed continuation of the substitute-teacher contact information drive
- Advocated for more workshops and funding designed specifically for substitute teachers with specific information that would be relevant and helpful for substitutes
- Reviewed policy related to member absences, snow days, hiring, etc
- Made submissions to the provincial asking package that would benefit substitutes
- Reviewed submissions for Annual Council
- Reviewed the substitute FAQ booklet for accuracy
- Discussed B.Ed. student direct hiring and permit to teach substitutes
- Discussed workload, pay and benefits of substitutes
- Discussed retention of substitutes
- Reviewed Tentative Agreement items, specifically those impact substitutes
- Provided a recommendation to Provincial Executive on the NSTU Benevolent Fund that substitutes be included

- Provided feedback the “Building a Welcoming Culture for Substitute Teachers” initiative
- Advocated for hiring of more substitutes

Budget:

For the period ending 2024-05-31

Actual Year to Date	Annual Budget	% of Budget Used to Date
\$ 2279	\$4200	54.26%

Respectfully Submitted,

Lloyd Francis
Chair
2023-24 NSTU Substitute Teacher Committee