

## **NSTU Substitute Teacher Committee Annual Report 2024-2025**

**Mandate:** The mandate of the Substitute Teacher Committee is to:

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

**Composition:** This year, the committee members were:

Sean McLennon (Chair, Colchester-East Hants)  
Christina Grant (Cape Breton District)  
Dan Bunbury (Northside-Victoria)  
Desi Trott (Dartmouth)  
Leah Gillis (Halifax County)  
Tim Cress (Guysborough County)  
Crystal Sampson (Provincial Executive Liaison)  
Tim MacLeod (NSTU Staff Liaison)

**Meetings:** The Substitute Teacher Committee met twice during the year. The February meeting (virtual) had to be cancelled due to scheduling conflicts.

- December 7, 2024
- February 6, 2025 (virtual)- cancelled
- May 24, 2025

**Action:** During the year, the Substitute Teacher Committee:

- Continuation of the Reserve membership recruiting drive
- Discussed ideas for workshops pertaining to substitute teachers at NSTU Leadership Development Institute
- Continuation of the substitute teacher contact information drive- did not have a draw this year but recommend continuing next year.
- Discussed issues with Easy Connect
- Reviewed /updated the Substitute Teacher FAQ booklet
- Discussed the New Grads hiring policy
- Discussed retention of substitute teachers
- There were no resolutions to Annual Council pertaining to substitute teachers this year. However, during Annual Council, the Substitute Teacher Committee Chair did address Council regarding a proposed increase to substitute teacher's NSTU dues (included in the NSTU Annual Budget). A motion was introduced by Halifax Local not to increase substitute teacher's dues, but after considerable debate, the motion was ultimately defeated by a vote of 50% to 50%.
- Discussed hiring, workload, pay, and benefits of substitute teachers
- Advocated for the hiring of more substitute teachers

- Learning Forward presentation on Practitioner-led PLCs for substitute teachers
- Reviewed Draft Guide for Developing a Welcoming Culture for Substitute Teachers
- Reviewed “Substitute Teaching in Nova Scotia: Popular Questions”
- Reviewed Parachute: Pan-Canadian Educator Survey Series, Fall 2024
- Discussed some ideas for the next Asking Package: snow days, daily rate based on certification and years experience
- NSTU Operational Procedures- Section V- Professional Development- 24. Awards, Fellowships, and Grants: **Reserve Members** are now eligible
- Reviewed the NSTU Professional Learning Grants and Opportunities Booklet

**Budget:**

NSTU Program Area Report- Substitute Teachers Committee for the period ending April 30, 2025

Actual Year to Date: \$1647.70

Annual Budget: \$4200.00

% of Budget Used to Date: 39.23%

A final 2024-2025 budget statement reflecting the inclusion of the May 24, 2025 meeting will be available at the next Substitute Teacher Committee meeting in the Fall of 2025.

Respectfully Submitted,

Sean McLennon

Chair, NSTU Substitute Teacher Committee