

MEMBER DIARY

2024—25

This diary is made available to NSTU
members with support from the
Teachers *Plus* Credit Union



TEACHERS *PLUS*



Code of Ethics

This Code of Ethics is a guide to Members in maintaining at all times the high integrity of their profession including professional conduct in relation to all communication whether verbal, written or via social media.

A. Member and Pupil/Parent/Guardian

- I. The Member regards as confidential, and does not divulge other than through professional channels, any information of a personal or domestic nature, concerning either pupils or home, obtained through the course of professional duties.
- II. The Member should be just, equitable, and fair in all relationships with pupils/parents/guardians.
- III. The Member should assume responsibility for the safety and welfare of pupils, especially under conditions of emergency.
- IV. The Member should avoid giving offence to the moral principles of pupils and/or their parents/guardians.
- V. The Member should be as objective and respectful as possible in dealing with controversial matters.
- VI. The Member should not accept remuneration for tutoring their pupils except under compelling circumstances and with the approval of their supervisor or principal.

B. Member and Member/Colleague

- I. The Member should not make defamatory, disparaging, condescending, embarrassing, or offensive comments concerning another Member or colleague.
- II. The Member shall not make derogatory remarks about the professional competence of another Member or colleague.
- III. The Member shall not accept a position arising out of the unsettled dispute between Members, and their employers.
- IV. The Member shall not sexually, physically, or emotionally harass another Member or colleague.

[Continued on inside back cover]



Nova Scotia Teachers Union

Member Diary 2024-2025

3106 Joseph Howe Drive
Halifax, NS B3L 4L7
Email: nstu@nstu.ca
Website: www.nstu.ca

902-477-5621 / 1-800-565-6788
Fax: 902-477-3517
Facebook: <http://www.facebook.com/nsteachersunion>
Twitter: <http://twitter.com/nsteachersunion>

The Nova Scotia Teachers Union was founded in 1895/96 with a 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." This diary features programs and services offered by the NSTU and opportunities for growth and professional cooperation open to you through active involvement in the NSTU.

Personal

Name _____

Address _____

Postal Code _____

Home Phone _____

NSTU Email _____

School _____

Address _____

Postal Code _____

NSTU Local _____

Professional Number _____

Phone Directory

NSTU Central Office Switchboard.....	902-477-5621 / 1-800-565-6788
Teachers <i>Plus</i> Credit Union	902-477-5664 / 1-800-565-3103
NS Pension	902-424-5070
Toll-free	1-800-774-5070
Johnson Inc.	1-800-453-9543
.....	Fax: 902-453-8539
Medavie Blue Cross (Claims).....	1-800-565-8785
.....	Fax: 902-468-3967
Homewood Pathfinder Employee and Family Assistance Program (EFAP)	1-877-955-NSTU (6788)
.....	(French) 1-514-875-0720

Department of Education & Early Childhood Development	902-424-5168
.....	Fax: 902-424-0511
Deputy Minister	902-424-5643
Ex. Dir., French Programs and Services	902-424-3927
Ex. Dir., Strategic Policy and Research	902-424-4740
Ex. Dir., Finance and Operations	902-424-3646
Ex. Dir., Education, Innovation, Programs and Services	902-424-8945
Ex. Dir., Centre for Learning Excellence	902-424-5829
Ex. Dir., Student Equity and Support Services	902-424-7454
Office of Teacher Certification	902-424-6620
Educational Leadership Consortium of Nova Scotia (ELCNS)	902-422-3270
.....	Fax: 902-422-5517

NSTU Negotiated Rate Hotels

Hotel Halifax (primary hotel)	902-425-6700
Toll-free	1-833-357-8155
Barrington Hotel (overflow hotel)	902-429-7411
Toll-free	1-833-357-8154

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September

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9 <i>Labour Day (Holiday)</i>	10 School begins	11	12	13 <i>The Teacher published</i>	14
15	16	17	18	19 <i>Stand Up Against Bullying Day (pink t-shirt day)</i>	20 NSTU Provincial Executive	21 NSTU Provincial Executive
	PA Annual Conference Registration opens				NSTU Local Presidents / RRC Chairs Conference	

22	23	24	25	26	27	28
29	30	National Day for Truth and Reconciliation				

October

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 Deadline for applications: PDAF Deadline for applications: John Huntley Memorial Internship Program Treaty Day	2 Deadline: Applications for Conference Grants	3	4 Member Engagement Day Political Action/Public Relations Conference	5 World Teachers' Day Political Action/Public Relations Conference
6	7	8	9	10	11 <i>The Teacher submission deadline</i>	12
13	14	15 Deadline to enter application for Mental Health and Wellness Grant	16 <i>The Teacher published</i>	17	18 NSTU Provincial Executive	19 NSTU Provincial Executive

20	21	22	23	24	25	26
	Media Literacy Week	Media Literacy Week	Media Literacy Week	Media Literacy Week	NSTU Professional Association 40 th Anniversary Conference Day Media Literacy Week	
27	28	29	30	31		

November

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
					Deadline: Sheonorail – Fall Call for Proposals Professional Development Conference	Professional Development Conference
10	11	12	13	14	15	16
	<i>Remembrance Day</i>			John Huntley Interns at NSTU	John Huntley Interns at NSTU	

17	18	19	20	21	22	23
24	25	26	27	28	29	30
					Professional Associations Leaders Conference	Professional Associations Leaders Conference
					<i>The Teacher submission deadline</i>	
					NSTU Provincial Executive	NSTU Provincial Executive

Dates and events are subject to change.

December						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
Deadline: Applications for PDAF	Membership numbers for Council 2025 Delegate allocation		<i>The Teacher</i> published Deadline for applications: Education Research Award			
8	9	10	11	12	13	14
					Deadline for submitting Resolutions for consideration by Annual Council 2025	
15	16	17	18	19	20	21
					Last Day of School before Christmas Break	

22	23	24	25	26	27	28
29	30	31	<i>Christmas Day (Holiday)</i>	<i>Boxing Day (Holiday)</i>		
		Deadline for the Early Retirement Incentive Program (If resigning at the end of the school year)				

Dates and events are subject to change.

January

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8 <i>New Year's Day (Holiday)</i>	9 <i>School resumes</i>	10	11
12	13	14	15 In-Province Teacher Exchange application deadline Deadline to enter application for EDUWellness Grant	16 NSTU Provincial Executive	17 NSTU Provincial Executive	18

19	20	21	22	23	24	25
26	27	28	29	30	31	
					<i>The Teacher submission deadline</i>	
					<i>The Teacher published</i>	

February

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 Deadline: Applications for PDAF
2	3	4	5	6	7	8 Deadline for applications: John Huntley Memorial Internship Program
9	10	11	12	13	14	15

16		17	18	19	20	21	22
		<i>Heritage Day – Nora Bernard (Holiday)</i>					
23		24	25	26	27	28	
						<i>The Teacher submission deadline</i>	
						Close of Nominations for Regional Provincial Executive Elections	
					NSTU Provincial Executive	NSTU Provincial Executive	

Dates and events are subject to change.

March						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	<i>The Teacher published</i> 14	15
	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK	SPRING BREAK

16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	Membership numbers for Local Rebate allocation				
			John Huntley Interns at NSTU	John Huntley Interns at NSTU		

20	21	22	23	24	25	26
	<i>Easter Monday (Holiday)</i>					
27	28	29	30			
		Pre-Council Voting Closes at noon	Deadline for applications: Deferred Salary Leave Plan			

Dates and events are subject to change.

May

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
1					NSTU Annual Council	NSTU Annual Council
4	5	6	7	8	9	10
NSTU Annual Council			Deadline: Applications for Conference Grants and Travel Fellowship	John Huntley Interns at NSTU	<i>The Teacher submission deadline</i> John Huntley Interns at NSTU	
11	12	13	14	15	16	17
			<i>The Teacher published</i>	Black Excellence Day		

18								
19	<i>Victoria Day (Holiday)</i>							
20								
21								
22								
23								
24								

June

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
Deadline: Applications for PDAF					NSTU Provincial Executive	NSTU Provincial Executive
8	9	10	11	12	13	14
					<i>The Teacher submission deadline</i>	
15	16	17	18	19	20	21
					<i>The Teacher published</i>	

22	23	24	25	26	27	28
29	30	<i>Last Day of School</i>				

July

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	Canada Day (Holiday)	9	10	11	12
13	14	15	16	17	18	19

20	21	22	23	24	25	26
NSTU BUILDING SHUTDOWN						
27	28	29	30	31		
(21 JULY TO 1 AUGUST INCLUSIVE)						

August

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	Deadline: Applications for PDAF <i>NSTU Building shutdown</i>	9
	<i>Natal Day (Civic Holiday)</i>		CONTACT conference hosted by NBTA	CONTACT conference hosted by NBTA	CONTACT conference hosted by NBTA	16
10	11	12	13	14	15	
			NSTU Leadership Skills Development Institute	NSTU Leadership Skills Development Institute	NSTU Leadership Skills Development Institute	

17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8 <i>Labour Day (Holiday)</i>	9 School begins	10	11	12	13
14	15	16	17	18 <i>Stand Up Against Bullying Day (pink t-shirt day)</i>	19 NSTU Provincial Executive	20 NSTU Provincial Executive
					Local Presidents/RRC Chairs Conference	

21	22	23	24	25	26	27
28	29	30	National Day for Truth and Reconciliation			

October 2025

November 2025

December 2025

January 2026

2026

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School Calendar 2024-2025

2024

September 2	Labour Day (Holiday)
September 3	School begins
September 13-14	NSTU Provincial Executive
September 20	NSTU Local Presidents/RRC Chairs Conference
September 30	Truth and Reconciliation Day (Holiday)
October 1	Deadline for applications: John Huntley Memorial Internship Program
October 1	Deadline: Applications for PDAF
October 4	Deadline: Applications for Conference Grants
October 5	Member Engagement Day
October 5	World Teachers' Day
October 14	Thanksgiving Day (Holiday)
October 18-19	NSTU Provincial Executive
October 23-27	Media Literacy Week
October 25	NSTU Professional Association Conference Day
November 10	Deadline: Sheonorail – Fall Call for Proposals
November 11	Remembrance Day (Holiday)
November 14-15	John Huntley Interns at NSTU
November 22-23	Professional Associations Leaders Conference
November 29-30	NSTU Provincial Executive
December 1	Deadline: Applications for PDAF
December 2	Membership numbers for Council Delegate allocation
December 4	Deadline: Applications for Education Research Award
December 13	Deadline for submissions: Resolutions for Council 2024
December 20	Last Day of School before Christmas Break
December 25	Christmas Day (Holiday)
December 26	Boxing Day (Holiday)
December 31	Deadline for applications: Early Retirement Incentive Plan (If retiring at the end of the school year.) For more information please see Teachers' Provincial Agreement.

Dates and events are subject to change.

2025

January 1	New Year's Day (Holiday)
January 2	School resumes
January 15	Deadline for applications: In-Province Teacher Exchange
January 16-17	NSTU Provincial Executive

February 1	Deadline: Applications for PDAF
February 1	Deadline for applications: John Huntley Memorial Internship Program
February 17	Heritage Day (Holiday)
February 27-28	NSTU Provincial Executive

March 10-14	Spring Break
March 20-21	John Huntley Interns at NSTU
March 31	Membership numbers for Local rebate

April 1	Deadline: Applications for PDAF
April 1	Deadline for applications: John Huntley Memorial Internship Program
April 3	NSTU Provincial Executive
April 5-6	NSTU Local Presidents/RRC Chairs Conference
April 10	Deadline: Applications for NSTU Full Time Study Grants
April 12	Deadline: Sheonoroi – Spring Call for Proposals
April 11-12	Equity Conference
April 14-20	Education Week (Ceremony – April 15)
April 15	Pre-Council Vote
April 19-20	Member Services Conference
April 18	Good Friday (Holiday)
April 21	Easter Monday (Holiday)
April 30	Deadline for applications: Deferred Salary Leave Plan

May 2-4	NSTU Annual Council
May 7	Deadline: Applications for Conference Grants and Travel Fellowship
May 8-9	John Huntley Interns at NSTU
May 19	Victoria Day (Holiday)
May 23-24	Pension Symposium

June 1	Deadline: Applications for PDAF
June 6-7	NSTU Provincial Executive
June 30	Last Day of School

July 1	Canada Day
July 21-August 1	NSTU Building Shutdown (inclusive)

August 1	Deadline: Applications for PDAF
August 13-15	Leadership Skills Development Conference

September 1	Labour Day (Holiday)
September 3	School begins
September 12-15	NSTU Provincial Executive
September 19	NSTU Local Presidents/RRC Chairs Conference
September 30	Truth and Reconciliation Day (Holiday)

NSTU Past Presidents and Honourary Members

The NSTU was first organized in 1895-96. It was reorganized in 1921 with the late H.H. Blois as president and the late Dr. M.M. Coady as secretary.

NSTU Presidents Prior to 1921

1895, 1896.....	Robert MacLellan (Deceased)
1903.....	David Soloan (Deceased)
1908, 1910, 1912.....	W.A. Creelman (Deceased)
1916, 1918, 1920.....	R.W. Ford (Deceased)

NSTU Presidents Since 1921

1921-1922.....	Hope H. Blois (Deceased)
1922-1923.....	John T. MacLeod (Deceased)
1923-1924.....	Hubert Y. Haines (Deceased)
1924-1925.....	Alex O'Handley (Deceased)
1925-1929.....	Frederick G. Morehouse (Deceased)
1929-1930.....	J. Arthur Goode (Deceased)
.....	John J. Oliver (Deceased)
1930-1931.....	Frederick G. Morehouse (Deceased)
1931-1933.....	Stewart Robinson (Deceased)
1933-1935.....	Wallace L. Barteaux (Deceased)
1935-1938.....	A. Norman MacDonald (Deceased)
1938-1939.....	Alex Laidlaw (Deceased)
1939-1940.....	W. Darrell Mills (Deceased)
1940-1941.....	Alphee T. Boudreau (Deceased)
1941-1942.....	Horace H. Wetmore (Deceased)
1942-1943.....	George W. MacKenzie (Deceased)
1943-1944.....	Chelsey G. Mosher (Deceased)
1944-1947.....	John F. Marsters (Deceased)
1947-1949.....	Gerald E. Tingley (Deceased)
1949-1951.....	Tom Parker (Deceased)
1951-1952.....	Gerald E. Tingley (Deceased)
1952-1953.....	R. Oliver Gibson (Deceased)
1953-1956.....	J. Frank Glasgow (Deceased)
1956-1958.....	Gene Morison (Deceased)
1958-1959.....	Charles E. Eaton (Deceased)
1959-1962.....	George MacIntosh (Deceased)
1962-1965.....	Florence Wall (Deceased)
1965-1966.....	James E. Deagle (Deceased)
1966-1969.....	Rod G. Fredericks (Deceased)
1969-1972.....	Boyd B. Barteaux (Deceased)
1972-1974.....	Mary Roach (Deceased)
1974-1976.....	Dominique Henry
1976-1978.....	Joseph Maidment

1978-1980.....	Gregory O'Keefe (Deceased)
1980-1984.....	Harold Doucette
1984-1986.....	Brian McCabe (Deceased)
1986-1990.....	Karen Willis Duerden
1990-1992.....	Russell MacDonald
1992-1996.....	John MacDonald
1996-2000.....	Donnie MacIntyre
2000-2004.....	Brian Forbes
2004-2008.....	Mary-Lou Donnelly
2008-2012.....	Alexis Allen
2012-2016.....	Shelley Morse
2016-2018.....	Liette Doucet
2018-2022.....	Paul Wozney
2022-2024.....	Ryan Lutes
2024-.....	Peter Day

Honourary Members

Margaret Swan
 Ronald Morrison
 W. Ronald MacPherson
 Greg O'Keefe
 Les Walker
 Wayne Noseworthy
 Bill Redden
 Bill Berryman

Life Members

Sister Georgina Hannigan
 Robert Goudey
 Margaret (Peggy) Davidson
 Marion MacKinnon
 Dr. Fred Butler
 Christina MacDonald
 Mary Ellen Carpenter
 Mary Lou Donnelly
 Shelley Morse
 Hope Lemoine

Special Award

Greg O'Keefe
 Russell MacDonald
 Don Burt
 Rachel Creasor

Deceased Honourary Members

H.H. Blois
 Fred Phelan
 Dr. M.M. Coady
 C.L. Filmore
 Dr. J.P. McCarthy
 Dr. Ian Forsythe
 Sister Rose Catherine
 John Oliver
 Justice V.P. Pothier
 Dr. M.V. Marshall
 Sir Ronald Gould
 Gene Morison Hicks
 Dr. H.D. Hicks
 Dr. H.P. Moffatt
 Rev. Dr. Malcolm MacLellan

Margaret Graham
 Dr. Florence Wall
 Rod Fredericks
 Dr. Tom Parker
 Cecil Durling
 Dr. T.L. Sullivan
 Hon. Robert L. Stanfield
 Arthur T. Conrad
 L. Emmet Currie
 Gerald McCarthy
 Dr. Norman Fergusson
 Murray Fahie
 Earle Tubrett
 Gregory O'Keefe
 Jim MacKay

Membership

1. DEFINITIONS

Members of the Nova Scotia Teachers Union (hereinafter referred to as the “NSTU” or the “UNION”) shall consist of Active Members, Reserve Members, Retired Members, Associate Members, and Honourary Members.

2. ACTIVE MEMBER

- (a) An Active Member is a teacher:
 - (i) as described in Section 12 of the Teaching Profession Act; or,
 - (ii) employed by the Atlantic Provinces Special Education Authority (APSEA); and,
 - (iii) pays an annual Union Membership Fee as fixed from time-to-time by Council.
- (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.
- (c) Failure to pay Union Membership Fees will not limit contractual rights as long as a contractual and legal relationship exists with the bargaining unit employer.

3. RESERVE MEMBER

- (a) A Reserve Member is a teacher or other qualified person engaged on a day-to-day basis to take the place of a person regularly employed as a teacher by an Education Entity as defined by the *Education Act*, who has been employed as such for not less than fifteen (15) days in the preceding and/or the current school year, and who:
 - (i) is employed on a day-to-day basis by an education entity as defined by the *Education Act* to take the place of a regularly employed teacher;
 - (ii) pays an annual Union Membership Fee as fixed from time-to-time by Council; and,
 - (iii) pays per diem Union Membership Fees as fixed from time-to-time by Council.
- (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.

4. RETIRED MEMBER

- (a) A Retired Member may be a person who has retired under a provision of the *Teachers' Pension Act*.
- (b) A person included in the Faculty and Professional Support Bargaining Units of the Nova Scotia Community College who retires under a provision of the *Teachers' Pension Act* on or before June 30, 2018 may be a Retired Member.
- (c) A manager as defined in the *Teachers' Collective Bargaining Act* who retires under a provision of the *Teachers' Pension Act* after August 1, 2018 may be a Retired Member while the Public School Administrators Association of Nova Scotia (PSAANS) remains affiliated with the NSTU.
- (d) A person included in the Faculty and Professional Support Bargaining Units of the Nova Scotia Community College who has retired under a provision of the Public Service Superannuation Plan on or before June 30, 2018 may be a 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.

5. ASSOCIATE MEMBER

- (a) An Associate Member may be:
 - (i) an Active Member on a leave of absence;
 - (ii) a member of the faculty of a provincial university; or,
 - (iii) an education student at a university; and,
 - (iv) who pays an annual Union Membership Fee as fixed from time-to-time by Council.
- (b) The rights of Associate Membership shall include, but not necessarily be limited to the right to:
 - (i) membership in Professional Associations, except the right to hold office;
 - (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.

6. HONOURARY MEMBER

- (a) An Honourary Member is a person upon whom the honour has been conferred by a resolution of Council.
- (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.

7. SUBSTITUTE TEACHER MEMBER

- (a) A teacher or other qualified person who is employed on a day-to-day basis by an education entity as defined by the Education Act to take the place of a regularly employed teacher who is not a Reserve Member will be a Union Member as a Substitute Teacher Member on the day(s) they teach.
- (b) These Members pay a per diem Union Membership Fee as fixed from time-to-time by Council.
- (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.

8. APPEAL OF MEMBERSHIP

Persons who are not automatically members of the Union as defined may make application for membership to the Executive Director. Such applications shall be forwarded to the Provincial Executive. The Provincial Executive may approve such applications.

9. MEMBERSHIP REGISTRY

- (a) The Executive Director shall, under the supervision of the Secretary-Treasurer, maintain a Membership Registry containing a record of the names and contact information for each Union Member.
- (b) This Registry shall be the official record of Union Membership and shall be used for such purposes as determining Annual Council Delegates and Local Rebates.
- (c) Amendments to the Registry are permitted up to the first Monday in December to determine Annual Council Delegates and up to the last Monday in March to determine Local Rebates.

Annual Union Membership Fee

Fees are set by Annual Council. Active members: \$850 annually (August 1 – July 31), per member. Reserve members: \$32 annually (August 1 – July 31) plus an additional \$2.80 per day taught. Associate members: \$10 annually (August 1 – July 31). Fees for term contracts of less than 60 days are pro-rated and the amount is determined on the basis of the number of days employed over a denominator of 60 multiplied by 80% of the annual membership fee.

Union dues should be included on the T4 form issued by the employer. This constitutes the required receipt for income tax purposes. All fees are deductible for income tax purposes.

Please note that when members have a term contract and are also substitute teaching or have term contracts with more than one employer they may find they have overpaid NSTU dues in a particular school year. Members are advised to check to ensure that they have not paid more than \$850 in a school year (August – July). Requests for refund of overpayment must be directed to the appropriate Employer so that an additional T4 may be issued and submitted no later than the following school year.

Payment Schedule

Union dues cover the school year from August 1 to July 31 and are not carried over to the next school year regardless of the length of the term employment for which Union dues are paid.

All NSTU members engaged by way of a permanent, probationary or term contract pay Union dues over the first five months of their employment for the school year in which they are employed.

NSTU members hired on permanent or probationary contracts effective August 1 pay dues in equal instalments deducted from each pay period from August to December, inclusive.

NSTU members hired on permanent or probationary contracts effective January 1 pay dues in equal instalments deducted from each pay period from January to May, inclusive and cover the period from the commencement of service to July 31. Should employment continue into the next school year, Union dues for the next school year are payable beginning August 1 as described above.

All other NSTU members, hired by way of term contracts, pay dues in equal instalments deducted from each pay period in the five months commencing with the date of their employment or over the length of the term contract, whichever is the lesser. As noted above, Union dues cover the school year or portion of the school year covered by the term contract and are not applicable to the following school year.

NSTU Members with a Permanent or Probationary Contract

Your dues are payable in full the first day you teach. However, the NSTU provides for the collection of those dues over a five month period, dating from the beginning of the school year (August 1) or your first teaching day.

NSTU Members with a Term Contract

If you begin your term in September and work more than 60 days, your dues are payable over the five months of August, September, October, November and December.

If you begin your term in January and work more than 60 days, the same rule applies: your dues are payable over the five months of January, February, March, April and May. If you then begin a new term in September of the NEXT school year, and work more than 60 days, your dues are payable again over the five months of August to December. Dues are NOT payable again in January once paid in September. For a term contract greater than 60 days and less than five months, dues are deducted in equal instalments over the contract period.

You can conceivably pay dues twice in one calendar year, but you will only ever pay one full union membership fee in any SCHOOL YEAR. It is conceivable to have a T4 statement giving Union Dues greater than \$850, this does not necessarily indicate that you have overpaid Union Dues.



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), TBA (Cape Breton District).

Provincial Executive 2024-2025

The Provincial Executive directs and supervises the Union's business and affairs between Council sessions.

The composition of the Provincial Executive is: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members. The Second Vice-President and Secretary-Treasurer are elected by the Executive from among the Regional Members.

	Office Held / Region	Email/Phone
Peter Day	NSTU President	president@nstu.ca
Jo-Leigh MacPhee	First Vice-President (Annapolis-Hants West- Kings)	jdmacphee@nstu.ca
Sarah Tutty	Second Vice-President (Lunenburg County-Queens)	sacarmichael@nstu.ca
Taunya Pynn Crowe	Secretary-Treasurer (Colchester-East Hants)	tmpynn.crowe@nstu.ca
Myla Borden	Pictou	mlborden@nstu.ca
Jemita Buchanan	Annapolis-Hants West- Kings	jnaucuin@nstu.ca
Duncan Cameron	Halifax County	duncancameron@nstu.ca
Nancie de la Chevotière	Halifax City	ndelac@nstu.ca
Melissa Deveau	Annapolis-Hants West- Kings	melissadeveau@nstu.ca
Kim Dunning	Northside-Victoria	krdunning@nstu.ca
Grant Frost	Halifax County	ggfrost@nstu.ca
Paula Landry	Inverness-Richmond	pllandry@nstu.ca Cell: 902-227-8300
Ryan Lutes	Past-President	rclutes@nstu.ca
Rachelle MacIsaac	Cape Breton District	drmacisaac@nstu.ca
John MacKinnon	Digby-Shelburne-Yarmouth	jrmackinnon@nstu.ca Cell: 902-740-3026
Andrew McCara	APSEA	ammccara@nstu.ca
Sharon Midwinter	Cumberland	swmidwinter@nstu.ca
Line Murphy	CSANE	lila72@nstu.ca

	Office Held / Region	Email/Phone
Janet O'Brien	Antigonish-Guysborough	jdobrien@nstu.ca
Vera Ryan	Digby-Shelburne-Yarmouth	vmryan@nstu.ca
Georgette Samson	CSANE	clara@nstu.ca
Mark Savoury	Dartmouth	mrsavoury@nstu.ca
Ben Sichel	Halifax City	blsichel@nstu.ca
TBA	Cape Breton District	

Executive Staff

The executive staff directs and coordinates the activities and programs of the NSTU under the supervision of the Provincial Executive.



STEVE BROOKS

Executive Director

sbrooks@staff.nstu.ca



JANINE KERR

Assistant Executive Director

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Member Services*

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WALLY FIANDER

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JACK MACLEOD

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TIM MACLEOD

*Executive Staff Officer,
Member Services*

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(Term contract until July 31, 2025)



KYLE MARRYATT

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Legal Counsel



LEAH KUTCHER

In-House Legal Counsel

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Professional Services Staff



ANGELA MURRAY

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Coordinator*

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MELANIE WAYE

Financial Officer

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MARK LAVENTURE

*Communications and Public Affairs
Officer*

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NANCY MORTON

Human Resources Officer

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2024-2025 Support Staff



(Standing L-R): Wassim Obeid, Lise Meunier, Michelle Myers, Harmanpreet Kaur, Shelly Landry, Karen Staples and Robert Laushway.

(Seated L-R): Paul Hamer, Lisa Ferguson, Jacklyn Casey, Nicole Wells, and Steve Sheppard.

Missing: Nancy Day, Marie MacInnis, Janice MacKenzie, Brad Mclsaac, and Anthony Pepito.

Member Assistance Program (MAP)



SANDRA MURRAY
Counsellor, Counselling Services
smurray@staff.nstu.ca



BRIAN ROBERTS
Counsellor, Counselling Services
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LOUISE DOUCET
Counsellor, Counselling Services
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LETICIA RICHER
EIP Case Coordinator
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MAYA FALLOWS
EIP Case Coordinator
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HILARY BROUSSEAU
EIP Case Coordinator
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ANNA ORDINELLI
Registered Nurse
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Local Presidents 2024-2025

	Name	Email
Annapolis	TBA	annapolislocal@nstu.ca
Antigonish	Nathan Cormier	ncormier@nstu.ca
APSEA	Lisa Brett	apsealocalpres@nstu.ca
Cape Breton District	Dawn Spracklin	cbpres@nstu.ca
Colchester-East Hants	Nadine Arnold	cehpresident@nstu.ca
CSANE	Isabelle Cotnoir	csane@nstu.ca
Cumberland	Lee-Anne McKoy	mckoylm@nstu.ca
Dartmouth	Chris Doiron	dartmouthlocal@nstu.ca
Digby	Danielle Quinlan	dquinlan@nstu.ca
Guysborough County	Lacey Phinney	guysborough@nstu.ca
Halifax City	Liette Doucet	halifaxcity@nstu.ca
Halifax County	Desiree Daniele	halifaxcountylocal@nstu.ca
Hants West	Shane Goucher	scgoucher@nstu.ca
Inverness	Vince Jessome	invernesslocal@nstu.ca
Kings	Joanne Richardson-Landry	kingslocal@nstu.ca
Lunenburg County	Mai-Ling Storm	lunenburg@nstu.ca
Northside-Victoria	Dave Currie	mdcurrie@nstu.ca
Pictou	Doug Read	jdread@nstu.ca
Queens	Laura Fryday	queens@nstu.ca
Richmond	Danielle O'Brien	dyobrien@nstu.ca
Shelburne County	Sarah Acker	saacker@nstu.ca
Yarmouth	Chad Warren	cswarren@nstu.ca

2024-2025 Regional Representative Council (RRC) Chairs

Regional Representative Councils are established by By-Law.

	Name	Email
Annapolis Valley	Jonathan Murphy	murphyjt@nstu.ca
Cape Breton-Victoria	Dave Currie	cbpres@nstu.ca
Chignecto	Doug Read	jdread@nstu.ca
Halifax	Desiree Daniele	dddaniele@nstu.ca
South Shore	Mai-Ling Storm	mlstorm@nstu.ca
Strait	Sheila Hawley	smhawley@nstu.ca
Tri-County	Sarah Acker	saacker@nstu.ca

Committees

NSTU Committees play a very important part in NSTU activities. Committees are established by the Provincial Executive by NSTU By-Law. Standing Committees of the NSTU are advisory, they answer to and make recommendations to the Provincial Executive.

STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

Administrative Committees:

Finance and Property Committee: is concerned with the overall financial matters of the Union; presents regular financial statements and makes recommendations to the Provincial Executive; costs resolutions to Council and prepares an annual budget for Council; makes recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.

Governance and Policy Committee: develops and reviews policy with a view to relevance and accuracy, and reviews and updates governance documents with a view to sound governance practices.

Nominating Committee: recommends to the Provincial Executive the make-up of provincial committees.

Personnel Committee: works with the Provincial Executive regarding NSTU staff.

Program Committees:

Comité de programmation acadienne: studies the curriculum and all proposed changes as it relates to Acadian schools under the direction of Conseil scolaire acadien provincial and reports its findings to the Provincial Executive.

Curriculum Committee: studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.

Equity Committee: is concerned with matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice.

Member Services, Health and Safety, and Working Conditions Committee: identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; reviews results of most recent contract bargaining; studies matters related to occupational health and safety as it pertains to members and educational sites and reports findings to the Provincial Executive.

Political Action/Public Relations Committee: recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education; reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same.

Professional Development Committee: reviews and develops policy, and programs intended to improve the effectiveness of teachers as professionals and advances education through research in Nova Scotia classrooms. It makes recommendations to Provincial Executive on recipients of Educational Research Awards, Travel Fellowship, Conference Grants and Full Time Study Grants.

Status of Women Committee: makes recommendations to the Provincial Executive regarding the ways to promote and enhance the status of women in the teaching profession and in society.

Substitute Teacher Committee: advises the Provincial Executive on issues affecting and of concern to substitute teachers.

Coordinating Committee:

Professional Associations Coordination Committee: reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations.

COMMITTEES OF COUNCIL

Steering Committee: advises Annual Council regarding the timing of business conducted during the meeting.

Elections Committee: conducts the nominations process and the elections run during Annual Council.

Resolutions Committee: administers the resolutions process for Annual Council.

STATUTORY, QUASI-STATUTORY, AND CONTRACTUAL COMMITTEES OF THE NSTU

From the *Teaching Profession Act*

Discipline Committee: adjudicates conduct of Union members which is inimical to the interests of the Union.

Professional Committee: investigates charges of conduct unbecoming a member of the teaching profession.

From the *Teachers' Pension Act*

Pension Appeals Committee: reviews individual appeals of pension concerns.

From the Teachers' Provincial Agreement

Distributed Learning Committee: addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCE)/CSAP.

Program Development Assistance Fund Committee: reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.

BOARDS, FOUNDATIONS, AND TRUSTS OF THE NSTU

NSTU Group Insurance Trustees: oversee the operation of the NSTU Group Insurance Plan, which offers Life, Optional Life, Accidental Death and Dismemberment, Total Care Medical/Dental, Long Term Disability), NSED Travel and Trip Interruption/Cancellation Insurance, Critical Illness Insurance, Employee and Family Assistance Program (EFAP), Carepath, Early Intervention Program (EIP), Counselling Services, and Automobile and Home Insurance.

Nova Scotia Teachers' Pension Plan Trustee Inc. – Board of Directors: this Board oversees the investment and administration of the Teachers' Pension Plan.

Sheonoroil Foundation – Board of Directors (Trustees): is an arms-length charitable agency created to fund school-based projects and research directed at reducing violence in schools. The Board of Directors develops policy, mandates initiatives, and approves project funding.

Teachers' Pension Board: this Board oversees the Teachers' Pension Plan.

BARGAINING COMMITTEES

Provincial Economic Welfare Committee: responsible for preparing the asking package for the Teachers' Provincial Agreement.

Provincial Negotiating Team: negotiates with the Department of Education and Early Childhood Development.

Professional Associations

NSTU By-Laws permit the formation of Professional Associations. Following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, active members may form a Professional Association. Professional Associations encourage and assist Members in professional development activities in their respective fields.

Objectives are as follows:

- (i) improve professional practice by increasing Members' knowledge and understanding;
- (ii) disseminate ideas, trends, and new developments;
- (iii) advocate interests of Professional Associations, consistent with NSTU Policy and practice; and,
- (iv) advise the Provincial Executive and NSTU Committees on matters special to the Professional Associations.

		Fee
AEA	Association des enseignants acadiens	\$15.00
AST	Association of Science Teachers	\$10.00
ATA	Art Teachers Association	\$20.00
ATEC	Association of Teachers of Exceptional Children	\$10.00
ATENS	Association of Teachers of English of Nova Scotia	\$15.00
ATYA	Association of Teachers of Young Adolescents	\$20.00
BETA	Business Education Teachers Association	\$20.00
CTEANS	Career & Technology Educators Association of NS	\$20.00
EDANS	Educational Drama Association of Nova Scotia	\$25.00
FSTA	Family Studies Teachers Association	\$15.00
MTA	Mathematics Teachers Association	\$12.00
NSATEE	Nova Scotia Association of Teachers for Equity in Education	\$15.00
NSLTA	Nova Scotia Language Teachers Association	\$20.00
NSMEA	Nova Scotia Music Educators' Association	\$15.00
NSSCA	Nova Scotia School Counsellors Association	\$20.00
NSTALL	Nova Scotia Teachers Association for Literacy and Learning	\$10.00
PETA	Primary Elementary Teachers Association	\$10.00
PISA	Psychologists in Schools Association	\$20.00
SPAA	Speech-Language Pathologists and Audiologists Association	\$15.00
SSTA	Social Studies Teachers Association	\$15.00
TAPHE	Teachers Association for Physical and Health Education	\$15.00

Retired Teachers Organization

In June 2005, the Retired Teachers Association became the Retired Teachers Organization of the Nova Scotia Teachers Union. Its objectives, membership, and operating constitution, were incorporated into a new constitution approved by the NSTU Provincial Executive. The Retired Teachers Organization has its own executive, executive committee, standing committees, and branch locals throughout the province. Its mandate is to work within the NSTU to support retired teachers. Its mission advances, promotes and protects the welfare of its members.

NSTU Services

Group Insurance

The NSTU has negotiated for each active member, payment by the Employer for purchase of a Union Life and Accidental Death & Dismemberment Policy (not applicable to Reserve Members). Details of the current policy are found at: www.nstuinsurance.ca.

Other Group Insurance Possibilities

Members may purchase, at group rates, additional life insurance up to a total of \$300,000. The initial amount of \$100,000/member or \$50,000/spouse for a new member is not subject to medical evidence of insurability. However, a 24-month pre-existing condition clause applies. Other group plans (at member's expense) include accidental death and dismemberment, critical illness, NSED Travel and trip cancellation Insurance, and automobile and home insurance.

Member Assistance Program (MAP)

Counselling Services

Through short-term confidential, assistance, Counselling Services works to strengthen and support the quality of personal and professional life for NSTU members, their partners and dependents.

Those requiring longer-term intervention are, assisted by referral to appropriate community-based professionals and/or supports.

Crisis intervention for school staff members to address trauma and grief situations is available on request.

All counselling requires the consent and participation of the client regardless of the referring circumstances.

Counselling Services are highly qualified, registered with their professional organizations and recognized for their excellence as clinical therapists and workshops leaders.

Counselling sessions are made by appointment only. To arrange an appointment, please call Member Assistance Program between 8:00 am and 4:00 p.m. at the NSTU Central Office, 1-902-477-5621, or 1-800-565-6788 (toll free) or email nurse@nstu.ca.

Early Intervention Program (EIP)

The Early Intervention Program (EIP) is a program for all NSTU members who are working or on sick

leave and are experiencing illness or injury. This program facilitates early return to health and work or early application to disability benefits.

Participation in the program is voluntary and confidentiality is assured. NSTU members are encouraged to contact MAP directly if they feel assistance is required or if they are at risk of disability.

Intervention may include assistance with coordinating health services, ergonomic assessments or facilitation of a return to work plan. In the event a member is unable to return to work, he or she will be guided through the process of early application to disability benefits. Intervention services are provided by registered occupational therapists.

For information, please contact MAP at 902-477-5621; toll free 1-800-565-6788; fax 902-477-3517, email nurse@nstu.ca.

Carepath – Chronic Disease/Elder Care/ Mental Health Program

The Programs under Carepath: Chronic Disease, Elder Care and Mental Health are sponsored by the NSTU Group Insurance Trust Fund for all active and retired members.

The toll-free number is 1-844-453-NSTU (6788). More information can be found on the NSTU Insurance website, www.nstuinsurance.ca or at www.carepath.ca.

Group Insurance Trustee Website

NSTU Group Insurance Trustees' website is dedicated to keeping you informed of all your group insurance benefits. Visit www.nstuinsurance.ca.

Legal Protection and Services

The NSTU provides legal protection and services for members. If you are experiencing legal employment issues, please contact your NSTU staff officer, through the NSTU at 902-477-5621 or 1-800-565-6788. For criminal matters, please see the protocol below.

For information on NSTU's Legal Services and Protection visit: <https://nstu.ca/nstu-members/member-services/protection-other-services/legal-services>.

NSTU First Response Protocol Criminal Investigation

PROTOCOL IF CONTACTED BY POLICE

1. You are to inform the police authority that you wish to exercise your right to speak to legal counsel and legal counsel will contact the police authority once the NSTU has informed legal counsel of the investigation.
2. You are to obtain the name of the investigating officer and contact number for the officer.
3. **You should not discuss the complaint with anyone (including school administrators, your employer or staff) or give a written or verbal statement without the benefit of legal counsel.**
4. You are **not** required by law to:
 - go with the police upon request, unless you have been arrested;
 - give a written or verbal statement, even if arrested;
 - give a written or verbal statement at any time, unless advised by legal counsel;
 - talk to police at any time under any circumstances, unless advised by legal counsel (other than to give your name and address);

- report to the police station to answer any questions;
- allow police to enter your residence without a search warrant; if police have a search warrant you should obtain a copy and contact an Executive Staff Officer ASAP;
- submit to a polygraph.

When a member is approached by the police (at home or at work), is in police custody, or has been contacted by police authorities for a future meeting, NSTU Central Office should be contacted immediately. 1-800-565-6788 (NSTU) 477-5621. Ask to speak to a staff officer in Member Services. In the event that it is after hours, please contact your Provincial Executive Member for an emergency phone number.

Negotiations

The NSTU is the sole bargaining agent for all teachers employed in the public schools of Nova Scotia. The NSTU negotiates regional agreements with CSAP and RCEs and the Teachers' Provincial Agreement with the Minister of Education and Early Childhood Development. The NSTU is also the bargaining agent for teachers with the Atlantic Provinces Special Education Authority (APSEA).

Benevolent Fund

The purpose of the Benevolent Fund is to provide assistance to an Active Member where there is little or no financial coverage or protection through salary/wages, sick leave, long term disability, insurance benefits, credit union/banks, etc.

Ten thousand dollars is budgeted annually for the purposes of Benevolent Grants. The merits of each case and the amount of assistance in each instance to be determined by the Table Officers. The maximum amount of a single grant shall not \$2,000.

Requests should be accompanied by a completed Benevolent Grant Application Form sent to the attention of the Executive Director, Nova Scotia Teachers Union, 3106 Joseph Howe Drive, Halifax, B3L 4L7 or electronically to executivedirector@nstu.ca. The application form is found here:

<https://nstu.ca/nstu-members/member-services/protection-other-services/benevolent-fund>

Program Development Assistance Fund (PDAF)

The Program Development Assistance Fund (PDAF) receives an annual sum of \$200,000. Administered jointly by the Department of Education and Early Childhood Development and the NSTU, it supports the development of innovative programming in the public school system. Only NSTU public school members are eligible for individual grants up to \$5,000. The PDAF Committee meets in October, December, February, April, June and August. Applications must be received by 4:00 p.m. on the first day of the month in which the Committee meets.

Forms are available through PDAF, Nova Scotia Teachers Union, 3106 Joseph Howe Dr., Halifax, NS B3L 4L7; email: pdaf@nstu.ca; or online at www.nstu.ca.

Awards, Fellowships and Grants

An amount is budgeted annually for **Conference Grants**, **Educational Research Awards**, and **Full-Time Study Grants**. The Professional Development Committee recommends the disbursement of funds, which is approved by the Provincial Executive. Application forms for all Grants, Awards, and Fellowships are available on the NSTU website or by contacting the NSTU's Professional Learning Department. Eligibility for Grants, Awards, and Fellowships is limited to NSTU Active Members.

Conference Grants

Conference Grants (excluding October Conference) are provided to support members wishing to attend conferences for the purpose of professional learning. To assist the greatest number of Members, individual Grants are limited to up to \$600. Applications must be received and reviewed prior to the conference occurring. Applications for conference grants are now accepted twice a year on the first Wednesday of October and the first Wednesday of May. The conference must have been completed or plan to be completed within six months of the application date.

Educational Research Awards

Educational Research Awards are provided to support, encourage, and recognize members who engage in professional inquiry and research focused on educational inquiry. Individual Awards are limited to \$500. Award applications are reviewed once per year. Application deadline is 4:00 p.m. on the first Wednesday of December.

Full-Time Study Grants

Full-Time Study Grants are provided to support Members that are following a full-time program of study for the purpose of professional learning. In order to assist the greatest number of Members, individual Grants will be limited to two-thousand dollars (\$2,000). Grant applications will be reviewed once per year in the spring. Application deadline is 4:00 p.m. on the second Wednesday of March each year.

Travel Fellowships

Johnson Incorporated sponsors Travel Fellowships in the amount of \$3,000 to provide support to members engaged in educational travel. Fellowships are limited to \$500. Fellowship applications are reviewed once per year. Successful applications will be determined by a draw from all eligible applications received each spring. Application deadline is 4:00 p.m. on the first Wednesday of May each year.

For more information on AWARDS Fellowships and Grants and to access online applications visit: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>

NSTU Group Insurance Trustees Mental Health and Wellness Grant

The NSTU Group Insurance Trustees with support from Johnson Incorporated funds projects that support mental health and well-being of children and youth in the schools across Nova Scotia, programs in classrooms, and schools or communities. The Mental Health and Wellness Grant was established to support innovative initiatives that promote the well-being of our youth and children in coping with the pressures of growing up. Applications can be found on the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

NSTU Group Insurance Trustees EDUWellness Grant

The NSTU Group Insurance Trustees funds projects that support the mental health and well-being of plan members across Nova Scotia. The EDUWellness Grants – For Members By Members were established to support innovative initiatives that promote the well-being of NSTU members in an effort to recognize the tremendous work and efforts put in by teachers every day. For more information and how to apply, please go to the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

John Huntley Memorial Internship Program

Developed to honour the contribution of active Local leader and executive staff officer John Huntley, this program provides active and reserve members with an opportunity to learn more about the NSTU. The internship experience helps fulfill Huntley's desire that all members develop a thorough understanding of the Union. The program is offered to six members three times a year. For more information and to obtain applications, go to the NSTU website or contact Central Office. Applications must be received at NSTU Central Office by 4:00 p.m. on the 1st of October, February and April.

Member Engagement Day

The NSTU celebrates Member Engagement Day on World Teachers' Day on October 5 each year. Each year a different theme is chosen and NSTU Locals are encouraged to incorporate Member Engagement Day as part of their Welcome Back/New Member events held early in the school year.

NSTU Awards

From time-to-time, Council or the Executive of Council, recognizes outstanding contributions of NSTU members through Honourary and Life Membership, and Special, Local Service, and Public Education Advocacy Awards.

For more information visit: <https://nstu.ca/the-nstu/about-us/nstu-awards/awards-overview>

In-Province Teacher Exchange Program

The In-Province Teacher Exchange Program was initiated to provide a mechanism for teachers to experience new work environments through alternate teaching assignments in different settings. These work experiences provide new challenges and opportunities for professional growth.

Exchanges are organized on a position-to-position basis with the approval of the two Regional Centres of Education/CSAP involved. Application deadline is January 15th. For more Information contact NSTU Central Office or visit the website at <https://nstu.ca/nstu-members/member-services/in-province-teacher-exchange>

CONTACT

CONTACT (Conference on New Techniques and Classroom Teaching) is a regional conference organized by the Nova Scotia Teachers Union, the New Brunswick Teachers' Association, Prince Edward Island Teachers' Federation and the Newfoundland and Labrador Teachers' Association. The conference provides teachers with the opportunity to remain current in their profession and make contact with their colleagues from the Atlantic region. For more information about CONTACT check the NSTU website at www.nstu.ca.

Sheonoroil Foundation

The Sheonoroil Foundation is a registered charity supporting research, inquiry, reflection, writing, distribution of information and interventions that focus on anti-violence and peaceful schools initiatives in the public school system.

Established by the NSTU in 1999, it operates with a Board of Directors. The Foundation provides financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor.

Grants are awarded to anti-violence/peaceful school programs that have a direct and immediate impact on classrooms, students, teachers, staff, administration and community.

Applications and more information: sheonoroil.nstu.ca. Deadlines are the second Friday in November and April.

Publications

The Teacher – Published eight times per year online, September to June.

Membership Registry — On-line member update

NSTU reps should be updating site lists through the Membership Registry online and in real time. When an NSTU rep updates the site list, the changes are immediately made to the database ensuring the NSTU's membership information is current and accurate. Individual members can also update their personal, employment, assignment and contact information by accessing the Membership Registry page on the website (menu item "The NSTU", submenu item "Membership"), clicking on the Membership Registry icon on the NSTU homepage or by logging into the Registry directly at <http://www.nstucentral.ca>.

Webmail

The NSTU Webmail system is being retired on July 18, 2025. To stay up-to-date please visit <http://www.nstucentral.ca> and update your member registry profile.

Website (www.nstu.ca)

The NSTU website provides information on NSTU's programs and services. Videos, a calendar and links to NSTU's Twitter (X) are featured along with online forms.

Communication Protocol

Upon request, designated NSTU web account mailing lists shall be established for NSTU Leaders (Provincial Executive, Local Presidents and Executives, RRC Chairs, and Professional Association Presidents and Executives).

Members wishing to communicate with NSTU Central Office or with fellow Members on Union related matters may do so using a non-employer email address, or the telephone.

Any Member who contacts the NSTU office or NSTU Leaders, using an employer's webmail system, are to receive a reply advising them that the NSTU will not communicate using the employer's webmail and instructing them to use a non-employer email address or the telephone.

Deferred Salary Leave Plan

The Deferred Salary Leave Plan offers NSTU members the opportunity of taking a one (1) year or a six (6) month leave of absence through the deferral of salary to finance the leave. Any teacher who holds a permanent contract with an RCE, Board, or APSEA is eligible to participate in the Plan.

For more information:

<https://nstu.ca/nstu-members/member-services/leaves>

Teachers' Pension Plan

The NSTU website contains up to date pension plan information in the Member Info section. Information available includes:

- Teacher's Pension Plan Booklet
- Retirement Seminar Information
- Pension Education videos and handouts
- Links to external resources

<https://nstu.ca/nstu-members/pension>

Salary

NSTU Executive Staff and President's Salary

(as of August 1, 2024)

Executive Director	\$209,331
Assistant Executive Director	\$170,674
Executive Staff	\$120,156-\$153,600
President	\$178,226

Provincial Salary Scales

August 1, 2023

Position on Scale	VTPA	TCM TC1 TC2	TC3	VTCI TC4	VTCII TC5 ITC	VTCIII TC6 ATC1	VTCIV TC7 ATC2	TC8 ATC3
1	52209	53119	53119	52210	58540	65470	71253	76737
2	54667	0	53119	54668	61668	68938	74717	80202
3	57123	0	53119	57124	64790	72404	78186	83671
4	59580	0	53119	59581	67921	75873	81654	87138
5	62038	0	53119	62039	71047	79339	85119	90605
6	64494	0	53119	64496	74174	82805	88588	94070
7	0	0	57735	66952	77297	86274	92055	97542
8	0	0	0	0	80425	89741	95522	101009
9	0	0	0	0	83552	93207	98986	104474

August 1, 2023 – July 30, 2024

1	53776	54712	54712	53776	60296	67434	73390	79039
2	56307	0	54712	56308	63518	71007	76959	82608
3	58837	0	54712	58838	66734	74576	80532	86181
4	61368	0	54712	61369	69958	78149	84103	89752
5	63899	0	54712	63900	73178	81719	87673	93323
6	66429	0	54712	66431	76399	85289	91245	96893
7	0	0	59467	68961	79616	88862	94817	100468
8	0	0	0	0	82837	92433	98387	104039
9	0	0	0	0	86058	96004	101956	107608

July 31, 2024

Position on Scale	VTPA	TCM TC1 TC2	TC3	VTCI TC4	VTCII TC5 ITC	VTCIII TC6 ATC1	VTCIV TC7 ATC2	TC8 ATC3
1	54045	54986	54986	54045	60597	67771	73757	79434
2	56589	0	54986	56590	63836	71362	77344	83021
3	59131	0	54986	59132	67068	74949	80934	86612
4	61674	0	54986	61675	70308	78539	84524	90201
5	64219	0	54986	64220	73544	82128	88111	93790
6	66761	0	54986	66763	76781	85715	91702	97377
7	0	0	59765	69305	80014	89307	95291	100971
8	0	0	0	0	83251	92895	98879	104559
9	0	0	0	0	86489	96484	102466	108146

August 1, 2024 – July 31, 2025

1	55666	56635	56635	55666	62415	69804	75970	81817
2	58287	0	56635	58288	65751	73502	79664	85512
3	60905	0	56635	60906	69080	77197	83362	89210
4	63525	0	56635	63526	72417	80896	87059	92907
5	66145	0	56635	66146	75750	84592	90754	96603
6	68764	0	56635	68766	79085	88287	94453	100298
7	0	0	61558	71384	82415	91986	98150	104000
8	0	0	0	0	85749	95682	101846	107696
9	0	0	0	0	89083	99378	105540	111391

August 1, 2025 – August 31, 2026

1	56779	57768	57768	56779	63664	71200	77490	83453
2	59452	0	57768	59453	67066	74973	81257	87222
3	62123	0	57768	62124	70461	78741	85029	90994
4	64795	0	57768	64796	73866	82514	88801	94765
5	67468	0	57768	67469	77265	86284	92569	98535
6	70139	0	57768	70141	80666	90052	96342	102304
7	0	0	62789	72812	84063	93826	100113	106080
8	0	0	0	0	87464	97596	103883	109850
9	0	0	0	0	90865	101366	107650	113619

Mobile Banking Apps

Whether you use an iPhone, Android or Tablet, mobile banking allows you to do your banking anywhere, anytime.



Deposit Anywhere

Use your mobile app and camera to take a picture of your cheque and deposit the funds to your account immediately.

24-Hour Account Access

Using MemberDirect® online banking or TeleService® telephone banking, you can access your account 24 hours a day. You can check your balance, transfer funds, and pay bills all from the comfort of your home or office.

Province-wide Access

Make deposits, withdrawals, transfers and bill payments at more than 60 Credit Union ABMs throughout the province—that's more than any other financial institution. You can also access your account at any Credit Union in Atlantic Canada.

Payroll Deduction

With payroll deduction, you can have your mortgage, loan, or investment savings payments come directly off your paycheque. Managing your money has never been easier. You can also have your entire paycheque directly deposited into your account.

New Teacher Program

This unique program has been developed to provide assistance to new Teachers who are in the first five years of their Teaching Profession. It includes an attractive free Chequing Account Package, free Financial Counselling Session, Debt Restructuring Program and other benefits to help the New Teacher start their career on the right financial foot.

Collective Bargaining Work Stoppage Policy

In the event of a teachers' strike, active teachers will be afforded the option of deferring the obligation to pay principal and interest payments on applicable TPCU loans, mortgages and lines of credit until the strike is over.

Mortgages

Teachers *Plus* Credit Union offers flexible mortgages at very competitive rates.

Personal Loans and Lines of Credit

A flexible Teachers *Plus* Credit Union Personal Loan or Line of Credit at competitive rates can finance that vacation you've put off for too long, repairs to your home or any other priority.

Masters Plus Line of Credit

This specialized product has been developed to assist Teachers with raising their Teaching License by offering preferred lending to those enrolled in a Masters Degree Program.

Student Loan/Line of Credit

Getting an education is expensive. Our financing for students is convenient and flexible with repayment schedules that are fair and easy to understand.

New Car Loans

We watch the market carefully and offer highly competitive rates for new car loans.

RRSP Loans

Looking to top up this year's RRSP contribution, but don't quite have enough cash right now? An RRSP loan, with rates as low as Credit Union prime, can help you get the savings and tax advantages of a larger RRSP contribution.

Buy-back Pension Loans

If you're looking to purchase years of service in the Teachers' Pension Plan, we can provide loans at 1.25% below our advertised rates.

Credit Cards:

We know credit cards aren't a one size fits all, that's why we offer a full suite of personal cards, so you can choose the one that works best for you.

Personal Chequing Accounts

Teachers *Plus* Credit Union offers Chequing Account Packages with some of the lowest service charges in the industry. With various levels to choose from, we're sure to have the right account for you.

Savings Accounts

Teachers *Plus* offers a variety of savings options that will satisfy your needs.

US Dollar Accounts

Save your money in US funds in a US\$ account and don't worry about exchange rates. You can write US cheques and withdraw or deposit US cash without passing through the Canadian dollar.

Money Management

Review your best financial options by talking to one of our trained financial advisors to help map the course to your financial goals.

RESPs

Help your children, grandchildren or any other children you care about achieve their dreams. We offer RESPs as a way to save for a child's education. Talk to us about ways to take advantage now.

Investments and RRSPs

We offer a range of investment possibilities. Our trained financial advisors can help you find your path to a solid financial future.

Corporate Social Responsibility

At Teachers *Plus* Credit Union we are committed to:

- 1) The protection of our environment
- 2) The development of programs to help our community
- 3) The giving of our time, our expertise and our experience to make a difference where we can.

E-Money Transfer

Interac e-Transfer is a simple, convenient, and secure way to send and receive money directly from one bank account to another. It is a great alternative to cheques and cash.

Foreign Currency

We can order Foreign Currency and have it in our office within 3 business days.

Wire Transfer

We have the ability to wire funds all over the world.

Tax Free Savings Account (TFSA)

TFSA allows Canadians, age 18 and over to set money aside tax free throughout their lifetime. Each calendar year, you can contribute up to the TFSA dollar limit set for that year.

Travel Insurance

This simple convenient coverage provides peace of mind protection and worry-free security while travelling. This insurance is offered through our CUMIS partner.

No Penalty

We have a no penalty for Retired Teachers who want to pay off their mortgage with their own resources.

Small Business Accounts

We offer four current account packages to choose from. We offer flexibility as well as some of the lowest fees in the industry and no charge deposits.

Mobile Wallet

We now offer a new and easy way to pay! Whether you use an Apple device, Samsung Galaxy smartphone, or Android device, you can load your Interac® debit card for secure and easy purchases.



**16-36 Brookshire Court,
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Toll-Free: **1-800-565-3103**

Email: **info@teachersplus.ca** / Website: **www.teachersplus.ca**



Board of Directors 2024-2025

(L-R):

Bill Redden Past Chair (Southern Region); **Danielle Eleftheros** Chair (Metro Halifax Region); **Coralie Cameron** (Eastern Region); **Maureen Smith** Secretary (Metro Halifax Region); **Derek Harvey** (Metro Halifax Region); **Kyle Sarka** (Metro Halifax Region); **Pat Hillier** (Central Region); **Jim MacFarlane** Vice-chair (Metro Halifax Region); **Danny Wadden** (Central Region); **Jason Kavanaugh** (Cape Breton Region).



Code of Ethics

[Continued from inside front cover]

C. Member and Administration

- I. The Member should maintain a reasonable and professional level of support to internal administration of the school/educational site and regional office.

D. Member and Professional Organization

- I. The Member who in their professional capacity is a Member of a committee, board, or authority dealing with matters affecting the educational program of Nova Scotia as a whole should be elected, appointed, or approved by the Nova Scotia Teachers Union.
- II. The Member, or group of Members, should not take any individual action in matters which should be dealt with by their Local, Regional Representative Council, or by the NSTU.
- III. The Local or Regional Representative Council should not take any individual action in matters where the assistance of the NSTU has been sought, or in matters requiring the authorization of the NSTU.

E. Member and Profession

- I. The Member's conduct should advance and promote the teaching profession and the cause of education in the province.
- II. The Member should maintain their professional learning which will keep them abreast of the trends in education.
- III. The Member should engage in no gainful employment, outside of the contract, where the employment affects adversely their professional status, or impairs their standing with pupils, colleagues, and the community.

F. Member and Community

- I. The Member should so conduct themselves in their private life that no dishonour may befall them or through them to the profession.



Nova Scotia Teachers Union

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