



Nova Scotia Teachers Union

Member Diary 2025-2026

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Bluesky: [@nsteachersunion.bsky.social](https://bsky.app/profile/nsteachersunion.bsky.social)

Founded in 1895, the Nova Scotia Teacher Union is 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 NSTU's programs and services.

Personal

Name _____

Address _____

Postal Code _____

Home Phone _____

NSTU _____

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 |
| belairdirect Agency 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 Hotel

| | |
|----------------------------------|----------------|
| Courtyard Halifax Dartmouth..... | 902-406-3000 |
| Toll-free | 1-866-352-4350 |

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| September 2025 | | | | | | |
|----------------|--|--|------------------------------|---|---|---------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| | | | | | | |
| | | <i>The Teacher submission deadline</i> | | | | |
| | <i>Labour Day (Holiday)</i> | School begins | | | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| | | | | | | |
| | | | <i>The Teacher published</i> | <i>Stand Up Against Bullying Day (pink t-shirt day)</i> | NSTU Provincial Executive | NSTU Provincial Executive |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| | PA Conference Registration opens for NSTU members | | | | NSTU Local Presidents /RRC Chairs Conference | |

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

Dates and events are subject to change.

| October 2025 | | | | | | |
|---------------------|-------------------------------|-----------|---|-----------|--|---------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | 1 Deadline: Applications for PDAF Deadline for applications: John Huntley Memorial Internship Program Deadline: Applications for Conference Grants <i>Treaty Day</i> | 2 | 3 | 4 |
| 5 | 6 | 7 | | 9 | 10 | 11 |
| World Teachers' Day | Member Engagement Day | | | | <i>The Teacher submission deadline</i> | Treasurer's conference |
| 12 | 13 | 14 | 15 Deadline to enter application for Mental Health and Wellness Grant <i>The Teacher published</i> | 16 | 17 | 18 |
| | <i>Thanksgiving (Holiday)</i> | | | | NSTU Provincial Executive | NSTU Provincial Executive |

| | | | | | | |
|----|---------------------|---------------------|---------------------|---------------------|---|----|
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | Media Literacy Week | Media Literacy Week | Media Literacy Week | Media Literacy Week | Media Literacy Week | |
| | | | | | NSTU Professional Association Conference Day | |

Dates and events are subject to change.

| November 2025 | | | | | | |
|---------------|--------|------------------------|-----------|------------------------------|---|----------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | <i>Remembrance Day</i> | | John Huntley Interns at NSTU | Deadline: Sheenoroil – Fall Call for Proposals John Huntley Interns at NSTU | |

| | | | | | | |
|----|----|----|----|----|--|---|
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| | | | | | Application Deadline "Teaching Together" Professional Associations Leaders Conference | Professional Associations Leaders Conference |
| 30 | | | | | | |

Dates and events are subject to change.

| December 2025 | | | | | |
|---------------|--|---------|--|----------|---|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| | 1 Deadline: Applications for PDAF Membership numbers for Council Delegate allocation | 2 | 3 Deadline for applications: Education Research Award <i>The Teacher submission</i> deadline | 4 | 5 Deadline for submitting Council 2026 Resolutions and Draft General Meeting Minutes NSTU Provincial Executive |
| 7 | 8 | 9 | 10 | 11 | 12 NSTU Provincial Executive |
| | | | | | 13 Engage, Encourage, Evolve Summit |
| 14 | 15 | 16 | 17 <i>The Teacher</i> published | 18 | 19 Engage, Encourage, Evolve Summit |
| | | | | | 20 |

| | | | | | | |
|----|--|----|---|-------------------------|----------------------|----|
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| | Last Day of School before Christmas Break | | | Christmas Day (Holiday) | Boxing Day (Holiday) | |
| 28 | 29 | 30 | 31 | | | |
| | | | Deadline for the Early Retirement Incentive Program (If resigning at the end of the school year) | | | |

Dates and events are subject to change.

| January 2026 | | | | | | |
|--------------|-----------------------------|---------|-----------|--|---------------------------------|---------------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 <i>New Year's Day (Holiday)</i> | 9 | 10 |
| 11 | 12 <i>School resumes</i> | 13 | 14 | 15 Deadline to enter application for EDUWellness Grant In-Province Teacher Exchange application deadline | 16 NSTU Provincial Executive | 17 NSTU Provincial Executive |

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

*The Teacher submission
deadline*

The Teacher published

Dates and events are subject to change.

| February 2026 | | | | | | |
|---|--|---------|-----------|----------|--------|----------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| 1 Deadline: Applications for PDAF Deadline for applications: John Huntley Memorial Internship Program | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 <i>Heritage Day —Joseph William Comeau (Holiday)</i> | 17 | 18 | 19 | 20 | 21 |

| | | | | | | |
|----|----|----|----|----|--|----|
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | | | | | Close of Nominations for NSTU President Close of Nominations for Regional PE Members NSTU Provincial Executive | |

Dates and events are subject to change.

| March 2026 | | | | | | |
|------------|--------------|--------------|--------------|--------------|--|----------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 <i>The Teacher submission deadline</i> | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 <i>The Teacher published</i> | 21 |
| | SPRING BREAK | SPRING BREAK | SPRING BREAK | SPRING BREAK | SPRING BREAK | |

| | | | | | | |
|-----------|--|-----------|-----------|------------------------------|--|----------------------------|
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | | | | John Huntley Interns at NSTU | John Huntley Interns at NSTU Member Services Conference | Member Services Conference |
| 29 | 30 | 31 | | | | |
| | Membership numbers for Local rebate | | | | | |

Dates and events are subject to change.

| April 2026 | | | | | | |
|------------|--------------------------------|---|---|---------------------------|--|--------------------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | 1 Deadline: Applications for PDAF | 2 | 3 | 4 |
| | | | Deadline for applications: John Huntley Memorial Internship Program | | <i>Good Friday (Holiday)</i> | |
| 5 | 6 | 7 | 8 | 9 | 10 <i>The Teacher submission</i> deadline Deadline: Sheenorail – Spring Call for Proposals | 11 |
| | <i>Easter Monday (Holiday)</i> | | Deadline: Applications for NSTU Full Time Study Grants | NSTU Provincial Executive | Local Presidents Conference | Local Presidents Conference |
| 12 | 13 | 14 Pre-Council Voting Opens 8:00 am | 15 <i>The Teacher</i> published | 16 | 17 Status of Women Conference | 18 Status of Women Conference |

| | | | | | | |
|----|----|--|----|--|----|----|
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 Pre-Council Voting Closes at Noon | 29 | 30 Deadline for applications: Deferred Salary Leave Plan | | |

Dates and events are subject to change.

| May 2026 | | | | | |
|---------------------|-------------------------|----------------------|--|------------------------------|--|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
| | | | | | 1 |
| | | | | | 2 |
| 1 | | | | | NSTU Annual Council |
| 3 | 4 | 5 | 6 | 7 | 8 |
| NSTU Annual Council | | <i>Red Dress Day</i> | Deadline for Conference Grant Applications and Travel Fellowship | John Huntley Interns at NSTU | John Huntley Interns at NSTU |
| 10 | 11 | 12 | 13 | 14 | 15 |
| | Education Week Ceremony | | NSTU Presidential Election Day (as Required) | | <i>The Teacher submission deadline</i> |
| Education Week | Education Week | Education Week | Education Week | Education Week | Black Excellence Day |
| | | | | | Education Week |
| | | | | | 16 |

| | | | | | | |
|----|-------------------------------|----|--|----|----|----|
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| | <i>Victoria Day (Holiday)</i> | | <i>The Teacher published</i> | | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | | | NSTU Presidential Runoff Election Day (as Required) | | | |
| 31 | | | | | | |

| June 2026 | | | | | | |
|-----------|---|---------|-----------|----------|--|---------------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | 1 Deadline: Applications for PDAF | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 NSTU Provincial Executive | 13 NSTU Provincial Executive |
| 14 | 15 | 16 | 17 | 18 | 19 <i>The Teacher submission deadline</i> | 20 |

| | | | | | | |
|---------------------------------------|----|--------------------|----|----|-----------------------|----|
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| National Indigenous Peoples Day | | | | | The Teacher published | |
| 28 | 29 | 30 | | | | |
| | | Last Day of School | | | | |

| July 2026 | | | | | | |
|-----------|--------|---------|---------------------------|----------|--------|----------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | Canada Day (Holiday) 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |

| | | | | | | |
|-------------------------------|----|----|----|----|----|----|
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| NSTU BUILDING SHUTDOWN | | | | | | |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| (20-31 JULY INCLUSIVE) | | | | | | |

Dates and events are subject to change.

| August 2026 | | | | | | |
|-------------|----------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|------------------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | <i>Natal Day (Civic Holiday)</i> | CONTACT conference hosted by NSTU | CONTACT conference hosted by NSTU | CONTACT conference hosted by NSTU | CONTACT conference hosted by NSTU | Deadline: Applications for PDAF |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | | | | | | <i>National Acadian Day</i> |

| | | | | | | |
|----|----|----|----|----|----|----|
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| September 2026 | | | | | | |
|----------------|--|---------------|-----------|--|---|---------------------------|
| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
| | | 1 | 2 | 3 | 4 | 5 |
| | | School begins | | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | Labour Day (Holiday) | | | Stand Up Against Bullying Day (pink t-shirt day) | NSTU Provincial Executive | NSTU Provincial Executive |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | Registration opens PA Conferences for NSTU members | | | | Local Presidents/RRC Chairs Conference | |

| | | | | | | |
|----|----|----|----|---|----|----|
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | National Day for Truth and Reconciliation | | |

October 2026

November 2026

December 2026

January 2027

| January/Janvier | | | | | | | February/Février | | | | | | | |
|---------------------|-----|-----|-----|-----|-----|-----|-------------------|-----|-----|-----|-----|-----|-----|---|
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | | | | | 1 | 2 | | 1 | 2 | 3 | 4 | 5 | 6 | |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 28 | | | | | | | |
| 31 | | | | | | | | | | | | | | |
| March/Mars | | | | | | | April/Avril | | | | | | | |
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | 1 | 2 | 3 | 4 | 5 | 6 | | | | | 1 | 2 | 3 | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | |
| 28 | 29 | 30 | 31 | | | | 25 | 26 | 27 | 28 | 29 | 30 | | |
| May/Mai | | | | | | | June/Juin | | | | | | | |
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | | | | | | 1 | | | 1 | 2 | 3 | 4 | 5 | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | | | | |
| 30 | 31 | | | | | | | | | | | | | |
| July/Juillet | | | | | | | August/Août | | | | | | | |
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | | | | 1 | 2 | 3 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 | 29 | 30 | 31 | | | | | |
| September/Septembre | | | | | | | October/Octobre | | | | | | | |
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | | | 1 | 2 | 3 | 4 | | | | | | 1 | 2 | |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | |
| 26 | 27 | 28 | 29 | 30 | | | 24 | 25 | 26 | 27 | 28 | 29 | 30 | |
| | | | | | | | 31 | | | | | | | |
| November/Novembre | | | | | | | December/Décembre | | | | | | | |
| S/D | M/L | T/M | W/M | T/J | F/V | S/S | S/D | M/L | T/M | W/M | T/J | F/V | S/S | |
| | 1 | 2 | 3 | 4 | 5 | 6 | | | 1 | 2 | 3 | 4 | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | |
| 28 | 29 | 30 | | | | | 26 | 27 | 28 | 29 | 30 | 31 | | |

School Calendar 2025-2026

2025

| | |
|---------------------|---|
| September 1 | Labour Day (Holiday) |
| September 3 | School begins |
| September 12-13 | NSTU Provincial Executive |
| September 19 | 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 1 | Deadline: Applications for Conference Grants |
| October 5 | World Teachers' Day |
| October 6 | Member Engagement Day |
| October 13 | Thanksgiving Day (Holiday) |
| October 17-18 | NSTU Provincial Executive |
| October 24 | NSTU Professional Association Conference Day |
| October 27-31 | Media Literacy Week |
| November 11 | Remembrance Day (Holiday) |
| November 13-14 | John Huntley Interns at NSTU |
| November 14 | Deadline: Sheonorail – Fall Call for Proposals |
| November 28-29 | Professional Associations Leaders Conference |
| December 1 | Deadline: Applications for PDAF |
| December 1 | Membership numbers for Council Delegate allocation |
| December 3 | Deadline: Applications for Education Research Award |
| December 5 | Deadline for submissions: Resolutions for Council 2026 |
| December 5-6 | NSTU Provincial Executive |
| December 22 | 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.

2026

| | |
|---------------------|---|
| January 1 | New Year's Day (Holiday) |
| January 5 | School resumes |
| January 15 | Deadline for applications: In-Province Teacher Exchange |
| January 15-16 | NSTU Provincial Executive |
| February 1 | Deadline: Applications for PDAF |
| February 1 | Deadline for applications: John Huntley Memorial Internship Program |
| February 16 | Heritage Day (Holiday) |
| Feb. 26-27 | NSTU Provincial Executive |
| March 16-20 | Spring Break |
| March 26-27 | John Huntley Interns at NSTU |
| March 27-28 | Member Services Conference |
| March 30 | Membership numbers for Local rebate |
| April 1 | Deadline: Applications for PDAF |
| April 1 | Deadline for applications: John Huntley Memorial Internship Program |
| April 3 | Good Friday (Holiday) |
| April 6 | Easter Monday (Holiday) |
| April 8 | Deadline: Applications for NSTU Full Time Study Grants |
| April 9 | NSTU Provincial Executive |
| April 10 | Deadline: Sheonorail – Spring Call for Proposals |
| April 10-11 | NSTU Local Presidents Conference |
| April 14 | Pre-Council Voting Opens 8:00 am |
| April 17-18 | Status of Women Conference |
| April 28 | Pre-Council Voting Closes at noon |
| April 30 | Deadline for applications: Deferred Salary Leave Plan |
| May 1-3 | NSTU Annual Council |
| May 7-8 | John Huntley Interns at NSTU |
| May 10-16 | Education Week (Ceremony – May 11) |
| May 18 | Victoria Day (Holiday) |
| June 1 | Deadline: Applications for PDAF |
| June 5-6 | NSTU Provincial Executive |
| June 30 | Last Day of School |
| July 1 | Canada Day |
| July 20-31 | NSTU Building Shutdown (inclusive) |
| August 1 | Deadline: Applications for PDAF |
| September 1 | School begins |
| September 7 | Labour Day (Holiday) |
| September 11-12 | NSTU Provincial Executive |
| September 18 | NSTU Local Presidents/RRC Chairs Conference |
| September 30 | Truth and Reconciliation Day (Holiday) |

Dates and events are subject to change.

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 Soloman (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

Ronald Morrison
W. Ronald MacPherson
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
Margaret Swan

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: \$925 annually (August 1 – July 31), per member. Reserve members: \$32 annually (August 1 – July 31) plus an additional \$3.00 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 \$925 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.

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 \$925, this does not necessarily indicate that you have overpaid Union Dues.

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.



2025-2026 Provincial Executive

Seated: Paula Landry (Inverness-Richmond), Jo-Leigh MacPhee (first vice-president), Peter Day, (president), Sarah Tutty (second vice-president, Lunenburg County-Queens), and Taunya Pynn Crowe (secretary-treasurer, Colchester-East Hants).

Standing front row: Kim Dunning (Northside-Victoria), Jemita Buchanan (Annapolis-Hants West-Kings), Melissa Deveau (Annapolis-Hants West-Kings), Vera Ryan (Digby-Shelburne-Yarmouth), Line Murphy (CSANE), Sue Larivière-Jenkins (CSANE), Angela Ewing (Halifax County), and Grant Frost (Halifax County).

Back row: Peter Murphy (Cape Breton District), Rachelle MacIsaac (Cape Breton District), Chad Warren (Digby-Shelburne-Yarmouth), Ben Sichel (Halifax City), Andrew McCara (APSEA), Mark Savoury (Dartmouth), Lindsay Crossman Wheaton (Cumberland), Janet O'Brien (Antigonish-Guysborough), and Doug Read (Pictou).

Missing: TBA (Halifax City).

Provincial Executive 2025-2026

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 | President | president@nstu.ca |
| Jo-Leigh MacPhee | First Vice-President | jdmacpheenstu@gmail.com |
| Sarah Tutty | Second Vice-President (Lunenburg-Queens) | sarahtuttynstu@gmail.com |
| Taunya Pynn Crowe | Secretary-Treasurer (Colchester-East Hants) | tpc.nstu@gmail.com |
| Jemita Buchanan | Annapolis-Hants West- Kings | jembuchanannstu@gmail.com |
| Melissa Deveau | Annapolis-Hants West- Kings | mdeveaunstu@gmail.com |
| Janet O'Brien | Antigonish-Guysborough | jdobrien.nstu@gmail.com |
| Andrew McCara | APSEA | andrewmccara25@gmail.com |
| Rachelle MacIsaac | Cape Breton District | drmacisaac.nstu@gmail.com |
| Peter Murphy | Cape Breton District | peterdmurphy1976@gmail.com |
| Sue Larivière-Jenkins | CSANE | ljsusan3@gmail.com |
| Line Murphy | CSANE | Lila72.nstu@gmail.com |
| Lindsay Crossman Wheaton | Cumberland | cumberlandpe@nstu.ca |
| Mark Savoury | Dartmouth | marksavoury.nstu@gmail.com |
| Chad Warren | Digby-Shelbourne-Yarmouth | chadwarren1982@hotmail.com |
| Vera Ryan | Digby-Shelburne-Yarmouth | vera.ryan4444@gmail.com |
| Ben Sichel | Halifax City | bsichel@gmail.com |
| Angela Ewing | Halifax County | angelaclark@eastlink.ca |
| Grant Frost | Halifax County | Ggfrost.nstu@gmail.com |
| Paula Landry | Inverness-Richmond | pllandry.nstu@gmail.com |
| Kim Dunning | Northside-Victoria | kimdunningnstu@gmail.com |
| Doug Read | Pictou | dread.nstu@gmail.com |
| Marilyn Skinner | Halifax City | marilynskinner79@gmail.com |

Local Presidents 2025-2026

| | Name | Email |
|------------------------------|-------------------------|----------------------------|
| Annapolis | Jeannie Montgomery | annapolislocal@nstu.ca |
| Antigonish | Jerry Delorey | antigonishlocal@nstu.ca |
| APSEA | Rachel Smith | apsealocal@gmail.com |
| CSANE | Isabelle Cotnoir | csanelocal@nstu.ca |
| Cape Breton District | Dawn Spracklin | cblocal@nstu.ca |
| Colchester-East Hants | Nadine Arnold | cehlocal@nstu.ca |
| Cumberland | Stacia Findlay | cumberlandlocal@nstu.ca |
| Dartmouth | Chris Doiron | dartmouthlocal@nstu.ca |
| Digby | Jennifer Bradley | digbylocal@nstu.ca |
| Guysborough County | Lacey Phinney | guysboroughlocal@nstu.ca |
| Halifax City | Nancie de la Chevotière | halifaxcitylocal@nstu.ca |
| Halifax County | Desiree Daniele | halifaxcountylocal@nstu.ca |
| Hants West | Shane Goucher | hantswestlocal@nstu.ca |
| Inverness | Sheila Hawley | invernesslocal@nstu.ca |
| Kings | TBA | kingslocal@nstu.ca |
| Lunenburg County | Mai-Ling Storm | lunenburglocal@nstu.ca |
| Northside-Victoria | David Currie | northsideviclocal@nstu.ca |
| Pictou | Eliza Abbass | pictoullocal@nstu.ca |
| Queens | Laura Fryday | queenslocal@nstu.ca |
| Richmond | Tommy Samson | richmondlocal@nstu.ca |
| Shelburne County | Sarah Acker | shelburnelocal@nstu.ca |
| Yarmouth | Chris Runyon | yarmouthlocal@nstu.ca |

2025-2026 Regional Representative Council (RRC) Chairs

Regional Representative Councils are established by By-Law.

| | Name | Email |
|-----------------------------|-------------------------|----------------------------|
| Annapolis Valley | Jonathan Murphy | annapolisrrcchair@nstu.ca |
| Cape Breton-Victoria | Dawn Spracklin | capebretonrrcchair@nstu.ca |
| Chignecto | Nadine Arnold | chignectorrrcchair@nstu.ca |
| Halifax | Nancie de la Chevotière | halifaxrrcchair@nstu.ca |
| South Shore | Mai-Ling Storm | southshorerrcchair@nstu.ca |
| Strait | Sheila Hawley | straitrrcchair@nstu.ca |
| Tri-County | Sarah Acker | tricountyrccchair@nstu.ca |

Executive Staff

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



BETHANY MACLEOD

Executive Director

bmacleod@staff.nstu.ca



JANINE KERR

Assistant Executive Director

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PAUL BOUDREAU

*Executive Staff Officer,
Member Services*

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WALLY FIANDER

*Executive Staff Officer,
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On Sabbatical



KENT FRASER

*Executive Staff Officer,
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PAMELA LANGILLE

*Executive Staff Officer,
Professional Learning*

plangille@staff.nstu.ca

Term contract until July 31, 2026



JACK MACLEOD

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TIM MACLEOD

*Executive Staff Officer,
Member Services*

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Term contract until July 31, 2026



KYLE MARRYATT

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JEFF MORSE

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AMANDA O'REGAN-MARCHAND

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LOUIS ROBITAILLE

*Executive Staff Officer,
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On leave

STACY SAMSON

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ELIZABETH THOMAS

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LEAH KUTCHER

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Professional Services Staff



ANGELA MURRAY

*Communications and Public Relations
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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BRAD MCISAAC

Systems Administrator

bmcisaac@staff.nstu.ca

2025-2026 Support Staff



(Standing L-R): Shelly Landry, Karen Staples, Nicole Wells, Jon Beram, Lisa Ferguson, Wassim Obeid, Marie MacInnis, Janice MacKenzie, Lise Meunier and Michelle Myers.

(Seated L-R): Harmanpreet Kaur (on leave) and Paul Hamer.

Missing: Conrad Aucoin, Nancy Day and Robert Laushway.

Member Assistance Program (MAP)



SANDRA MURRAY

Counsellor, Counselling Services

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BRIAN ROBERTS

Counsellor, Counselling Services

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AMY MAHONEY

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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

nurse@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.

Annual Council / 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

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), and Counselling Services.

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

Sheonorol 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

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 referred 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.

NSTU's Counsellors are highly qualified, registered professionals recognized for their excellence as clinical therapists and workshops leaders.

Counselling sessions are made by appointment only. To arrange an appointment, please contact MAP 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, they 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 Program

The Carepath Chronic Disease Programs is 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 teachers and specialists 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 Benevolent Fund provides 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 Benevolent Grants. The merits of each case and the amount of assistance is 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 and Reserve Members.

Conference Grants

Conference Grants (excluding October Conference) are provided to support members wishing to attend conferences for 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.

Education Research Awards

Education 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

belairdirect Agency Inc. 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 belairdirect Agency Inc. 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

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>.

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 (Local Presidents, Local Treasurers, RRC Chairs, RRC Treasurers, Professional Association Presidents and PA Conference Chairs).

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, 2025)

| | |
|------------------------------|---------------------|
| Executive Director | \$209,100 |
| Assistant Executive Director | \$174,088 |
| Executive Staff | \$122,559-\$156,672 |
| President | \$181,790 |

Provincial Salary Scales

August 1, 2025 – August 31, 2026

| Position on Scale | VTPA | TCM TC1 TC2 | TC3 | VTCI TC4 | VTCII TC5 ITC | VTCIII TC6 ATC1 | VTCIV TC7 ATC2 | TC8 ATC3 |
|-------------------|-------|-------------|-------|----------|---------------|-----------------|----------------|----------|
| 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.



Teachers Plus
CREDIT UNION

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 paycheck. Managing your money has never been easier. You can also have your entire paycheck 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.



Teachers Plus
CREDIT UNION

**16-36 Brookshire Court,
Bedford, NS B4A 4E9**

Phone: **902-477-5664** / Fax: **902-477-4108**

Toll-Free: **1-800-565-3103**

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



Board of Directors 2025-2026

(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).



Teachers Plus
CREDIT UNION

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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