



As of April 3, 2024

NSTU PROVINCIAL EXECUTIVE MEETING – APRIL 4, 2024
NSTU Building
R E V I S E D D R A F T A G E N D A

Timed Item:

11:00 a.m Canadian Labour Congress Presentation

A. AGENDA

1. Adoption of Agenda

CLOSED SESSION

B. DISCUSSION ON REPORTS

2. (a) Table Officers' Report

OPEN SESSION

2. (i) Motions flowing from the **Closed Session**

White 3. Minutes: February 29-March 1, 2024 & March 20, 2024

Yellow 4. Action Sheet for February 29-March 1, 2024 & March 20, 2024

Pink 5.(a) President's Report

Buff (b) Executive Director's Report

6. CTF & CAPTTO Activities

7. Financial Reports:

Green (i) Financial Statements – February 2024

White (ii) Finance & Property Committee Minutes – March 25, 2024

C. BUSINESS ARISING (from previous meetings)

8. (a) Bargaining Update

D. NEW BUSINESS

OTHER BUSINESS

Ivory 9. (a) Local Service Awards

(b) Sheonoroil Foundation Audit Fee

Gray (c) **Notice of Motion – Cape Breton District Local Constitution**

(d) **Grants for Smaller Rural Locals**

(e) **Additional Funding for Smaller Rural Locals**

(f) **NSTU Highly Visible Swag**

COMMITTEE BUSINESS

10. (a)

E. INFORMATION ITEMS

Blue A. Resolutions to Annual Council 2024

Pink B. Annual Council 2024 Speakers List

Salmon C. Draft Annual Council Agenda

Mauve(revised) D. Local Presidents Conference Agenda

Green E. **Correspondence from the Minister of Education**

Buff F. **Section 43 of the Criminal Code Submission**



Table Officers' Report

Wednesday, April 3, 2024

NSTU @ 2pm

In Attendance: Ryan Lutes, President
Steve Brooks, Executive Director
Jo-Leigh MacPhee, 1st Vice-President
Natalie MacIsaac, 2nd Vice-President
Peter Day, Secretary-Treasurer
Simon Wilkin, Acting Assistant Executive Director

1. Adoption of Agenda

J. MacPhee/N. MacIsaac/CARRIED
THAT THE AGENDA BE ADOPTED.

2. Funding Request:

- **Literacy Nova Scotia**

N. MacIsaac/P. Day/CARRIED
THAT THE FUNDING REQUEST FOR LITERACY NOVA SCOTIA BE POLITELY DECLINED.

- **Legacy of Hope Foundation**

P. Day/J. MacPhee/CARRIED
THAT THE FUNDING REQUEST FOR LEGACY OF HOPE FOUNDATION BE APPROVED IN AMOUNT OF \$500 FROM THE COMMUNITY SUPPORT BUDGET.

- **Mayworks**

J. MacPhee/N. MacIsaac/CARRIED
THAT THE FUNDING REQUEST FOR MAYWORKS BE APPROVED IN AMOUNT OF \$500 FROM THE COMMUNITY SUPPORT BUDGET.

3. John Huntley Memorial Internship

Peter Day recused himself from the selection process.

J. MacPhee/N. MacIsaac/CARRIED
THAT THE FOLLOWING APPLICANTS BE SELECTED AS DELEGATES FOR THE JOHN HUNTLEY MEMORIAL INTERNSHIP PROGRAM FOR A 2-DAY SESSION:

1. Tavneet Kaur, Pictou
2. Hadeel Rushdi Dalloul, Halifax City
3. Jacqueline Durnford, Halifax County
4. Holly Ann Schaller, Cape Breton District
5. Lauren Slaunwhite, Kings
6. Lloyd Francis, Northside-Victoria

Two Alternates:

1. Leigh-Ann Rizzo Baker, Cape Breton District
2. Brandi Kozuch, Halifax County

4. B. Sichel – Resolution 2024-02:

Discussion was had regarding the costing of resolution 2024-02.

5. Agenda Items Submitted:

- a) **P. Samson:** NSTU provide grants for smaller rural Locals

P. Day/J. MacPhee /CARRIED

THAT THAT THE MOTION BE ADDED TO THE AGENDA AS ITEM 9D

- b) **P. Samson:** NSTU provide additional \$5,000 in funding to smaller rural Locals

J. MacPhee/N. MacIsaac/CARRIED

THAT THAT THE MOTION BE ADDED TO THE AGENDA AS ITEM 9E

- c) **L. Murphy:** NSTU discuss the possibility to provide highly visible swag

J. MacPhee/N. MacIsaac/CARRIED

THAT THAT THE MOTION BE ADDED TO THE AGENDA AS ITEM 9F

- d) **C. Sampson:** Cape Breton District Local Constitution

N. MacIsaac/P. Day/CARRIED

THAT THAT THE MOTION BE ADDED TO THE AGENDA AS ITEM 9C

Review of April 4, 2024 Provincial Executive Agenda

The Table Officers reviewed the Agenda for the Provincial Executive Meeting for April 4, 2024.

J. MacPhee/N. MacIsaac/CARRIED

THAT THE FOLLOWING ITEMS BE DEALT WITH IN CLOSED SESSION:

- | | |
|--|------|
| 1. Table Officer's Report | 2(a) |
| 2. Portion of the Executive Directors Report | 5(b) |
| 3. Bargaining Update | 8(a) |
| 4. Local Service Awards | 9(a) |

MOTION TO ADJOURN

P. Day

Time: 2:50pm



NSTU Provincial Executive Meeting February 29 & March 1, 2024 DRAFT MINUTES

The meeting of the Provincial Executive began at 9:00 a.m. on Thursday, February 29, 2024.

In attendance

In attendance were:

R. Lutes, Chair; M. Borden, D. Cameron, P. Day, N. de la Chevotière, M. Deveau, K. Dunning, G. Frost, J. MacKinnon, J.L. MacPhee, A. McCara, S. Midwinter, L. Murphy, J. O'Brien, T. Pynn Crowe, V. Ryan, C. Sampson, G. Samson, P. Samson, M. Savoury, B. Sichel, S. Tutty, S. Brooks, and staff.

Regrets: N. MacIsaac

Agenda

1. Agenda

L. MURPHY/G. SAMSON /CARRIED

THAT THE AGENDA BE ADOPTED.

T. PYNN CROWE/M. BORDEN /CARRIED

THAT THE EXECUTIVE MOVE INTO CLOSED SESSION.

V. RYAN/P. SAMSON/CARRIED

THAT WE RISE AND REPORT.

Report of the Closed Session

During the Closed Session, the following business was conducted:

- The Table Officers' Report was reviewed, with several motions moving forward to Open Session;
- The NSTU Audited Financial Statements were reviewed with one motion moving forward to Open Session;
- Teachers' Pension Board Recommendation – Actuarial Assumptions were reviewed with one motion moving forward to open session;
- A portion of the Executive Directors Report was reviewed;
- A confidential matter was discussed;
- The Annual Council 2024 Independent Chair and Parliamentarian was discussed with one motion moving forward to Open Session;
- Local Service Awards were reviewed with one motion moving forward to Open Session;
- The Professional Development Committee recommendations were reviewed with two motions moving forward to Open Session.

P. SAMSON/J. O'BRIEN/CARRIED

THAT THE REPORT OF THE CLOSED SESSION BE ADOPTED.

Table Officer's Report

2. Table Officers' Report

M. SAVOURY/G. SAMSON/CARRIED

THAT THE TABLE OFFICERS' REPORT BE FILED.

*John Huntly Memorial
Internship program*

D. CAMERON/L. MURPHY/CARRIED

THAT THE FOLLOWING APPLICANTS BE SELECTED AS DELEGATES FOR THE JOHN HUNTLY MEMORIAL INTERNSHIP PROGRAM FOR A 2-DAY SESSION:

1. VIVIANE ABDALLAH, DARTMOUTH
2. HADEEL RUSHDI DALLOUL, HALIFAX CITY
3. WENDY LYONS, HALIFAX CITY
4. VANESSA MONCRIEFFE, KINGS
5. NADINE PROSPER, CAPE BRETON DISTRICT
6. CRYSTAL RANDELL, COLCHESTER-EAST HANTS

TWO ALTERNATES:

1. JENNIFER DESMOND, ANTIGONISH
2. TAVNEET KAUR, PICTOU

*Annual Council Elections
Committee*

T. PYNN CROWE/G. FROST/CARRIED

THAT THE FOLLOWING INDIVIDUALS BE APPOINTED TO THE ANNUAL COUNCIL ELECTIONS COMMITTEE FOR ANNUAL COUNCIL 2024:

LAURA MCCULLEY (CHAIR), KINGS
SARAH BALDWIN-PENNY, QUEENS
SHERI SCOTT, HALIFAX COUNTY
MALLORY SHAMSHADI, CSANE

*Council Steering
Committee*

S. MIDWINTER/S. TUTTY/CARRIED

THAT THE FOLLOWING INDIVIDUALS BE APPOINTED TO THE COUNCIL STEERING COMMITTEE FOR ANNUAL COUNCIL 2024:

ELIZABETH THOMAS (CHAIR), HALIFAX COUNTY
BENTON GALLAGHER, YARMOUTH
RACHELLE MACISAAC, CAPE BRETON DISTRICT

*Independent Chair for
Annual Council 2024
(9(a))*

V. RYAN/M. SAVOURY/CARRIED

THAT BILL REDDEN BE APPOINTED AS THE INDEPENDENT CHAIR FOR ANNUAL COUNCIL 2024.

*NSTU Audited Financial
Statements*

P. DAY/M. BORDEN/CARRIED

THAT THE AUDITED FINANCIAL STATEMENTS FROM GRANT THORNTON AS OF JULY 31, 2023 BE FILED AND FORWARDED TO ANNUAL COUNCIL 2024.

*Actuarial Assumptions
(9(f))*

P. DAY/S. MIDWINTER/CARRIED

THAT THE PROVINCIAL EXECUTIVE APPROVE THE ACTUARIAL ASSUMPTIONS FOR THE 2023 ACTUARIAL VALUATION AS RECOMMENDED.

*Local Service Awards
(9(e))*

S. TUTTY/S. MIDWINTER/CARRIED

THAT FURTHER TO STANDING ORDER 12. AWARDS (D), THE PROVINCIAL EXECUTIVE APPROVE THE GRANTING OF ONE (1) LOCAL SERVICE AWARD.

*Professional
Development
Committee (10(b))*

J. O'BRIEN/P. SAMSON/CARRIED

THAT THE PROVINCIAL EXECUTIVE APPROVE THE FOLLOWING CONFERENCE GRANTS IN THE AMOUNT OF UP TO \$600 EACH TO THE FOLLOWING APPLICANTS:

1. ASHLEY ARNOLD, HALIFAX COUNTY LOCAL
2. TIM COMBS, HALIFAX COUNTY LOCAL
3. ALFRED KENT FRASER, CSANE
4. ANDREW GUAVAS, HALIFAX CITY LOCAL
5. GRANT CARSON, LUNENBURG COUNTY LOCAL
6. JYL BOYLE, ANTIGONISH LOCAL
7. ALANA MACLEAN, CAPE BRETON DISTRICT LOCAL
8. HEATHER FLICK, DARTMOUTH LOCAL
9. GRANT FROST, HALIFAX COUNTY LOCAL

J. O'BRIEN/C. SAMPSON/CARRIED

THAT THE PROVINCIAL EXECUTIVE APPROVE THE FOLLOWING EDUCATION RESEARCH GRANTS IN THE AMOUNT OF \$500 EACH TO THE FOLLOWING APPLICANTS:

1. MATTHEW T. NGO
2. ISAAC RAFUSE
3. DENISE BURGESS
4. LESLEY TAYLOR
5. EMILY MCLENNAN

Minutes

3. Minutes from the Provincial Executive Meeting

J. O'BRIEN/G. SAMSON/CARRIED

THAT THE MINUTES FROM THE JANUARY 18 & 19, 2024 PROVINCIAL EXECUTIVE MEETING BE APPROVED.

Action Sheet

4. Action Sheet

The Action Sheet from the January 18 & 19, 2024 Executive Meeting was reviewed.

President's Report

5.(a) President's Report

President, Ryan Lutes reviewed his report since the last Executive Meeting.

Executive Director's Report

5.(b) Executive Director's Report

S. Brooks, Executive Director reviewed his report since the last meeting.

CTF & CAPTTO

6. CTF & CAPTTO Activities

The CAPTTO Meeting was held February 5-7, 2024, in St. John's, Newfoundland and Labrador.

CTF/FCE Board of Directors' meeting was held virtually on February 22, 2024.

The CTF/FCE Board of Directors' Meeting will be held April 9-10, 2024 in Ottawa, Ontario.

Financial Statements

7.(i) Financial Statements

P. DAY/S. MIDWINTER/CARRIED
THAT THE FINANCIAL STATEMENTS FOR JANUARY 2024 BE FILED.

Finance & Property Committee Minutes

7. (ii) Finance & Property Committee Minutes

P. DAY/S. MIDWINTER/CARRIED
THAT THE MINUTES FROM THE FEBRUARY 20, 2024 FINANCE & PROPERTY COMMITTEE MEETING BE FILED.

National Association of Teachers

8.(a) National Association of Teachers

P. DAY/D. CAMERON/CARRIED
THAT, NOTWITHSTANDING OPERATIONAL PROCEDURE 15 (C)(I), INDIVIDUAL PROVINCIAL EXECUTIVE MEMBERS BE ALLOWED TO FREELY DEBATE THE COUNCIL RESOLUTION REGARDING NSTU'S MEMBERSHIP IN

THE NATIONAL ASSOCIATION OF TEACHERS (NAT) SPONSORED BY THE
PROVINCIAL EXECUTIVE.

Mobilization Effort

8.(b) Mobilization Effort

The Provincial Executive reviewed updated feedback and planning for the on-going Our Kids Can't Wait mobilization.

*Council 2024 Chair and
Parliamentarian*

9.(a) Council 2024 Chair and Parliamentarian

Motion adopted moving out of closed session.

*Provincial Executive
Dates 2024-2027*

9.(b) Provincial Executive Dates 2024-2027

S. TUTTY/S. MIDWINTER/CARRIED

THAT THE MEETING DATES FOR PROVINCIAL EXECUTIVE MEETINGS
THROUGH 2024 – 2027 BE APPROVED.

*Regional Electoral
Officers for NSTU
Presidential Election*

**9 (c) Assignment of Regional Electoral Officers for NSTU
Presidential Election**

M. BORDEN/J. O'BRIEN/

THAT THE REGIONAL ELECTORAL OFFICERS FOR NSTU PRESIDENTIAL
ELECTION BE APPROVED.

M. SAVOURY/S. MIDWINTER/CARRIED

MOTION TO POSTPONE UNTIL TOMORROW.

*Ad Hoc Committee on
NSTU Governance*

9. (d) Ad Hoc Committee on NSTU Governance

L. MURPHY/M. DEVEAU/CARRIED

THAT THE REPORT OF THE AD HOC COMMITTEE ON NSTU GOVERNANCE BE
RECEIVED.

*Ranked Vote at
Annual Council*

P. SAMSON/J. MACKINNON/CARRIED

THAT THE FOLLOWING BE FORWARDED TO ANNUAL COUNCIL 2024:
THAT A RANKED VOTE ON THE SIX (6) POSSIBLE MODELS FOR THE
STRUCTURE OF THE PROVINCIAL EXECUTIVE BE CONDUCTED AT
ANNUAL COUNCIL 2024 AS A TIMED ITEM ON THE AGENDA USING A
PROCESS OF ELIMINATION. THE SIX (6) MODELS TO BE PRESENTED
AS:

1. MODEL I – STATUS QUO.
2. MODEL II – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND NINE (9) REGIONAL MEMBERS.
3. MODEL III – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS.
4. MODEL IV – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND TWO (2) DESIGNATED MEMBERS.
5. MODEL V – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND THREE (3) DESIGNATED MEMBERS.
6. MODEL VI – ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE WITH THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS WITH FIVE (5) OF THE REGIONAL MEMBERS’ POSITIONS BEING RESERVED FOR EQUITY-DESERVING MEMBERS.

Model II

P. DAY/G. FROST/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE III – THE PROVINCIAL EXECUTIVE BE AMENDED BY SUBSTITUTION IN ORDER TO IMPLEMENT THE ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE HAVING THREE (3) TABLE OFFICERS AND NINE (9) REGIONAL MEMBERS, AMENDMENT TO TAKE EFFECT AUGUST 1ST, 2025.

Model III

L. MURPHY/P. SAMSON/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE III – THE PROVINCIAL EXECUTIVE BE AMENDED BY SUBSTITUTION IN ORDER TO IMPLEMENT THE ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE HAVING THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS, AMENDMENT TO TAKE EFFECT AUGUST 1ST, 2025.

Model IV

M. DEVEAU/L. MURPHY/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE III – THE PROVINCIAL EXECUTIVE BE AMENDED BY SUBSTITUTION IN ORDER TO IMPLEMENT THE ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE HAVING THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND TWO (2) DESIGNATED MEMBERS, AMENDMENT TO TAKE EFFECT AUGUST 1ST, 2025.

MODEL V

J. MacKinnon/P. Samson/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE III – THE PROVINCIAL EXECUTIVE BE AMENDED BY SUBSTITUTION IN ORDER TO IMPLEMENT THE ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE HAVING THREE (3) TABLE OFFICERS, NINE (9) REGIONAL MEMBERS, AND THREE (3) DESIGNATED MEMBERS, AMENDMENT TO TAKE EFFECT AUGUST 1ST, 2025.

MODEL VI

P. DAY/G. FROST/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE III – THE PROVINCIAL EXECUTIVE BE AMENDED BY SUBSTITUTION IN ORDER TO IMPLEMENT THE ALTERNATIVE PROVINCIAL EXECUTIVE STRUCTURE HAVING THREE (3) TABLE OFFICERS AND FOURTEEN (14) REGIONAL MEMBERS WITH FIVE (5) OF THE REGIONAL MEMBERS' POSITIONS BEING RESERVED FOR EQUITY-DESERVING MEMBERS, AMENDMENT TO TAKE EFFECT AUGUST 1ST, 2025.

*Release of the Ad Hoc
Committee on NSTU
Governance Final
Report*

S. MIDWINTER/J. O'BRIEN/ CARRIED

THAT THE AD HOC COMMITTEE ON NSTU GOVERNANCE FINAL REPORT BE RELEASED.

N. DE LA CHEVOTIÈRE/B. SICHEL/DEFEATED

THAT A SEVENTH ALTERNATIVE MODEL TO THE RESTRUCTURING OF THE PROVINCIAL EXECUTIVE.

1. PRESIDENT
2. VICE-PRESIDENT
3. SECRETARY-TREASURER
4. DESIGNATED FEMALE SEAT
5. DESIGNATED FEMALE SEAT
6. DESIGNATED FEMALE SEAT
7. DESIGNATED BIPOC SEAT
8. DESIGNATED BIPOC SEAT
9. DESIGNATED LGBTQ+, DISABILITY, OR INTERSEX SEAT
10. DESIGNATED RURAL SEAT
11. DESIGNATED RURAL SEAT
12. DESIGNATED RURAL SEAT
13. DESIGNATED CSANE
14. DESIGNATED APSEA

*Postponement of
Section 6*

P. DAY/T. PYNN CROWE/CARRIED

THAT CONSIDERATION OF SECTION 6.00 - LOCAL/REGIONAL STRUCTURE MODELS FROM THE AD HOC COMMITTEE ON NSTU GOVERNANCE REPORT

BE POSTPONED TO THE FALL OF 2024 FOLLOWING CONSULTATION WITH LOCAL AND REGIONAL LEADERSHIP.

*Postponement of
Section 7*

P. SAMSON/S. TUTTY/CARRIED

THAT CONSIDERATION OF SECTION 7.00 – MANDATED LOCAL COMMITTEES FROM THE AD HOC COMMITTEE ON NSTU GOVERNANCE REPORT BE POSTPONED TO THE FALL OF 2024 FOLLOWING CONSULTATION WITH LOCAL AND REGIONAL LEADERSHIP.

Local Service Awards

9. (e) Local Service Awards

Motion adopted moving out of closed session.

Actuarial Assumptions

9. (f) Teachers' Pension Board Recommendation – Actuarial Assumptions

Motion adopted moving out of closed session.

*Professional
Development
Committee
Recommendations*

10. (b) Professional Development Committee Recommendations

Motion adopted moving out of closed session.

Adjourned 5:16 p.m. and will reconvene at 9 a.m.

Friday, February 24, 2023

The meeting reconvened at 9:00 a.m. with the Executive and staff in attendance.

Regrets: N. MacIsaac

G. FROST/M. BORDEN/CARRIED

THAT THE EXECUTIVE MOVE INTO CLOSED SESSION.

P. SAMSON/M. DEVEAU/CARRIED

THAT WE RISE AND REPORT.

*Report of the Closed
Session*

During the Closed Session, the following business was conducted:

- The NSTU Technology Report was reviewed with two motions moving forward to open session;

- The Presentation of the Proposed Budget for 2024-2025 was reviewed with three motions moving forward to open session;

V. RYAN/J. MACKINNON/CARRIED

THAT THE REPORT FROM THE CLOSED SESSION BE ADOPTED.

*By-Law Article I -
Membership*

T. PYNN CROWE/B. SICHEL/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:

BE IT RESOLVED THAT NSTU BY-LAW ARTICLE I – MEMBERSHIP BE AMENDED AS FOLLOWS:

- IN 2. (B) (VIII) INSERT "AND," AT THE END.
- IN 2. (B) (IX) STRIKE "; AND," AND INSERT IN ITS PLACE ".".
- IN 2. (B) STRIKE (X).
- IN 3. (B) (VIII) INSERT "AND," AT THE END.
- IN 3. (B) (IX) STRIKE "; AND," AND INSERT IN ITS PLACE ".".
- IN 3. (B) STRIKE (X).
- IN 4. (E) (III) INSERT "AND," AT THE END.
- IN 4. (E) (IV) STRIKE "; AND," AND INSERT IN ITS PLACE ".".
- IN 4. (E) STRIKE (V).
- IN 6. (B) (I) INSERT "AND," AT THE END.
- IN 6. (B) (II) STRIKE "; AND," AND INSERT IN ITS PLACE ".".
- IN 6. (B) STRIKE (III).
- IN 7. (C) (II) INSERT "AND," AT THE END.
- IN 7. (C) (III) STRIKE "; AND," AND INSERT IN ITS PLACE ".".
- IN 7. (C) STRIKE (IV)

The sub-articles of the By-Law, as amended, would then read:

2. ACTIVE MEMBER

- (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; ~~and,~~
 - ~~(x) an NSTU web mail account.~~

3. RESERVE MEMBER

- (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 ~~and,~~
- ~~(x) an NSTU web mail account.~~

4. 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; ~~and,~~
 - ~~(v) an NSTU web mail account.~~

6. HONOURARY MEMBER

- (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; ~~and,~~
 - ~~(iii) an NSTU web mail account.~~

7. SUBSTITUTE TEACHER MEMBER

- (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; ~~and,~~
 - ~~(iv) an NSTU web mail account.~~

Provincial Executive

Brief:

NSTU Council Resolution 2022-89 and Strategic Plan Action VI-24 resulted in a comprehensive external review of NSTU Technology Infrastructure. The External review identified significant liabilities and risks associated with NSTU operating and maintaining an independent email service and recommended that the existing webmail system be

retired over time and be replaced by members' personal email accounts. In order to commence this work, the first step is to remove the existing NSTU webmail system as a right of membership. Currently the NSTU is responsible for over 20,000 email accounts and this number continues to grow. With the removal of webmail as a right of membership a transition plan will be implemented. The first phase will be to cease creating new accounts, followed by a twelve-month period allowing webmail users to transition to a personal email. The twelve-month period would not commence until instructions on how to create a personal email account is provided to members. Notification of the twelve-month period and instructions would be communicated through all existing NSTU formats. All existing account information will be saved for a period of three years in case needed. The NSTU would continue to provide Provincial Executive, Local Leaders, and Staff dedicated NSTU email accounts. The External advisors have indicated that to continue providing a NSTU webmail service that addresses the current risks and liabilities would cost a minimum of \$1.2 million annually.

*Information Technology
Strategic Fund*

N. DE LA CHEVOTIÈRE/P. SAMSON/CARRIED

THAT THE NSTU, AS PER STRATEGIC PLAN RECOMMENDATION VI-25, CREATE AN INFORMATION TECHNOLOGY STRATEGIC FUND WITH THE PURPOSE OF OPERATIONALIZING THE RECOMMENDATION FROM THE INFORMATION TECHNOLOGY REPORT. THE FUND TO BE INITIALLY FUNDED WITH \$250,000 OF ASSETS FROM THE GENERAL FUND.

*Proposed Budget 2024-
25*

P. DAY/M. BORDEN/CARRIED

THAT THE PROPOSED DRAFT BUDGET FOR AUGUST 1, 2024 TO JULY 31, 2025 BE FORWARDED TO ANNUAL COUNCIL 2024.

Reserve Fund Transfer

J. O'BRIEN/M. DEVEAU/CARRIED

THAT THE FOLLOWING RESOLUTION BE FORWARDED TO ANNUAL COUNCIL 2024:
BE IT RESOLVED THAT \$150,000 BE TRANSFERRED FROM THE RESERVE FUND IN ORDER TO BALANCE THE BUDGET YEAR ENDING JULY 31, 2025.

Alternate Draft Budget

S. MIDWINTER/T. PYNN CROWE/CARRIED

THAT THE PROPOSED ALTERNATE DRAFT BUDGET WITH A LOCAL REBATE OF 13.5% FOR AUGUST 1, 2024 TO JULY 31, 2025 BE FORWARDED TO ANNUAL COUNCIL 2024.

REGIONAL ELECTORAL
OFFICERS

**9 (c) Assignment of Regional Electoral Officers for NSTU
Presidential Election**

M. BORDEN/J. O'BRIEN/CARRIED

THAT THE REGIONAL ELECTORAL OFFICERS FOR NSTU PRESIDENTIAL
ELECTION BE APPROVED.

OP 15 – Provincial
Executive, F – Meeting
of the Provincial
Executive

**9. (g) Notice of Motion - Operational Procedure 15, "Provincial
Executive (under Governance) Section F III**

M. SAVOURY/N. DE LA CHEVOTIÈRE/

THAT OPERATIONAL PROCEDURE 15, "PROVINCIAL EXECUTIVE" (UNDER
GOVERNANCE) SECTION F III BE AMENDED TO INCLUDE A NEW ITEM (E)
THAT READS:

DURING CLOSED SESSIONS NO NSTU MEMBER OR NSTU STAFF MEMBER IS
PERMITTED TO MAKE AN AUDIO OR VIDEO RECORDING OF ANY KIND.

P. DAY/J. MACKINNON/CARRIED

THAT THE MOTION BE REFERRED TO THE GOVERNANCE AND POLICY
COMMITTEE.

Notice of Motion – OP
15D

9. (h) Notice of Motion - Operational Procedure 15D

L. MURPHY/G. SAMSON/

THAT OPERATIONAL PROCEDURE 15D BE AMENDED TO REMOVE ITEM – XI
THE CONSEIL SYNDICAL ACADIEN DE LA NOUVELLE-ÉCOSSE MEMBER SHALL
SERVE AS A MEMBER OF THE CSANE LOCAL'S ECONOMIC WELFARE
COMMITTEE.

P. SAMSON/M. SAVOURY/CARRIED

THAT THE MOTION BE REFERRED TO THE GOVERNANCE AND POLICY
COMMITTEE.

Strategic Planning
Recommendation V-3 –
Standing Committees of
the Provincial Executive

**10. (a) (i) Strategic Planning Recommendation V-3 –
Standing Committees of the Provincial Executive**

OP 3 – Committees of
the NSTU, J – Meeting
Protocols for
Committees

S. TUTTY/M. SAVOURY/CARRIED

THAT OPERATIONAL PROCEDURE 3 – COMMITTEES OF THE NSTU –
GENERAL TERMS OF REFERENCE, J – MEETING PROTOCOLS FOR
COMMITTEES, BE AMENDED BY STRIKING SUB-SECTION II AND THE

REMAINDER OF THE SUB-SECTION BE RENUMBERED, EFFECTIVE AUGUST 1, 2024.

The sub-section of the Operational Procedure, as amended, to read:

3. COMMITTEES OF THE NSTU – GENERAL TERMS OF REFERENCE

J. MEETING PROTOCOLS FOR COMMITTEES

- I. Requests from committees to meet outside of Halifax shall be considered on their own merits and the request shall be approved or denied by the President in consultation with the Executive Director.
- ~~II. All committees, when practical, should commence their meetings not earlier than 2:00 p.m.~~
- III. All committees will include a Restorative (Relational) Approach philosophy when conducting meetings.

*OP 4 – Committees –
Standing Committees of
the Provincial Executive*

S. TUTTY/J. O'BRIEN/

THAT CONSISTENT WITH RECOMMENDATION V-3 REGARDING NSTU GOVERNANCE FROM THE STRATEGIC PLANNING REPORT THAT OPERATIONAL PROCEDURE 4 – COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE BE AMENDED, EFFECTIVE AUGUST 1, 2024:

- BY STRIKING F – HEALTH AND SAFETY COMMITTEE;
- BY STRIKING G – MEMBER SERVICES COMMITTEE;
- BY INSERTING A NEW F – MEMBER ECONOMIC WELFARE AND WORKING CONDITIONS COMMITTEE; AND,
- BY RE-LETTERING THE REMAINDER OF THE OPERATIONAL PROCEDURE ACCORDINGLY.

N. DE LA CHEVOTIÈRE/D. CAMERON/CARRIED

THAT THE MOTION BE AMENDED BY CHANGING THE TITLE OF THE NEW COMMITTEE TO MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE.

S. TUTTY/J. O'BRIEN/CARRIED

THAT CONSISTENT WITH RECOMMENDATION V-3 REGARDING NSTU GOVERNANCE FROM THE STRATEGIC PLANNING REPORT THAT OPERATIONAL PROCEDURE 4 – COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE BE AMENDED, EFFECTIVE AUGUST 1, 2024:

- BY STRIKING F – HEALTH AND SAFETY COMMITTEE;
- BY STRIKING G – MEMBER SERVICES COMMITTEE;
- BY INSERTING A NEW F – MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE; AND,
- BY RE-LETTERING THE REMAINDER OF THE OPERATIONAL PROCEDURE ACCORDINGLY.

The new sub-section of the Operational Procedure to read:

4. COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

F. MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE

I. Mandate

The Committee Shall:

- a. advise and make recommendations to the Provincial Executive on health and safety issues;
- b. advise the Provincial Executive on methods to promote Member participation on Regional Joint Occupational Health and Safety Committees;
- c. make recommendations to the Provincial Executive regarding professional development workshops to assist members with health and safety issues as defined by the *Nova Scotia Occupational Health and Safety Act*;
- d. prepare background information related to the merits of negotiable items;
- e. identify trends and developments in teacher bargaining across Canada with special emphasis on the Atlantic Provinces;
- f. review economic forecasts;
- g. make recommendations to the Provincial Executive regarding workshops for regional negotiators;
- h. review the results of the most recent provincial and regional contract bargaining;
- i. assist in the planning of the biennial Member Services Conference and biennial Health and Safety Conference to provide professional development opportunities for Local Leaders;
- j. consider such resolutions submitted to Annual Council to make recommendations for Council's consideration where appropriate; and,
- k. participate as required in the NSTU Policy Review Process by providing recommendations for the Governance and Policy Committee's consideration.

II. Composition and Term

- a. The Committee shall consist of five (5) Members appointed through the Nominating Committee process plus a Provincial Executive Member and the NSTU First Vice-President (who shall serve as Chair).
- b. All Members appointed to the Committee through the Nominating Committee process shall serve a two (2) year term.
- c. The Provincial Executive Member appointed to the Committee shall serve a renewable one (1) year term.
- d. Every reasonable effort will be made to ensure the Committee has at least one (1) Member who is currently serving as a Local President and/or Local First Vice-President.

III. Meeting Frequency

It is anticipated that the Committee can fulfill its mandate in three (3) meetings per year.

OP 26 – Professional Learning Support, B – NSTU Biennial Conferences

S. TUTTY/S. MIDWINTER/CARRIED

THAT CONSISTENT WITH RECOMMENDATION V-3 REGARDING NSTU GOVERNANCE FROM THE STRATEGIC PLANNING REPORT THAT OPERATIONAL PROCEDURE 26 – PROFESSIONAL LEARNING SUPPORT, B – NSTU BIENNIAL CONFERENCES, BE AMENDED EFFECTIVE AUGUST 1, 2024 BY:

- IN I INSERTING A NEW C. TO READ "HEALTH AND SAFETY CONFERENCE" AND THE REMAINDER OF THE SUB-SECTION BE RE-LETTERED;
- IN III INSERT ", HEALTH AND SAFETY CONFERENCE," FOLLOWING "MEMBER SERVICES CONFERENCE"; AND,
- IN IV INSERT "AND HEALTH AND SAFETY CONFERENCE" FOLLOWING "MEMBER SERVICES CONFERENCE".

The sub-section of the Operational Procedure, as amended, to read:

26. PROFESSIONAL LEARNING SUPPORT

B. NSTU BIENNIAL CONFERENCES

- I. The NSTU will host the following biennial events:
 - a. Encourage, Engage, Evolve Summit;
 - b. Equity Conference;
 - c. Health and Safety Conference;**
 - d. Member Services Conference;
 - e. Pension Symposium;
 - f. Political Action/Public Relations Conference;
 - g. Professional Development Conference; and,
 - h. Status of Women Conference.
- III. Provincial Executive Members will be invited to the Member Services Conference, **Health and Safety Conference**, and Pension Symposium at the NSTU's expense.
- IV. Regional Economic Welfare Committee Chairs (no alternates) will be invited to the Member Services Conference **and Health and Safety Conference** at the NSTU's expense.

OP 4 – Committees – Standing Committees of the Provincial Executive

S. TUTTY/L. MURPHY/CARRIED

THAT CONSISTENT WITH RECOMMENDATION V-3 REGARDING NSTU GOVERNANCE FROM THE STRATEGIC PLANNING REPORT THAT OPERATIONAL PROCEDURE 4 – COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE BE AMENDED, EFFECTIVE AUGUST 1, 2024:

- BY STRIKING I – PENSION COMMITTEE; AND,
- BY RE-LETTERING THE REMAINDER OF THE OPERATIONAL PROCEDURE ACCORDINGLY.

S. TUTTY/J. MACKINNON/CARRIED

THAT CONSISTENT WITH RECOMMENDATION V-3 REGARDING NSTU GOVERNANCE FROM THE STRATEGIC PLANNING REPORT THAT OPERATIONAL PROCEDURE 4 – COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE BE AMENDED, EFFECTIVE AUGUST 1, 2024:

- BY STRIKING K – POLITICAL ACTION COMMITTEE;

- BY STRIKING N – PUBLIC RELATIONS COMMITTEE;
- BY INSERTING A NEW K – POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE; AND,
- BY RE-LETTERING THE REMAINDER OF THE OPERATIONAL PROCEDURES ACCORDINGLY.

The subsection of Operational Procedure 4, as amended, would then read:

4. COMMITTEES – STANDING COMMITTEES OF THE PROVINCIAL EXECUTIVE

K. POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE

I. Mandate

The Committee shall:

- a. monitor the policies and practices of the major provincial political parties for the purpose of identifying matters with an impact on education and/or NSTU Members; then advise the NSTU President and Provincial Executive regarding these matters;
- b. during provincial elections, monitor the major provincial political parties for their public education platforms and policies and inform the NSTU President and Provincial Executive of any concerns;
- c. identify educational matters for consideration by the Provincial Executive for political action;
- d. identify corporate social responsibility and social justice concerns for consideration by the Provincial Executive for political action;
- e. develop strategies for encouraging NSTU member involvement in the political process;
- f. develop strategies for encouraging NSTU member involvement in the election process including exercising their democratic right to vote;
- g. identify opportunities to build relationships with educational stakeholders and report to the NSTU President and the Provincial Executive;
- h. review and plan strategies for provincial public relations programs for the organization and report recommendations to the Provincial Executive;
- i. advise the Provincial Executive regarding the communications practices and procedures of the NSTU;
- j. review plans to build grassroots political action in each region of the province;
- k. review resource material regarding Political Action and Public Relations to assist Local Leaders in carrying out their mandate;
- l. assist in the planning of the biennial Political Action and Public Relations Conference in to provide professional development opportunities for Local Leaders;

- m. consider such resolutions submitted to Annual Council to make recommendations for Council's consideration where appropriate; and,
- n. participate as required in the NSTU Policy Review Process by providing recommendations for the Governance and Policy Committee's consideration.

II. Composition and Term

- a. The Committee shall have eight (8) Members representing each of the RRCs and CSANE.
- b. The Committee shall consist of six (6) Members appointed through the Nominating Committee process and two (2) Provincial Executive Members.
- c. All Members appointed to the Committee through the Nominating Committee process shall serve a two (2) year term.
- d. The Provincial Executive Members appointed to the Committee shall serve renewable one (1) year terms.

III. Meeting Frequency

It is anticipated that the Political Action and Public Relations Committee will be able to accomplish the mandated tasks through three (3) meetings per year.

OP 26 F – NSTU
Leadership Skills
Development Institute

10. (a) (ii) Operational Procedure 26 F – NSTU Leadership Skills Development Institute

S. TUTTY/N. DE LA CHEVOTIÈRE/CARRIED

THAT OPERATIONAL PROCEDURE 26 – PROFESSIONAL LEARNING SUPPORT F – NSTU LEADERSHIP SKILLS DEVELOPMENT INSTITUTE BE AMENDED BY SUBSTITUTION.

The sub-section of the Operational Procedure, as amended, to read:

26. PROFESSIONAL LEARNING SUPPORT

F. NSTU LEADERSHIP SKILLS DEVELOPMENT INSTITUTE

The NSTU will host an annual Leadership Skills Development Institute for the professional development of Union leaders and potential leaders. Provincial Executive Members are expected to attend and do not count against a Local's, Professional Association's, or Regional Representative Council's delegation. Each Professional Association is permitted to send one (1) Member. Each Regional Representative Council is permitted to send one (1) Member. Each Local is permitted to send up to ten (10) Members with the following stipulations on their delegation:

- I. each Local may send up to eight (8) Members;
- II. each Local may send one (1) additional Member for an individual who has not yet served on any Local Executive; and,

- III. each Local may send one (1) additional Member for an individual who self-identifies as being Mi'kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.

The registration fee, to be billed to Locals, Professional Associations, and Regional Representative Councils per delegate, for the NSTU Leadership Skills Development Institute will be on a sliding scale as follows:

- I. Locals and PAs, greater than 500 Members @ \$450/delegate;
- II. Locals and PAs, between 300-499 Members @ \$300/delegate;
- III. Locals and PAs, less than 300 Members @ \$150/delegate;
- and,
- IV. Members attending on behalf of an RRC @ \$450/delegate

Information Items:

Regional Election Update

A. Regional Election Update

An update was provided regarding Regional Elections. Deadline for nominations was Friday, February 23, 2024 and voting day, if required, will take place Wednesday, April 17, 2024.

Report to Annual Council 2024 on Resolution 2023-19

- B. Report to Annual Council 2024 on Resolution 2023-19
The Report to Annual Council 2024 on Resolution 2023-19 was provided for information.

Report to Annual Council 2024 on Resolution 2023-21

- C. Report to Annual Council 2024 on Resolution 2023-21
The Report to Annual Council 2024 on Resolution 2023-21 was provided for information.

Teacher Retention Survey

- D. Teacher Retention Survey
The Teacher Retention Survey was provided for information.

M. SAVOURY/P. SAMSON/CARRIED
THAT THE MEETING BE ADJOURNED (1:58 P.M.)

Provincial Executive Meeting
DRAFT Minutes

Recorded by: Nicole Wells
Administrative Assistant

Edited by: Steve Brooks
NSTU Executive Director



NSTU Provincial Executive Meeting

March 20, 2024

DRAFT MINUTES

The meeting of the Provincial Executive began at 4:00 p.m. on Wednesday, March 20, 2024.

In attendance

In attendance were:

R. Lutes, Chair; D. Cameron, P. Day, N. de la Chevotière, M. Deveau, K. Dunning, G. Frost, J. MacKinnon, J.L. MacPhee, A. McCara, S. Midwinter, L. Murphy, J. O'Brien, T. Pynn Crowe, V. Ryan, C. Sampson, G. Samson, P. Samson, M. Savoury, B. Sichel, S. Tutty, S. Brooks, and select staff.

Regrets: N. MacIsaac, M. Borden

Agenda

1. Agenda

K. DUNNING/T. PYNN CROWE /CARRIED
THAT THE AGENDA BE ADOPTED.

G. SAMSON/N. DE LA CHEVOTIÈRE /CARRIED
THAT THE EXECUTIVE MOVE INTO CLOSED SESSION.

T. PYNN CROWE/N. DE LA CHEVOTIÈRE/CARRIED
THAT WE RISE AND REPORT.

Report of the Closed Session

During the Closed Session, the following business was conducted:

- A confidential matter was discussed.

K. DUNNING/S. TUTTY/CARRIED/
THAT THE REPORT OF THE CLOSED SESSION BE ADOPTED.

Strike Vote

J. L. MACPHEE/B. SICHEL/CARRIED
THAT THE NSTU CONDUCT A STRIKE VOTE ON APRIL 11, 2024.

J.L. MACPHEE/P. SAMSON/CARRIED
THAT, NOTWITHSTANDING OPERATIONAL PROCEDURE 22, IX, B, THAT INFORMATION AND CLARIFICATION REGARDING THE STRIKE VOTE BE RELAYED TO MEMBERS ELECTRONICALLY.

The meeting adjourned at 5:45 P.M.

*Recorded by: Nicole Wells
Administrative Assistant*

*Edited by: Steve Brooks
NSTU Executive Director*



ACTION SHEET **February 29 – March 1, 2024** **Provincial Executive Meetings**

As of March 4, 2024

Item	Topic	Direction /Disposition	Page #
1.	Filed the Table Officers Report.	• <i>Noted</i>	2
2.	Selected members for the John Huntley Memorial Internship Program for a 2-day session: Viviane Abdallah, Dartmouth; Hadeel Rushdi Dalloul, Halifax City; Wendy Lyons, Halifax City; Vanessa Moncrieffe, Kings; Nadine Prosper, Cape Breton District; Crystal Randell, Colchester-East Hants. Alternates: Jennifer Desmond, Antigonish; Tavneet Kaur, Pictou.	• <i>Notified</i>	2
3.	Appointed members to the Annual Council Elections Committee: Laura McCulley (Chair), Kings; Sarah Baldwin-Penny, Queens; Sheri Scott, Halifax County; Mallory Shemshadi, CSANE.	• <i>Notified</i>	2
4.	Appointed members to the Council Steering Committee: Elizabeth Thomas (Chair), Halifax County; Benton Gallagher, Yarmouth; Rachelle MacIsaac, Cape Breton District.	• <i>Notified</i>	2
5.	Approved a recommendation that Bill Redden serve as Independent Chair for Annual Council 2024.	• <i>Notified</i>	2
6.	Approved a recommendation that the Audited Financial Statements from Grant Thornton as of July 31, 2023 be filed and forwarded to Annual Council 2024.	• <i>Annual Council 2024</i>	3
7.	Approved the actuarial assumptions for the 2023 actuarial valuation as recommended.	• <i>Noted</i>	3
8.	Approved the granting of one Local Service Award.	• <i>Noted</i>	3
9.	Approved Conference Grants in the amount of up to \$600 each: Ashley Arnold, Halifax County Local; Tim Coombs, Halifax County Local; Alfred Kent Fraser, CSANE; Andrew Gavas, Halifax City Local; Grant Carson, Lunenburg County Local; Jyl Boyle, Antigonish Local; Alana Maclean, Cape Breton District Local; Heather Flick, Dartmouth Local; Grant Frost, Halifax County Local.	• <i>Notified</i>	3
10.	Approved Education Research Grants in the amount of \$500 each: Matthew T. Ngo, Halifax City; Isaac Rafuse, Queens; Denise Burgess, Lunenburg County; Lesley Taylor, Dartmouth; Emily McLennan, Dartmouth.	• <i>Notified</i>	3
11.	Approved a motion that, notwithstanding Operational Procedure 15 (C)(I), individual Provincial Executive Members be allowed to freely debate the Council Resolution regarding NSTU's membership in the National Association of Teachers (NAT) sponsored by the Provincial Executive.	• <i>Noted</i>	4
12.	Approved Provincial Executive meeting dates through 2024-2027.	• <i>Noted</i>	5
13.	Received the Final Report of the Ad Hoc Committee on NSTU Governance.	• <i>Noted</i>	5
14.	Approved a motion to have a ranked vote process on Provincial Executive Alternative Models at Annual Council 2024.	• <i>Annual Council 2024</i>	5
15.	Approved five (5) resolutions to be forwarded to Annual Council 2024 regarding the Alternative Models to the structure of the Provincial Executive.	• <i>Annual Council 2024</i>	6
16.	Approved a motion to postpone consideration of Section 6.00 - Local/Regional Structure Models from the Ad Hoc Committee on NSTU	• <i>Future Provincial</i>	7

	Governance Report until the Fall of 2024 following consultation with Local and Regional Leadership.	<i>Executive agenda</i>	
17.	Approved a motion to postpone consideration of Section 7.00 – Mandated Local Committees from the Ad Hoc Committee on NSTU Governance Report until the Fall of 2024 following consultation with Local and Regional Leadership.	• <i>Future Provincial Executive agenda</i>	8
18.	Approved the release of the Final Report of the Ad Hoc Committee on NSTU Governance.	• <i>Annual Council 2024</i>	7
19.	Approved a resolution be forwarded to Annual Council 2024 regarding NSTU By-Law Article I – Membership.	• <i>Annual Council 2024</i>	9
20.	Approved a recommendation that the NSTU, as per Strategic Plan recommendation VI-25, create an Information Technology Strategic Fund with the purpose of operationalizing the recommendation from the Information Technology Report. The fund to be initially funded with \$250,000 of assets from the General Fund.	• <i>Noted</i>	11
21.	Approved a recommendation that the proposed draft Budget for August 1, 2024 to July 31, 2025 be forwarded to Annual Council 2024.	• <i>Annual Council 2024</i>	11
22.	Approved a resolution be forwarded to Annual Council 2024 regarding the transfer of \$150,000 from the Reserve Fund in order to balance the Budget year ending July 31, 2025.	• <i>Annual Council 2024</i>	11
23.	Approved a recommendation that an alternate draft balanced Budget without a transfer from the Reserve Fund for August 1, 2024 to July 31, 2025 be forwarded to Annual Council 2024.;	• <i>Annual Council 2024</i>	11
24.	Approved a recommendation that the Regional Electoral Officers for NSTU Presidential Election be approved.	• <i>Notified</i>	12
25.	Referred a motion to the Governance & Policy Committee regarding Operational Procedure 15 – Provincial Executive, F – Meeting of the Provincial Executive.	• <i>Governance & Policy Committee</i>	12
26.	Referred a motion to the Governance & Policy Committee regarding Operational Procedure 15 – Provincial Executive, D - Responsibilities.	• <i>Governance & Policy Committee</i>	12
27.	Approved amendments to Operational Procedure 3 – Committees of the NSTU, J – Meeting Protocols for Committees.	• <i>NSTU Guidebook</i>	12
28.	Approved several amendments to Operational Procedure 4 – Committees – Standing Committees of the Provincial Executive to become effective August 1, 2024.	• <i>NSTU Guidebook</i>	13-15
29.	Approved amendments to Operational Procedure 26 – Professional Learning Support, B – NSTU Biennial Conferences.2	• <i>NSTU Guidebook</i>	15
30.	Approved amendments to Operational Procedure 26 – Professional Learning Support, F – NSTU Leadership Skills Development Institute.	• <i>NSTU Guidebook</i>	17
March 20, 2024			
1.	Approved a motion that the NSTU conduct a strike vote on April 11, 2024	• <i>NSTU Staff</i>	1
2.	Approved a motion that, notwithstanding Operational Procedure 22, IX, b, that information and clarification regarding the strike vote be relayed to members electronically.	• <i>Noted</i>	1



President's Report March 2024

Highlights include:

- March 4 - Meeting with PSAANS chair
- March 5/6/7 – Provincial Negotiations (Conciliation)
- March 18 - CLC Lobby Day Training
- March 20 – Special Provincial Executive Meeting
- March 20 – Local Presidents/RRC Chair Meeting
- March 28 – Meeting with Peter Halpin (Association of Atlantic Universities)
- April 2 - NSGEU President meeting
- April 3 – Table Officers
- April 4 – Provincial Executive
- April 5 – Local Presidents Conference

Strike Vote Local Meetings

- March 25 – Kings Local
- March 25 – CSANE Local
- March 26 – Yarmouth Local
- March 27 – Halifax City Local
- March 27 – Inverness Local
- April 2 – Digby Local
- April 3 – Lunenburg Local
- April 4 – Halifax County Local

Media Contacts:

April 3

OHS Magazine

Violence in Schools

Shane Mercer

March 28, 2024

NSCC Journalism

Le Courier

Global

Paige Dallmann

Farida Agogno

Rebecca Lau

Law Amendments on schoolviolence

State of Teachers/Public Ed in NS

Violence in Schools

<https://globalnews.ca/news/10390231/school-violence-nstu-nova-scotia/>

March 27 Law Amendments Violence in Schools

CKBW Evan Taylor

<https://www.ckbw.ca/2024/03/27/nstu-excluded-from-school-violence-discussion-at-legislature/>

CBC Radio Mike Gorman

<https://www.cbc.ca/news/canada/nova-scotia/school-students-teachers-violence-auditor-general-1.7156355>

Chronicle Herald Andrew Rankin

<https://www.saltwire.com/cape-breton/news/school-violence-union-says-tories-dont-want-to-hear-from-teachers-100951521/>

March 25

The Coast Lauren Phillips

https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.thecoast.ca%2fnews-opinion%2f10000-teachers-will-take-strike-vote-april-11-as-wake-up-call-to-province-to-reach-a-fair-contract-32572432&c=E,1,VSGDepWUFVt1FYpppxP20CNN-RHZ8heaZIKWlqZwbvr-IWYiyjluxwzFFJzDKvnyvZS6blldu_GygpRb3iTf5WfFewQ8sjmNr_go1PwZ&typo=1

March 22

Global Morning Live Paul Brothers

<https://globalnews.ca/video/10377484/nstu-talks-potential-strike-mandate/>

March 21

Strike Vote

CBC Radio & Online Anjuli Patil

<https://www.cbc.ca/news/canada/nova-scotia/nova-scotia-teachers-union-to-hold-strike-vote-april-11-1.7150395>

City News

Dan Ashrand

<https://halifax.citynews.ca/2024/03/21/n-s-teachers-union-to-hold-strike-vote-in-april/>

Haligonian

<https://haligonian.ca/close-to-10000-nova-scotia-teachers-vote-on-strike-action-amidst-education-crisis-299877/>

The Hawk

<https://www.1015thehawk.com/2024/03/20/teachers-send-notice-to-hold-strike-vote-in-april/>

Saltwire

<https://www.saltwire.com/cape-breton/news/nova-scotia-teachers-holding-strike-vote-april-11-100949924/>

The Laker

<https://thelaker.ca/n-s-teachers-specialists-to-vote-on-strike-action-april-11-nstu-says/>

Halifax Examiner

Ytette D'Entremont

<https://www.halifaxexaminer.ca/economy/labour/nova-scotia-teachers-union-holding-strike-vote-next-month/>

CTV Atlantic

<https://atlantic.ctvnews.ca/video/c2889332-nstu-to-vote-on-strike-next-month>

CJLS (Acadia News)

Matt Northrup

<https://www.cjls.com/2024/03/21/lutes-government-needs-to-make-education-a-priority/>

Global

Callum Smith

All NS

Brian Flinn

City News

Todd Veinotte

Radio Canada

KHEIRA Morellon

CTV

Jonathan McInnes

CBC News

Tom Murphy

XFM

Matt Draper

March 14

Chronicle Herald

Andrew Rankin

Status of Food Programs

March 8

Global News

Zack Power

Overcrowding in Schools

<https://globalnews.ca/news/10344908/halifax-requested-eight-schools-province-building-four/>

March 7

CBC Radio Mike Gorman BEd Changes

March 2

CBC Radio Mainstreet Sydney Wendy Bergfeldt School Lunch program

March 1

City News Todd Veinotte

February 29

CTV Digital Sean Mott Provincial Budget

The Coast Lauren Philips Provincial Budget

https://ca.news.yahoo.com/cost-education-173636856.html?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2xlMmNvbS8&guce_referrer_sig=AQAAAJwYLvFm1ISpAhvMtBMAi1DkZnfSsou6iTatBkcjy0fkZLMjTwyFwWmZRObV7LtnZ8uKjzM1YAwg4r9ogaATerFC2Vm1NGI2zYsgmL_RIU_5sFPfoV7JhNRhyYqVfkXFYvaAX1vR30OI8Qiaiu2ul-Fjbp0LO8WO7O_InrJ-jJze

News 95.7 Rob Snow Teacher Retention

Halifax Examiner Jennifer Henderson Universal Lunch Program

<https://www.halifaxexaminer.ca/government/province-house/budget-critics-give-pcs-thumbs-up-for-school-lunch-program-thumbs-down-for-freeze-on-income-assistance-and-public-housing/>

February 28

Global Alex Cooke

<https://globalnews.ca/news/10322803/ns-teachers-considering-quitting/>

BNN Breaking News

<https://bnnbreaking.com/breaking-news/education/nova-scotia-teachers-consider-leaving-due-to-burnout-high-workloads-nstu-survey>

Global Amber Fryday Teacher retention survey

Updates & other communication activities/news releases/videos

March 28 - Message to Members: Strike Vote Update

March 26 - News Release & Message to Members: NSTU blocked from speaking on school violence at Nova Scotia Legislature

March 26 - March 26 – Video Message to Members: Strike Vote Update – shareables & video

March 21 - Message to Local Presidents/RRC Chairs: Upcoming Strike Vote

March 21 - Video Message to Members: Strike Vote Called for April 11

March 21 - News Release & Message to Members: Strike Vote Called for April 11

March 4 - Message to Members: Auditor General's Survey on School Violence

February 29 - News Release and Message to Members: Budget fails to address teacher shortage, school violence

February 28 - News Release & Message to members: Eighty-four percent of teachers have considered quitting

Upcoming events:

- April 5 - Local President Conference
- April 9-10 - CTF/FCE Board of Directors' Meeting
- April 16 - 2024 Education Week ceremony
- April 17 - EECD/NSTU Meeting
- April 17 - Safe and Inclusive School Leadership Meeting
- April 19 - Biennial Conference
- April 21-23 - CAPTTO Meeting
- April 29 - Sheonoril Foundation

- May 3-4 - Annual Council



**Executive Director's Report to Provincial Executive
March/April 2024**

- **March 4, 2024** – Presidential Candidates Orientation
- **March 5, 2024** – Counsellor Interviews
- **March 6 & 7, 2024** – Executive Staff Assignment Meetings
- **March 8, 2024** – Insurance Trustees
- **March 11 & 12, 2024** – Financial Officer Interviews
- **March 19, 2024** – Meeting with Deputy Minister
- **March 20** – Strike Vote Planning Meeting
- **March 20, 2024** – Provincial Executive
- **March 20, 2024** – Local Presidents
- **March 21, 2024** – John Huntley
- **March 22, 2024** – Ad Hoc on Union Rep Engagement
- **March 25, 2024** – Finance & Property Committee
- **March 26, 2024** – NSTU Staff Pension Plan Committee
- **March 26, 2024** – Meeting with Tim Simony (PSAANS)
- **March 27, 2024** – Professional Committee
- **April 2, 2024** – Executive Staff Meeting
- **April 2, 2024** – Meeting with Jill Houlihan re: Bill 148
- **April 3, 2024** – Table Officers
- **April 4 & 5, 2024** – Provincial Executive
- **April 5 & 6, 2024** – Local Presidents

**Nova Scotia Teachers Union
Statement of Financial Position
2024-02-29**

ASSETS

	<u>Actual</u>	<u>Prior Year</u>
	<u>Year to Date</u>	<u>Year to Date</u>
GENERAL FUND		
Cash	1,688,320	1,308,967
Accounts receivable	246,654	306,572
Prepaid expenses	27,455	34,033
Investments	3,546,118	4,003,750
	<u>5,508,546</u>	<u>5,653,322</u>
 HEALTH CARE BENEFIT FUND		
Investments	<u>-</u>	<u>-</u>
 PROPERTY & EQUIPMENT FUND		
Fixed assets		
Land	269,264	269,264
Building	2,738,900	2,812,100
Building improvements	1,852,032	1,395,102
Office furniture and equipment	161,117	77,721
Intangibles	55,567	40,702
Other Properties	46,269	49,346
	<u>5,123,150</u>	<u>4,644,235</u>
 RESERVE FUND		
Cash	12,399	5,733
Investments	23,783,383	23,002,498
	<u>23,795,783</u>	<u>23,008,231</u>
 SERVICE BENEFIT FUND		
Investments	55,672	53,591
	<u>55,672</u>	<u>53,591</u>
	<u>34,483,150</u>	<u>33,359,379</u>

LIABILITIES AND NET ASSETS

	<u>Actual</u>	<u>Prior Year</u>
	<u>Year to Date</u>	<u>Year to Date</u>
GENERAL FUND		
Accounts payable and accruals	842,661	796,368
Membership fees received in advance	3,496,298	3,406,985
	<u>4,338,959</u>	<u>4,203,353</u>
Net Assets	1,169,589	1,449,971
	<u>5,508,548</u>	<u>5,653,324</u>
HEALTH CARE BENEFIT FUND		
Health Care Benefit Liability	1,341,340	1,346,414
Net Assets	<u>(1,341,340)</u>	<u>(1,346,414)</u>
	-	-
PROPERTY & EQUIPMENT FUND		
Deferred Contributions	80,799	-
Due to Local Facilities Account	48,066	51,143
	<u>128,865</u>	<u>51,143</u>
Net Assets	4,994,284	4,593,092
	<u>5,123,149</u>	<u>4,644,235</u>
RESERVE FUND		
Net Assets	23,795,781	23,008,229
	<u>23,795,781</u>	<u>23,008,229</u>
SERVICE BENEFIT FUND		
Service Benefit Liability	624,700	534,296
Net Assets	<u>(569,028)</u>	<u>(480,705)</u>
	55,672	53,591
	<u>34,483,150</u>	<u>33,359,379</u>

**Nova Scotia Teachers Union
Statement of Operations
For the period ending 2024-02-29**

	Actual YTD	Prior YTD	Annual Budget	% of Budget Used to Date
REVENUE				
1.1	5,041,458	4,930,071	8,642,500	58.33%
1.2	65,269	35,352	80,000	81.59%
1.3	40,588	120,484	377,313	10.76%
1.4	84	572	8,000	1.05%
1.5	7,868	6,316	12,500	62.94%
1.6	<u>5,155,267</u>	<u>5,092,795</u>	<u>9,120,313</u>	<u>56.53%</u>
TRANSFER PAYMENTS				
2.1	769,277	760,724	1,318,760	58.33%
2.2	163,225	161,397	279,815	58.33%
2.3	26,000	33,000	22,000	118.18%
2.4	54,149	53,542	92,826	58.33%
	Committees and conferences	1,753	15,000	38.23%
2.5	-	-	92,826	0.00%
	Committees and conferences	-	2,500	0.00%
2.6	<u>1,018,385</u>	<u>1,010,415</u>	<u>1,823,727</u>	<u>55.84%</u>
3.0	<u>4,136,882</u>	<u>4,082,379</u>	<u>7,296,586</u>	<u>56.70%</u>
EXPENDITURES - Council and Executive				
4.1	-	7,594	289,200	0.00%
4.2	111,197	136,080	195,675	56.83%
4.2.1	-	-	15,000	0.00%
4.3	81,541	81,541	163,082	50.00%
4.4	11,957	13,171	22,500	53.14%
4.4.1	-	-	-	N/A
4.4.2	-	-	500	0.00%
	<u>204,695</u>	<u>238,386</u>	<u>685,957</u>	<u>29.84%</u>
PROGRAMS & SERVICES - Administrative Support				
5.1	17,500	17,500	30,000	58.33%
5.2	26,203	30,236	62,300	42.06%
5.3	12,892	9,333	22,100	58.33%
5.4	22,557	13,843	35,000	64.45%
5.5	23,532	19,463	54,200	43.42%
5.6	77,270	31,771	95,000	81.34%
5.7	13,020	10,990	24,000	54.25%
	<u>192,974</u>	<u>133,136</u>	<u>322,600</u>	<u>59.82%</u>

	Actual YTD	Prior YTD	Annual Budget	% of Budget Used to Date
PROGRAMS & SERVICES - Services to Members				
5.8 Benevolent Payments	6,000	8,000	10,000	60.00%
5.9 Committees & Meetings	86,080	84,481	145,350	59.22%
5.10 Conferences/Workshops	43,216	85,038	81,500	53.03%
5.11 Counselling Services	193,855	161,897	312,984	61.94%
5.12 Expenses - Program & Services	64,876	68,096	116,250	55.81%
5.13 Leadership Development & Outreach	100,496	144,931	139,300	72.14%
5.14 Legal	267,412	203,374	420,000	63.67%
5.16 Professional Associations	46,288	42,015	74,950	61.76%
5.17 Programs & Services	39,937	43,538	59,265	67.39%
5.18 Special Projects	32,313	15,031	15,000	215.42%
5.19 Study & Research Grants	16,179	2,900	50,000	32.36%
5.20 Substitute Costs	-	-	46,365	0.00%
	896,652	859,300	1,470,964	60.96%
PROGRAMS & SERVICES - Communications/Public Relations				
5.21 Postage	32,496	16,073	40,000	81.24%
5.22 Printing & Publications	34,958	18,838	50,000	69.92%
5.24 Public Relations	185,126	133,344	390,000	47.47%
5.25 Telecommunications	29,383	20,121	35,000	83.95%
	281,963	188,376	515,000	54.75%
PROGRAMS & SERVICES - Staffing				
5.27 Salaries - Executive Staff	1,121,540	993,376	1,996,385	56.18%
5.28 Salaries - Office Staff	829,495	827,805	1,437,914	57.69%
5.29 Employee Benefits	388,981	335,671	642,075	60.58%
	2,340,017	2,156,851	4,076,374	57.40%
TOTAL PROGRAMS & SERVICES	3,711,605	3,337,664	6,384,938	58.13%
6.0 Property Expense	200,049	109,784	254,360	78.65%
7.0 Total Expenditures	4,116,349	3,685,834	7,325,255	56.19%
8.0 Rev over Exp (Exp over Rev)	20,533	396,546	- 28,669	
8.1 Transfer to Property & Equipment	43,952	688,351	90,000	48.84%
8.2 Rev. over Exp. (Exp. over Rev).	(23,419)	(291,805)	(118,669)	
8.3 Transfer from Reserve	-	-	-	
9.0 Members' Equity, beginning of year	1,193,008	1,741,771		
10.0 Members' Equity, end of year	1,169,589	1,449,966		

Finance & Property Committee Meeting

Monday, March 25, 2024 – 9:00am @ NSTU

Minutes

In Attendance: Peter Day
Jodie MacIlreith
Nick Wilson
Sharon Midwinter
Thérèse Forsythe
Steve Brooks
Melanie Waye

Regrets: Ryan Lutes
Simon Wilkin

1. **Approval of Agenda**

T. FORSYTHE/J. MACILREITH/CARRIED

THAT THE APPROVAL OF THE AGENDA OF MARCH 25, 2024 BE ADOPTED AS PRESENTED.

2. **Approval of Minutes – February 20, 2024**

S. MIDWINTER/N. WILSON/CARRIED

THAT THE MINUTES OF FEBRUARY 20, 2024 BE ADOPTED AS PRESENTED.

3. **New Business**

a. **Approval of Financial Statement(s) – February 2024**

T. FORSYTHE/S. MIDWINTER/CARRIED

THAT THE DRAFT FINANCIAL STATEMENTS FOR FEBRUARY 2024 BE RECEIVED AS PRESENTED.

b. **Approval of Investment Statement(s) – February 2024**

N. WILSON/J. MACILREITH/CARRIED

THAT THE DRAFT INVESTMENT STATEMENT FOR FEBRUARY 2024 BE RECEIVED AS PRESENTED.

c. **Approval of Reserve Fund Statement(s) – February 2024**

S. MIDWINTER/J. MACILREITH/CARRIED

THAT THE RESERVE FUND STATEMENT FOR FEBRUARY 2024 BE RECEIVED AS PRESENTED.

d. **Approval of Eckler Q2 Investment Statement(s)**

T. FORSYTHE/N. WILSON/CARRIED

THAT THE ECKLER STATEMENT FOR Q2 BE RECEIVED AS PRESENTED.

4. Report from Financial Officer

a. Approval of General Journal Entries

J. MACILREITH/S. MIDWINTER/CARRIED

THAT THE GENERAL JOURNAL ENTRIES BE RECEIVED AS PRESENTED.

b. BETA

Discussion on BETA. BETA will report back.

5. DRAFT Budget 2024-2025 recommended to Council by PE

Reviewed budget and alternate budget to go to Annual Council.

6. Costed Resolutions – Speaking Points

Discussed costed resolutions and assigned speakers.

7. Investment Management Framework

Investment Management Framework was discussed.

8. Communication Protocol (Local Treasurers and Presidents)

Updating Procedures for Communication Protocols for Local Treasurers and Presidents in Treasurer's Guide.

9. Annual Council Meeting Date – May 3, 2024 @ 3pm

Motion to Adjourn: T. Forsythe/N. Wilson Time: 11:00a.m.

Acting Secretary: N. Wilson

Next Meeting: May 3, 2024 @ 3pm (Annual Council)

Nova Scotia Teachers Union

OFFICE OF THE PRESIDENT

DR. TOM PARKER BUILDING

MEMORANDUM

TO: Provincial Executive

FROM: Ryan Lutes

DATE: April 4, 2024

RE: Local Service Awards

Standing Order 14 (d) reads:

The Provincial Executive may from time to time recognize outstanding contributions of members by the means and under the conditions, which follow:

- (d) **Local Service Award** which shall be:
- (i) *a certificate and special pin;*
 - (ii) *awarded for displaying at the Local level a consistent and continuing involvement in Local leadership, professional development or long term service to education or the teaching profession;*
 - (iii) *awarded for a particular outstanding service to the Local, to education or to the teaching profession;*
 - (iv) *awarded to Active Members and Retired Members or individuals who have ceased being NSTU Active Members and,;*
 - (v) *awarded by the Provincial Executive only on the recommendation of a Local Executive.*

It is recommended:

THAT FURTHER TO STANDING ORDER 14. AWARDS (d), THE PROVINCIAL EXECUTIVE APPROVE THE GRANTING OF ONE (1) LOCAL SERVICE AWARD.

Recipient is from APSEA Local (1)

The name of the recipient does not appear in the Executive Minutes or Highlights.

/hw

*Provincial Executive Meeting
April 4, 2024*

*Attch: Op. Procedures for Local Service Awards
Letters of Recommendation*

Operational Procedures, Section VI General – Awards (d) Local Service Awards (page 200)**I. Purpose**

To recognize the outstanding contribution of members who provided leadership and service at the Local level of the NSTU.

II. Criteria

- a. The member has served for multiple terms on the Local Executive and/or Local Council;
- b. The member is viewed by peers as having given meritorious service which has helped to advance the objectives of the NSTU; or,
- c. The member has given particularly outstanding service to the Local, to education, or to the teaching profession; and,
- d. Awarded to Active Members and Retired Members or individuals who have ceased being NSTU Active Members.

III. Applications

- a. Candidates must be recommended by the Executive of the Local.
- b. The Local President must write a letter to the NSTU President seeking the approval of the Provincial Executive. The letter must outline why the member is deserving of this Local Service Award. The letter must be accompanied by a biographical description indicating the number of years of service in the teaching profession and with the Local, and any specific Local, Regional, or Provincial involvement with the NSTU. The biographical description should be approximately 125 words in length (must not exceed 150 words) and will be used for publication purposes.
- c. Application letters with biographies (one per member) must be received no later than one week prior to either the March or April meeting of the Provincial Executive. Applications may be forwarded earlier than the dates noted above.

IV. Selection Process

- a. Local Service Awards are granted solely at the discretion of the NSTU Provincial Executive.
- b. The Provincial Executive member representing the Local(s) from which the names have been submitted will be responsible for notifying the President of the Local of the outcome of the decision of the Provincial Executive (Note: Some Locals like to keep the Award a surprise, if possible, until the time the Award is to be received). All notification to the individual is the sole responsibility of the Local Executive.

V. Presentation of the Award

- a. The Local Service Award consists of a certificate and special pin which are given to recipients by the NSTU President on behalf of the Provincial Executive.
- b. The biographies of the recipients will be provided at the event to celebrate recipients.
- c. All costs associated with attendance at the event to celebrate recipients (accommodations, travel, etc.) are the responsibility of the Local.

APSEA - Local service Award Recipient

Mary Currie

Mary has demonstrated longstanding, unwavering support of her colleagues through her participation with the NSTU Provincial Executive and the APSEA Local. As a teacher, Mary advocated for her students through her dedication to accessible learning environments, supporting student well-being and positive outcomes. Mary taught for 14 years as a public-school teacher in New Brunswick followed 21.5 years as an APSEA Itinerant Teacher for Students who are Deaf or Hard of Hearing (DHH) in Plaster Rock, Saint John, and Fredericton, New Brunswick. She served two terms as Treasurer of the APSEA DHH Sub-Local of Halifax City Local as well as two terms as the APSEA Local Provincial Executive member. While on the Provincial Executive, Mary served on the Governance and Policy Committee and the Member Services Committee. Mary retired in December 2022 and currently resides in Fredericton, New Brunswick



**NOVA SCOTIA
TEACHERS UNION**

NEW MOTION FORM

If you intend to bring a motion or amendment to this Executive meeting, please write the motion on this sheet in advance, forward one copy to the Chair, one copy to the Recording Secretary, and retain one copy for yourself. An electronic editable version of this form can be found on the password protected Provincial Executive webpage at:
<http://www.nstu.ca/the-nstu/structure/provincial-executive/premailing-packages/>

It has been requested that, if possible, copies of new motions or amendments be circulated to the table prior to the motion being addressed.

Please indicate which meeting this motion is intended for below:

For the April 4, 2024 meeting of the Provincial Executive

Moved by: C. Sampson

Seconded by: P. Day

That the Cape Breton District Local Constitution, amended by the Local at their February 2023 General Meeting, be ratified.

Date: March 28, 2024

Nova Scotia Teachers Union



Cape Breton District Local Constitution

**Adopted by Cape Breton District Local Membership – February 28, 2023
Ratified by the Provincial Executive – ?, 2024**

**CAPE BRETON DISTRICT LOCAL
Constitution
Table of Contents**

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CAPE BRETON DISTRICT LOCAL CONSTITUTION

Preamble

NSTU Locals are committees of the NSTU and as such shall have a Constitution which is not inconsistent with the NSTU's Constitution, Policy, or Operational Procedures. NSTU By-Laws Article IV – Local Governance and NSTU Operational Procedures 10 – NSTU Locals defines Local governance structures and procedures.

Article I *Name*

- [1] This committee shall be called the Cape Breton District Local of the NSTU, hereinafter may be referred to as the “Local”.

Article II *Mandate*

- [1] The mandate of the Cape Breton District Local shall be to advance and promote the teaching profession and the cause of education in Nova Scotia.

Article III *Membership*

- [1] The Cape Breton District Local shall be comprised of Active Members of the NSTU employed by the Cape Breton Victoria Regional Centre for Education, within the approved geographic boundaries as set by the Provincial Executive; and
- [2] Reserve Members who have selected the Local on their membership application form.

Article IV

Local Executive

Role: Planning, and implementation of the policies and directives of the Provincial Executive.

- [1] The Cape Breton District Local Executive includes the following from the Active Membership of the Local:
 - (a) President
 - (b) First Vice-President – Economic Welfare
 - (c) Secretary
 - (d) Treasurer
 - (e) Vice-President – Professional Development
 - (f) Vice-President – Communications
 - (g) Vice-President – Public Affairs/Public Relations
 - (h) Member-at-Large – Social
 - (i) Member-at-Large – Equity/Status of Women/New Teacher
 - (j) Immediate Past President (when applicable)

- [2] Local Executive Members are expected to fully attend as well as actively participate in all meetings of the Local.

- [3] Local Executive Members are responsible to fairly represent Local Executive decisions when speaking on issues addressed by the Local Executive.

- [4] The President and First Vice-President shall serve as Members of the Cape Breton Victoria Regional Representative Council. Other Local Executive Members may serve as Members of the Cape Breton Victoria Regional Representative Council as appointed by the Local Executive.

- [5] A Member of the Local Executive shall be designated as the New Member Contact person.

- [6] A Member of the Local Executive shall be designated as the Substitute Teacher Contact person.

Article V

NSTU Representative

Role: Disseminating information and directing member requests.

- [1] An NSTU Representative is an Active Member of the NSTU assigned to an educational site within the geographical or educational site boundaries of the Local.

- [2] The number of NSTU Representatives per educational site is based on a formula outlined in the NSTU Operational Procedures.
- [3] NSTU Representatives shall be elected according to election procedures outlined in NSTU Operational Procedures.
- [4] The NSTU Representative shall be responsible for such duties as outlined in NSTU Operational Procedures.

Article VI

Committees

- [1] The Local Executive establishes the following Standing Committees.
 - (a) Communications
 - (b) Economic Welfare
 - (c) Equity
 - (d) Finance
 - (e) New Teacher
 - (f) Nominating
 - (g) Professional Development
 - (h) Public Relations/Public Affairs
 - (i) Resolutions
 - (j) Social
 - (k) Status of Women
- [2] The Local Executive shall appoint members to each Standing Committee on an annual basis.
- [3] The Local Executive may appoint *ad hoc* committees as circumstances dictate.
- [4] All Standing Committees of the Local shall be chaired by a Local Executive Member.
- [5] The Local Treasurer shall chair the Finance Committee.

Article VII

Meetings

- [1] **Annual General Meeting**
 - (a) There shall be an Annual General Meeting of the Local held in May or June for:
 - (i) receipt of annual reports;

- (ii) presentation of the audited financial statement;
- (iii) approval of the budget for the upcoming fiscal year; and,
- (iv) election of officers for the upcoming year, with the exception of those elected by universal suffrage.

[2] General Meetings

- (a) Including the Annual General Meeting, General Meetings shall take place at least three (3) times per year during the periods:
 - Fall
 - Winter
 - Spring
- (b) The times and locations of these meetings shall be communicated by the NSTU Representative prior to September 30th in each school year.
- (c) The quorum for a General Meeting shall be a majority of the sum of Local Executive Members and NSTU Representatives.

[3] Local Executive Meetings

- (a) The Local Executive shall meet at least four (4) times per year at a location determined by the Local President.
- (b) A quorum of the Local Executive shall be a majority of Local Executive Members.

[4] Special Meetings

- (a) In the event of an emergency or other need, a Special Meeting may be called by the Local Executive.
- (b) A Special Meeting to address a specified issue may be called by the Local Executive upon the written request of five percent (5%) of the members of the Local. Five (5) working days notice of such a meeting shall be given to the general membership.
- (c) A Special Meeting shall consider only the business specified in the notice calling such a meeting.

Article VIII

Annual Council Delegation

- [1] Active and Reserve NSTU Members of the Local are eligible to serve as Annual Council delegates.
- [2] The Local President shall attend Annual Council as a Voting Delegate.
- [3] Other Local Executive Members shall attend Annual Council as Voting Delegates if willing and able to attend and if numbers permit as established by the membership registry.

- [4] Other Local Voting Delegates and Alternate Delegate will be elected at a General Meeting from those names submitted, in accordance with the number permitted as established by the membership registry. Local Voting Delegates and Alternate Delegate election to Annual Council shall be based according to the following priority:
- (a) Local School Representatives, and
 - (b) Local Members.

In order to be eligible for this ballot, candidates must have attended at least two (2) general meetings within the past year. Candidates will be selected for the Local Delegation in descending order corresponding to votes received, with Member(s) with a greater number of votes becoming Voting Delegate(s), Member(s) with fewer votes becoming Alternate Delegate, and Member(s) with even fewer votes being placed on a wait list.

- [5] The Local may sponsor one (1) Observer to Annual Council. The Local Observer must not have attended a previous Annual Council as part of a Local Delegation. The Local Executive may appoint a member as a Local Observer to Annual Council by motion at a Local Executive Meeting prior to Council.
- [6] Where possible, the Local send at least one (1) new member to Annual Council each year.

Article IX

Elections/Voting Privileges

- [1] Active and Reserve NSTU Members of the Local have the right to vote in any Local election.
- [2] Active NSTU Members of the Local are eligible to be elected as Local Executive Members.
- [3] Active NSTU Members of the Local are eligible to serve as NSTU Representatives.
- [4] The Local President shall be elected by universal suffrage, such election to take place at least five (5) working days before the Annual General Meeting of the Local.
- [5] The remainder of the Local Executive shall be elected by secret ballot at the Annual General Meeting of the Local.
- [6] The term of office for all Local Executive Members shall be two (2) years starting August 1st and ending July 31st.

- [7] Any Local Executive position may be held by the same person for a maximum of two (2) consecutive terms.
- [8] Notwithstanding [5], [6] and [7] above, the term of office for the Immediate Past President shall be a single one (1) year term immediately following their presidency starting August 1st and ending July 31st.
- [9] In the event a Local President has not been elected prior to the Annual General Meeting, the Nominating Committee shall seek nominations for the position at the Annual General Meeting and conduct an election in a timely manner following the meeting.
- [10] Should any Local Executive position remain vacant following elections at the Annual General Meeting, the Nominating Committee shall conduct a by-election at the next General Meeting of the Local.
- [11] In the event that the Local President cannot fulfill duties or complete a term of office, the First Vice-President shall assume the duties of the Local President in the interim. The Nominating Committee shall seek nominations for the position and conduct an election in a timely manner. The term of office for this position shall be until the completion of the vacated term of office.
- [12] In the event that a Local Executive Member other than the Local President cannot complete a term of office, the position shall be filled through a by-election administered by the Nominating Committee. The Nominating Committee shall seek nominations for the position at the next General Meeting of the Local and an election shall be conducted at that meeting. The term of office for this position shall be until the completion of the vacated term of office.
- [13] The term of office for NSTU Representatives shall be one (1) year, August 1st through July 31st.
- [14] The NSTU Representative(s) and Alternate Representative(s) shall be elected by the individual educational site members no later than the second Wednesday in September.
- [15] If the NSTU Representative or Alternate Representative is unable to complete the term of office, the site shall elect another Representative or Alternate for the duration of the vacated term of office.

Article X

Finances

- [1] The fiscal year shall be from August 1st to July 31st.

- [2] Based on NSTU Membership Fees, a Local Rebate shall be determined by the Annual Council of the NSTU.
- [3] A minimum of three (3) signing officers shall be bonded for the disbursement of Local funds and other banking purposes.
- [4] The signing officers shall be selected from the Local Executive.
- [5] The Local Executive may make expenditures up to five percent (5%) of the Local's budget to a maximum of \$3,000 without prior approval of the general membership.
- [6] Local Executive members may receive honoraria as determined by motion at the Annual General Meeting.
- [7] When attending Local meetings, individuals shall be reimbursed according to NSTU expense guidelines.
- [8] A minimum of ten percent (10%) of the Local's budget shall be designated for NSTU Representative training.
- [9] The financial records of the Local shall be subjected to an annual review in accordance with guidelines provided by the Finance and Property Committee of the NSTU.
- [10] The Local shall not assume any financial liability accounts (e.g. lines of credit, loans, credit cards).
- [11] Local Reserves and Financial Assets
The following guidelines shall apply to Local Reserve Funds and Financial Assets of the Locals:
- (a) While Locals of the NSTU are not required to have a Reserve Fund, from time to time Locals may have revenue greater than expenditures and therefore, have surplus funds that are in excess of cash flow needs that shall be transferred to a Local Reserve Fund.
 - (b) The monies shall be invested to maximize return while minimizing risk of loss keeping in mind the cash flow needs of the Local.
 - (c) The Fund may be used:
 - (i) when the Local incurs expenditures in the Operating Budget greater than the revenue received in a fiscal year (funds needed to balance the Budget); or,
 - (ii) when the Local requires additional revenue in cases of emergency.

Article XI

Reprimand, Suspension or Removal from Local Executive

Preamble

Removing a Local Executive Member is a very serious action and should never be approached lightly. Due process and current NSTU policies must always be followed.

[1] Grounds for Reprimand, Suspension or Removal

A Member of the Local Executive may be reprimanded, suspended or removed from office for reasons such as:

- (a) Disruption of any meeting to the extent that business cannot be conducted in an orderly fashion.
(This is not to be considered the same as strenuous, spirited debate and such provision should never be used to stifle debate).
- (b) A significant instance of harassment, or continued harassment of another Local Executive Member.
(The standard of proof, even to begin such an inquiry, should be very high).
- (c) Failure to attend two (2) consecutive Local Executive meetings without valid reasons satisfactory to the Local Executive.
- (d) A significant instance, or continued, gross or willful neglect of the duties of the office.
- (e) Unauthorized expenditures, signing of cheques, or misuse of organization funds.
- (f) Actions that bring the organization into disrepute.
- (g) Misrepresentation of the organization and its officers to outside persons.
- (h) Incapacity of the Member to continue serving on the Local Executive.
- (i) Failure to meet eligibility criteria to hold office.
- (j) Significant and/or continued failure to adhere to current NSTU Policies and Operational Procedures.

[2] Procedures

- (a) A complaint alleging that a Local Executive Member breached the aforementioned *Grounds for Reprimand, Suspension or Removal* may be made by:
 - (i) The Local President
 - (ii) A Local Executive Member
(the "Complainant")

Informal Resolution

- (b) The Complainant shall, where possible, communicate promptly with the Local Executive Member complained against (the "Respondent") in order to resolve the complaint.
- (c) If possible, the Local President or First Vice President may attempt to resolve the complaint informally with possible assistance from the NSTU Executive Staff Officer.
- (d) Informal resolution may include, but is not limited to, an official resignation of the

Respondent.

Formal Resolution

- (e) If the complaint cannot be resolved through the informal intervention of the Local President or First Vice President, the Complainant shall make the complaint in writing to the Local President, or First Vice President.
- (f) The Local President or First Vice President shall provide a copy of the complaint to the Respondent.
- (g) The Respondent shall be provided the opportunity to respond to the complaint in writing.
- (h) The Local Executive will investigate the complaint in closed session(s).
- (i) If the complaint is considered to be warranted so that it may result in a reprimand, suspension or removal from the Local Executive, the Local Executive will prepare a recommendation for reprimand, suspension or removal (the “Recommendation”) and will refer the Recommendation to a vote.
- (j) The Recommendation shall include a clear statement of the complaint against the Respondent, the results of the investigation in the closed session(s), and the reasons for the recommendation. The Local President will provide the Recommendation to the Respondent.

[3] Special Meeting

- (a) A Special Meeting to vote on the Recommendation shall be called, and must occur, within thirty (30) days of the Recommendation being provided to the Respondent.
- (b) The Respondent shall be given at least ten (10) days’ notice in writing of the date, time and location of the Special Meeting of the Local Executive called to consider the Recommendation.

Special Meeting Vote

- (c) The Respondent shall be given full opportunity to hear the Local President present the Recommendation to the Local Executive, and to be heard by the Local Executive.
- (d) A vote to reprimand, suspend or remove a Local Executive Member from the Local Executive will be conducted by secret ballot at the Local Executive Special Meeting.
- (e) The threshold of acceptance for the vote will be a majority of the eligible Members attending the meeting who cast a ballot. Spoiled ballots will not be counted.
- (f) If the motion passes, the Respondent will be informed at the Special Meeting whether they have been reprimanded, suspended or removed as a Local Executive Member.
- (g) In the event the vote results in the removal of the Respondent, the Respondent’s former position shall be filled according to Article IX.

Article XII

Rules of Order

- [1] For all parliamentary situations not provided for in legislation, By-Laws and Standing Orders, the Local shall be governed by Parliamentary Procedures as set forth by the Provincial Executive.

Article XIII

Operational Procedures

- [1] Operational Procedures may be established by a Local to address other duties and responsibilities of the following:
- (a) the Local Executive;
 - (b) committees;
 - (c) NSTU Representatives; and
 - (d) other areas deemed necessary by the Local Executive.
- [2] A Local's Operational Procedures shall be adopted, amended, or rescinded by a majority of the votes cast by members present at a Special Meeting or General Meeting provided that written notice of motion to adopt, amend, or rescind has been sent to all NSTU Representatives or Alternate Representatives not less than ten (10) days prior to the meeting.
- [3] Local Operational Procedures shall not be inconsistent with NSTU By-Laws, Standing Orders, NSTU Operational Procedures or the Local Operational Procedures model approved by the Provincial Executive.
- [4] All Local Operational Procedures shall be filed with the NSTU.

Article XIV

Amendments

- [1] A Local's Constitution may be amended by a two-thirds (2/3) majority of votes cast by the Members present at a General Meeting or Special Meeting convened for that purpose.
- [2] Notice of proposed amendment(s) shall be given to Members ten (10) working days prior to the meeting.

- [3] Amendments to a Local’s Constitution require ratification by the NSTU Provincial Executive at a scheduled meeting following approval by the Local’s general membership.



**NOVA SCOTIA
TEACHERS UNION**

NEW MOTION FORM

Notices of Motion will be sent to the Table Officers at tableofficers@nstu.ca. The deadline for submitting notices of motion is the Wednesday of the week before a Provincial Executive Meeting (pages 25 & 26 of the Provincial Executive Reference Manual).

An electronic editable version of this form can be found on the password protected Provincial Executive webpage at: <http://www.nstu.ca/the-nstu/structure/provincial-executive/premailing-packages/>

Please indicate which meeting this motion is intended for below:

April 4th, 2024

Moved by: Phil Samson Seconded by: Sarah Tutty

That the NSTU provide grants for smaller rural locals with less than 200 members to send a second delegate for Professional Development when the mileage travelled for the Professional development is more than 250 km.

BRIEF: This extra funding would give the smaller locals the ability to send more than one delegate to any NSTU sponsored PD opportunities thereby building the capacity within these smaller locals. Building this capacity now would alleviate the stress felt by the now serving executive members in these smaller and generally more rural locals by having more knowledgeable and better trained individuals to replace currently serving members at the end of their terms.

Date: Mar 25th, 2024



**NOVA SCOTIA
TEACHERS UNION**

NEW MOTION FORM

Notices of Motion will be sent to the Table Officers at tableofficers@nstu.ca. The deadline for submitting notices of motion is the Wednesday of the week before a Provincial Executive Meeting (pages 25 & 26 of the Provincial Executive Reference Manual).

An electronic editable version of this form can be found on the password protected Provincial Executive webpage at: <http://www.nstu.ca/the-nstu/structure/provincial-executive/premailing-packages/>

Please indicate which meeting this motion is intended for below:

Apr 4, 2024

Moved by: Phillip Samson Seconded by: Sarah Tutty

That the NSTU provide an additional \$5000.00 in funding to smaller rural locals with less than 100 members to support member engagement, regardless of the assets currently in reserves in these smaller locals.

BRIEF: Smaller locals have a more difficult time finding venues to hold member engagement events due simply to a very limited number of venues in these areas. This means more extensive travels requirements for members to reach these events and thus becomes more expensive for these locals to host. The extra funding would give these smaller locals the opportunity to hold more member engagement events at a time when member engagement is at a very low point.

Date: Mar 25th, 2024

ANNUAL COUNCIL RESOLUTIONS 2024

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

COSTED

2024-01 *Action* *Costed* \$304,935 2/3s
BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.
Richmond

Brief:

Our current NSTU staff officers are based out of Halifax and travel to their assigned locals. Any member who expresses an interest in working as a staff officer must uproot and move to Halifax or the surrounding area. Considering the geography of NS, members who live in the far reaches of the province are unfairly discriminated against if uprooting their lives and family isn't an option. We have many qualified members who would be interested in these positions who don't live in the HRM or surrounding areas. We think this would offer better representation of our members and their concerns. These positions may involve some travel to Halifax when required if the tasks can't be done virtually.

Cost:

\$304,935 for two Executive Staff Officers and one Administrative Assistant – (salary and benefits). The Finance and Property Committee would like to note that there would be additional operational costs not listed here.

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

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Recommendation:

The Personnel Committee offers no recommendation regarding this resolution; however, they would like to note the following. While the brief suggests that the rationale is to increase employment opportunity for members, the Personnel Committee believes that two additional Executive Staff Officer positions could, if properly supported, enhance the delivery of NSTU Programs and Services. The NSTU does not, for operational reasons, support sustained work from employee homes and respects existing staff collective agreements. As such, should the resolution be adopted, discussions would need to be had with Locals regarding the possible use of, or the acquiring of regional office space. Two additional Executive staff officers would require additional administrative support. Currently, when hiring staff, the NSTU awards opportunities to the highest scoring candidates without regard for their home address.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-02 *Action* *Costed* \$203,012 2/3s

BE IT RESOLVED THAT the NSTU join the National Association of Teachers (NAT), in order to become a member of a Canadian Labour Congress (CLC) affiliated organization to maintain Nova Scotia Federation of Labour (NSFL) membership.

Provincial Executive

Brief:

The National Association of Teachers (NAT) currently has one member organization – the Manitoba Teachers’ Society (MTS). The impetus for this new association was a notice from the Canadian Labour Congress (CLC) to both MTS and NSTU stating that individual provincial teacher organizations could no longer directly affiliate with the CLC. The CLC advised that the NSTU could not join the CLC as an affiliate, even though the British Columbia Teachers’ Federation (BCTF), the Elementary Teachers’ Federation of Ontario (ETFO), and the Ontario Secondary School Teachers’ Federation (OSSTF) are currently CLC affiliates. The CLC advised that, going forward, no provincial teacher organizations would be able to join individually as affiliates. As such, in order for any future provincial teacher organizations to be CLC affiliates they would need to be part of a national body of teacher organizations (even where that “national” body has only one (1) member), and the national body would be allowed to affiliate with the CLC.

Formal affiliation with the CLC, and the cost associated with that, was waived for six (6) years, to allow the NSTU to be members of the NSFL. The CLC has informed the NSTU that membership in a national teacher organization, such as NAT, would allow the NSTU to continue its membership in the NSFL. However, NSTU’s authority to act as an affiliate of the CLC would only be through this national body. Fundamentally, the NSTU would share its CLC affiliation with any other NAT member organizations.

Both the Nova Scotia Federation of Labour (NSFL) and the CLC constitutions refer to the obligation of being an affiliate of the CLC in order to be a member of a provincial federation of labour (i.e. the NSFL). In short, the NSTU cannot remain a member of the NSFL unless they affiliate with the CLC, and they cannot affiliate with the CLC unless they join the NAT (or other national teacher organization).

Cost:

From the 2024/2025 Proposed Budget:	
Nova Scotia Federation of Labour (NSFL) Fees	\$95,256
NSFL Committees and Conference	\$10,000
Canadian Labour Congress (CLC) Fees	\$95,256
CLC Committees and Conference	\$2,500
Total:	\$203,012

The Finance and Property Committee advises that defeat of this resolution decreases expenditures by the amount noted above, which would require an amendment to the proposed budget.

2024-03 *Action* *Costed* *\$150,000*
BE IT RESOLVED THAT \$150,000 be transferred from the Reserve Fund in order to balance the Budget year ending July 31, 2025.
Provincial Executive

Brief:

This transfer of funds will allow for a balanced budget without the need for a dues increase, decrease in rebates to Locals, or reduction in programs and services offered to NSTU members.

2024-04 *Constitutional* *Amend* *Costed* *\$8,400/Causus* *2/3s*
BE IT RESOLVED THAT NSTU By-Laws be amended by inserting a new Article entitled “Union Caucus Governance”.

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

- (a) Active Members and reserve members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Union Caucus.
- (b) The mandate of Union Caucus shall be to encourage and assist Members of specific identifying groups to advocate for their unique needs.
- (c) The objectives of Union Caucuses are to:
 - (i) improve member engagement;
 - (ii) represent groups that lack representation in the traditional union governance structure;

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • COSTED

- (iii) advocate interests of Union Caucuses, consistent with NSTU Policy and practice; and,
 - (iv) advise the Provincial Executive and NSTU Committees on matters special to the Union Caucus.
 - (d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.
 - (e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.
- 2. OFFICERS**
- (a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.
 - (b) The elected Executive of the Caucus shall be the governing body thereof.
- 3. GOVERNANCE**
- (a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the Teaching Profession Act, these By-Laws, and NSTU Standing Orders.
 - (b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.
 - (c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.
 - (d) A majority of Officers will constitute a quorum of the Union Caucus Executive.
 - (e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.
- 4. FINANCES**
- (a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.
 - (b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.
 - (c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

Dartmouth

Brief:

This proposed by-law would introduce a new structure called a Union Caucus. The purpose of a caucus is to encourage and assist Members of specific identifying groups to advocate for their unique needs. Caucuses will improve member engagement, represent groups that lack representation in the traditional union governance structure, and advise on matters specific to their interests. The structure presented is modelled on that currently used by professional associations.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Cost:

\$8,400 per Caucus (based on 3 meetings for 8 executive members per year x committee rate of \$350)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this resolution be defeated or withdrawn. The Governance and Policy Committee agrees with the intent of this resolution regarding the need to help engage members from particular under represented groups. The Governance and Policy Committee recognizes the valid concerns of equity-deserving members and the pressing need to engage equity-deserving members into the union structure. Currently there are several processes being proposed in order to give authentic voice to equity-deserving and marginalized members that better serve these members and the NSTU as a whole. The concept of Union Caucus is not limited to equity-deserving members; these “caucuses” could be open to other special interest groups, and is far too open ended to effectively create change in the structure of the organization. There is also danger in segregating our membership into defined groups with specific interests. Union’s should be live to the risk of government (or others) attempting to remove distinct groups from their bargaining units. The Union is committed to implementing authentic changes in order to have equity-deserving members integrated into Union governance but should do so while keeping Union solidarity strong. This Resolution risks carving up the Union into special interest groups, and is not necessary to meet the goal of making the Union more diverse and equity-friendly.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-05 *Constitutional Amend Costed \$800/Caucus 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article II — The Council sub-Article 2 – Council Delegates and Observers be amended by substitution with the following:

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals’ allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils;

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- (v) Chairs of Regional Economic Welfare Committees; and,
- (vi) Professional Association Voting Delegates from individual Professional Associations.
- (vii) **Union Caucus Voting Delegates from recognized caucuses of the Nova Scotia Teachers Union**
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) **Pursuant to 2. (a) (vii), each Caucus is entitled to one (1) Voting Delegate.**
- (f) Non-Voting Delegates of Council shall be:
 - i. Local Alternate Delegates as determined by individual Local constitutions;
 - ii. Chairs or designates of NSTU Standing Committees; and,
 - iii. an invited Retired Teachers Organization representative as selected by the RTO.
- (g) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
 - and,
 - (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (h) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (i) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (j) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (k) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (l) Pursuant to 2. (j) (i), each Local is entitled to select one (1) Local Observer.
- (m) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Dartmouth

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

This resolution works in conjunction with the previous resolution that established Union Caucuses. The changes outlined allow for caucus representation as voting delegates at Council.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-05 is Out-Of-Order and should not be considered by Council.

Cost:

\$800 per Caucus (based on attendance at Annual Council)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this resolution be defeated or withdrawn. The Governance and Policy Committee agrees with the intent of this resolution regarding the need to help engage members from particular under represented groups. The Governance and Policy Committee recognizes the valid concerns of equity-deserving members and the pressing need to engage equity-deserving members into the union structure. Currently there are several processes being proposed in order to give authentic voice to equity-deserving and marginalized members that better serve these members and the NSTU as a whole. The concept of Union Caucus is not limited to equity-deserving members; these “caucuses” could be open to other special interest groups, and is far too open ended to effectively create change in the structure of the organization. There is also danger in segregating our membership into defined groups with specific interests. Union’s should be live to the risk of government (or others) attempting to remove distinct groups from their bargaining units. The Union is committed to implementing authentic changes in order to have equity-deserving members integrated into Union governance but should do so while keeping Union solidarity strong. This Resolution risks carving up the Union into special interest groups, and is not necessary to meet the goal of making the Union more diverse and equity-friendly.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-06 *Constitutional Amend Costed \$7,200 2/3s*
BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

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- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
 - (vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.**
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof.
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
 - and,
 - (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (g) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.
- (l) Local Alternate Delegates and Local Observers attend Council at the Local’s expense or at the individual’s expense.

Halifax City

Brief:

The NSTU serves to advocate equitably for the needs of all members. Currently, members from equity-seeking groups have no dedicated way to bring their concerns to council, unless they can attend with their local delegation. The inclusion of a caucus will allow for issues facing marginalized members to be presented before council in a timely and accurate manner. This will increase unity and cohesion among the Union as it will more efficiently address barriers to engagement with union governance, making annual Council more accessible for Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities.

Cost:

\$7,200

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that, as written, this resolution be defeated. However, the Governance and Policy Committee does recommend an amendment to this resolution that, if amended, the Committee would recommend adoption of the resolution. The Governance and Policy Committee recommends that the resolution be amended by striking “(vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.” and inserting in (b) a second sentence to read “Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.” The Resolution with the proposed amendment addresses the intent of the original Resolution – to increase diversity and equity at Council. The proposed amendment guarantees equity-deserving seats at council and has further advantages over the sponsoring Local’s proposed Resolution. These additional advantages include, but are not limited to:

- Guaranteeing seats at council for equity-deserving members, while not increasing the size of Council (as such this would no longer be a costed item).

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

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- Beyond the cost implication there is also a concern regarding the location where Annual Council is held having capacity limits;
- Locals are in the best position for determining their own Delegation as opposed to selection by lottery;
- The equity-deserving voting delegates would be part of a Local Delegation with a real connection to their Local. They would be integrated into the local structure and not segregated into their own (assumed homogeneous) group; and
- Based on December 2023 Local numbers the proposed amended Resolution would still have at least nine (9) equity-deserving members attending Council.

The sub-Article of the By-Law, as amended, would then read:

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
 - ~~(vii) an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.~~
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof. **Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-deserving group, equity-deserving as defined in NSTU Operational Procedures.**
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
- (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
- (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates;
- and,
- (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (g) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,
 - (ii) Members.
- (k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.
- (l) Local Alternate Delegates and Local Observers attend Council at the Local’s expense or at the individual’s expense.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-07 Constitutional Amend Costed \$38,215

BE IT RESOLVED THAT NSTU amend sub-Section 1 (d) of the Standing Order, by striking “eighty cents per teaching day (\$2.80/day)” and inserting in its place “sixty cents per teaching day (\$2.60/day)”.

The sub-Section of the Standing Order, as amended, would then read:

1. UNION MEMBERSHIP FEES

- (d) A per diem Union Membership Fee in the amount of two dollars and ~~eighty cents per teaching day (\$2.80/day)~~ sixty cents per teaching day (\$2.60/day) is applied to substitute teachers whether Reserve Members or not. This amount shall be deducted at source.

Halifax County

Brief:

Approximately four years ago the daily rate of union dues was increased for substitute teachers. Substitute teachers have faced significant costs since that time. This resolution will somewhat assist in reducing the economic impact for them.

Cost:

\$38,215 (loss in revenue based on 2024/2025 Proposed Budget)

Recommendation:

The Finance and Property Committee offers no recommendation regarding this resolution; however, they would like to advise that adopting this resolution would decrease revenues and require an amendment to the budget.

ECONOMIC WELFARE & WORKING CONDITIONS

2023-20 (Pre-C) *Action* *Economic Welfare and Working Conditions*
Postponed to Council 2024 as Amended

BE IT RESOLVED THAT the NSTU investigate teacher expectations experiences regarding the implementation of reporting on adaptations as it compares to liabilities placed on teachers for reporting on these adaptations across the province including the number of adaptations as a ratio of class sizes and report back to Council 2024.

Cumberland

Brief:

This year teachers in our region were told to sign off on adaptations that were unreasonable for courses and/or we are unable to provide.

2024-08 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 3 – Class Size and Composition be amended by substitution and moved to Policy Section II – Curriculum.

The Policy, as amended, would then read:

3. CLASS SIZE AND COMPOSITION

Class size and composition are important determinants of student success including, but not necessarily limited to, academic achievement, graduation rates, non-cognitive abilities, and broader life outcomes. Further, policies which limit class size and provide substantive support for creating inclusive learning environments have a greater impact on low-income and marginalized children. Though such policies have immediate costs, they are cost-effective in the long-run due to future savings in social services, health, justice, and education. Such policies also support ideal working conditions for educators; thus, promoting teacher recruitment and retention. As such, the NSTU believes:

- A. class sizes should not exceed the following maxima:
 - I. grades primary to 3 15 students
 - II. grades 4 to 6 20 students
 - III. combined classes in elementary grades 15 students
 - IV. grades 7 to 12 25 students
 - V. Learning Centre/Student Support classrooms 10 students
- B. class size should be reduced below these maxima, with an increased allocation of support personnel, where a class's composition is more complex or has additional safety concerns.

Provincial Executive

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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RESOLUTIONS • ECONOMIC WELFARE & WORKING CONDITIONS

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amended policy statement makes stronger arguments regarding the educational and social benefits to having limited class size and consideration of the complexity of today’s classroom. As NSTU policy, the belief is more about the benefits to the students in the class as opposed to the working conditions for our members, as such it makes more sense to have this moved to the Curriculum section of the policy manual.

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-09 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 4 – Collective Bargaining be amended by substitution.

The Policy, as amended, would then read:

4. INTEGRITY OF MEMBERSHIP

The NSTU is committed to the integrity of its Membership, to this end, the NSTU will:

- A. oppose any attempt to remove any portion of its Membership from the NSTU;
- B. oppose the contracting out of any duties performed by its Members; and,
- C. oppose the replacement of an NSTU certified teaching position with a non-NSTU position.

Further, the NSTU believes that all public school courses and programs must be taught/led by NSTU Members.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amended policy statement to highlight the integrity and protection of the NSTU Membership. Portions of the current policy statement are very similar to Section VI – General, Policy 5 – Freedom of Association and the Right to Strike, where it is stated much more clearly and concisely regarding beliefs on collective bargaining. This amendment will make certain language stronger and eliminate redundancies.

2024-10 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 6 – Funeral Attendance be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject

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to the six-year (6yr) cycle review. The current statement does not read as NSTU Policy but rather as a proposed submission to Regional Bargaining and indeed is already part of some Regional Agreements. As such, this policy statement should be rescinded.

2024-11 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 7 – Individual Program Plans be rescinded.
Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU Policy but rather as a proposed submission to Provincial Bargaining. As such, this policy statement should be rescinded and possibly be considered when developing the next round of the asking package. Further, this is the first of two Resolutions to transfer the concepts held under this Policy to another Policy statement. A proposed amendment to Policy Section IV Government, 9 – Integration and Inclusion is suggested in Resolution 2024-12 to include the concept of imbedded time to accomplish the required work that accompanies Individual Program Plans.

2024-12 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section IV – Government, 9 – Integration and Inclusion, be amended by inserting a new D to read “teachers working in integrated classrooms require appropriate embedded time to plan for, set up, and assess each Individual Program Plan and complete necessary documentation;” and re-lettering the remainder of the Policy.

The Policy, as amended, would then read:

9. INTEGRATION AND INCLUSION

The NSTU endorses the Council of Atlantic Provinces and Territory Teachers’ Organizations’ (CAPTTO) Policy on Inclusion. Further, the NSTU holds the following beliefs:

- A. children with exceptional physical, intellectual, or emotional needs benefit from learning in the most enabling environment;
- B. regular classroom placement may best serve most children; however, self-contained classrooms or other environments may best serve some exceptional children;
- C. teachers working in integrated classrooms require support services;
- D. teachers working in integrated classrooms require appropriate embedded time to plan for, set up, and assess each Individual Program Plan and complete necessary documentation;**

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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- DE. integration should ensure the rights of all children to an appropriate education and an equitable distribution of resources among all students; and,
- EF. school sites should be barrier free.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. This is the second of two Resolutions to transfer the concept of embedded time for completing the work related to Individual Program Planning. In conjunction with Resolution 2024-11, the proposed amendment puts the onus of allowing appropriate time for teachers to complete work related to integration and inclusion.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-13 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 9 – Job Sharing be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a how-to guide for setting up job-sharing and procedures for negotiating this item in Regional Agreements. At the time this statement was introduced as policy it was not part of Regional Agreements. Currently, every Regional Agreement including CSANE and APSEA has an article on Job-Sharing or Shared-Teaching. This statement is no longer needed in NSTU Policy and can safely be rescinded.

2024-14 (Pre-C) Policy Amend Economic Welfare and Working Conditions
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 11 – Member Absence be amended by substitution.

The Policy, as amended, would then read:

11. SUBSTITUTE TEACHING ASSIGNMENT

Strengthening and broadening the substitute teacher pool is essential to a sustainable public education system in the province. Specifically, the NSTU believes that substitute teachers should:

- A. hold a Nova Scotia Teaching Certificate;
- B. be hired under term contract for each school or family of schools in sufficient numbers to ensure appropriate coverage of absentee teachers; and,
- C. be paid on scale for the work they do.

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Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s beliefs regarding the necessary conditions to make substitute teaching work a viable option for our Members.

2024-15 *(Pre-C) Policy Amend Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 12 – Member Access to Technology be amended by substitution.

The Policy, as amended, would then read:

12. MEMBER ACCESS TO TECHNOLOGY

Members require access to technology in order to do their job. As such, the NSTU believes that it is the responsibility of the employer to:

- A. supply Members with appropriate technology for their use (both hardware and software);
- B. ensure reliable and consistent internet connection at school/ educational sites; and,
- C. ensure Members receive appropriate, comprehensive, consistent, timely, and job-imbedded professional development on the use of technology (both hardware and software).

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens and simplifies the NSTU’s beliefs regarding Members requirement to have technology readily available for their use.

2024-16 *(Pre-C) Policy Amend Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 13 – Member Images, Videos, and Audio Recordings be amended by inserting a new C to read “that the employer shall establish policies and procedures prohibiting any recording/photographing of a Member (without first receiving consent) and ensuring that individuals who record/capture and/or share audio or video recordings or photographs of Members, without permission, are dealt with appropriately.”

The Policy, as amended, would then read:

13. MEMBER IMAGES, VIDEOS, AND AUDIO RECORDINGS

With the predominance of devices capable of recording audio, video, and images of members, often without their knowledge, the NSTU holds the following beliefs:

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- A. prior to the audio or video recording or photography of a Member, permission must be received from the Member; and,
- B. any use, publication, posting, or distribution of audio or video recordings or images of Members must be authorized by the individual Members; and,
- C. **that the employer shall establish policies and procedures prohibiting any recording/photographing of a Member (without first receiving consent) and ensuring that individuals who record/capture and/or share audio or video recordings or photographs of Members, without permission, are dealt with appropriately.**

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s beliefs regarding the requirement for Members to give permission for the use of their image or recording to be shared.

2024-17 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 15 – Merit Pay be amended by substitution.

The Policy, as amended, would then read:

15. MERIT PAY

The NSTU firmly believes that Members should be compensated based solely on years taught and certification level as recognized in the Teachers’ Provincial Agreement as negotiated between the Minister of Education and Early Childhood Development and the NSTU. As such, the NSTU vehemently opposes merit pay.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding merit pay.

2024-18 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 17 A – Part-Time Members be amended by substitution.

The Policy, as amended, would then read:

17. PART-TIME TEACHING OPTION

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The NSTU believes in permanent full-time teaching positions but recognizes part-time teaching as a choice permanent teachers should have; with benefits for both individual Members and the employer. As such, the NSTU holds the following beliefs regarding Members engaged in teaching part-time:

- I. shall be entitled to time free from teaching, on a pro-rated basis, for the purpose of marking and preparation;
- II. shall have a work schedule negotiated with the employer before the commencement of service in each school year;
- III. shall receive a pro-rated salary based on the negotiated pay scales;
- IV. may be expected to attend parent-teacher meetings and staff meetings; and,
- V. may be expected to attend inservice sessions and special events.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. Part-Time Member is a misnomer, there are NSTU Members teaching in part-time positions but this does not make them part-time Members. This current statement does not read as NSTU Policy but as conditions that should exist in Regional Agreements for our Members teaching on a part-time basis. The proposed amendments more clearly highlight the NSTU’s position regarding part-time positions.

2024-19 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 17 B – Circuit Member be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. This statement does not read as NSTU Policy but as conditions that should exist in Regional Agreements for itinerant or circuit teachers. Currently, the conditions listed in this statement are recognized in most regional agreements, where they do not exist they should be negotiated in future rounds.

2024-20 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 19 – Reporting of Member Earnings be rescinded.

Provincial Executive

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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RESOLUTIONS • ECONOMIC WELFARE & WORKING CONDITIONS

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a demand on Members to disclose personal information. NSTU Members are paid on scales negotiated by the Union, this statement is not needed. As such, this statement can safely be rescinded.

2024-21 (Pre-C) Policy Amend Economic Welfare and Working Conditions

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 22 – Seniority – Teaching Assignments be amended by substitution.

The Policy, as amended, would then read:

22. TEACHING ASSIGNMENT

An individual Member’s teaching assignment within a school is a fundamental part of that Member’s experiences and capabilities. As such, the NSTU believes that an individual’s teaching assignment shall take into consideration and respect the wishes and seniority of the Member at the school/educational site.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding the meting out of teaching assignments at schools and educational sites.

2024-22 (Pre-C) Policy Amend Economic Welfare and Working Conditions

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 24 – Teaching Assistants be amended by:

- Strike the title and insert in its place “Educational Support Personnel”;
- In the first sentence strike “with Special Needs”;
- In C strike “teacher assistant” and insert in its place “support personnel”;
- In D strike “teacher assistant” and insert in its place “support personnel”;
- and,
- In D, I strike “an”, strike “with special needs”, and strike the “s” on “requires”.

The Policy, as amended, would then read:

24. TEACHER ASSISTANTS EDUCATIONAL SUPPORT PERSONNEL

The complex nature of the inclusive classroom may necessitate non-teacher support personnel for individual students ~~with special needs~~.

Because of this the NSTU holds the following beliefs:

- A. only teachers may teach in the public schools of Nova Scotia;

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- B. teachers are responsible for the planning and implementation of the Public School Program;
- C. non-teaching tasks may be performed by ~~teacher assistants~~ **support personnel** (regardless of the title given to them by the employer); and
- D. ~~teacher assistants~~ **support personnel** should be:
 - I. assigned to an individual student(s) ~~with special needs~~ who requires distinct services and supports,
 - II. qualified in childcare, personal care, health care, or childhood development,
 - III. under the direction of the teacher, and
 - IV. under the overall supervision of administration.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The proposed amendment strengthens the NSTU’s position regarding support personnell’s role in the classroom.

2024-23 (Pre-C) *Policy* *Amend* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 26 – Teacher-Initiated Inservice be rescinded.

Provincial Executive

Brief:

In compliance with Standing Order 3 (j) – Resolutions adopted at Council designated as policy are recorded in NSTU policy documents and are subject to the six-year (6yr) cycle review. The current statement does not read as NSTU policy but as a potential submission for negotiation in an asking package. By its very nature, inservicing is something that the employer believes the employee needs to know in order to do their job correctly; as such, it is a misnomer to have teacher-initiated inservicing. Currently, NSTU Policy Section V – Professional Development, 5 – Professional Learning more concisely articulates the need to have teacher-initiated professional learning. As such, this policy statement can safely be rescinded. Further, NSTU Policy Section V – Professional Development, 6 – Scheduling – Member Professional Development and Inservicing be during the instructional day and be job embedded.

2024-24 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to allow two teacher families the option for coordination of benefits within our medical plan.

Antigonish

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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Brief:

A teacher should not be penalized for marrying another teacher. Two teacher families should be given the option to both have individual insurance coverage to access both members' benefits.

Recommendation:

The NSTU Group Insurance Trustees recommends that this resolution be withdrawn or defeated.

2024-25 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve coverage for medical equipment for type 1 diabetes, without a lifetime limit, in the medical plan.
Cumberland, Lunenburg County

Brief:

Type 1 diabetes is a disease that requires life-sustaining therapies for which there is currently no cure. As medical technology advances, so do related costs. For example, insulin pumps are priced upwards of \$5,000-\$6,000 and are recommended to be replaced every five years. A \$20,000 lifetime maximum limit means that depending on the age of diagnosis, this lifetime amount could be reached quickly.

Recommendation:

The NSTU Group Insurance Trustees recommends that this resolution be adopted.

2024-26 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve a cost of living increase when inflation increases by 4% or more for longer than 6 months regardless of where we are in our contract.
Kings

Brief:

Having to wait up to four years to seek a wage increase causes members to fall behind financially.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-27 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT in the next round of bargaining the NSTU seek to amend article 43.03 as follows:
 43.03 A teacher who is required by the Education Entity to perform the duties of a Department Head or other supervisory or administrative position

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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on an acting basis, shall, ~~after ten (10) consecutive days~~, be paid acting pay ~~calculated~~ on the dates the teacher ~~commenced to~~ acts as if the teacher had been appointed to that higher paid position for the period for which the teacher acts.

CSANE, Cape Breton District

Brief:

This proposed resolution seeks to ensure fair compensation for teachers who temporarily assume supervisory or administrative roles within the Education Entity. Given that many educators intermittently take on such responsibilities but rarely consecutively, the resolution aims to address the compensation gap by providing pay for each day a teacher holds an administrative position. This adjustment aims to acknowledge and fairly remunerate the additional duties and responsibilities shouldered by teachers during these acting assignments, thereby promoting equity and recognition within the educational workforce.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-28 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU seek to achieve a day of substitute coverage for teachers whose classroom assignment changes after the voluntary transfer process has concluded due to class cap/grade redistribution.

Cape Breton District

Brief:

Although some principals/Centres for Education can provide coverage for teachers who have to move schools or classrooms there should be specific coverage delineated within the collective agreement.

2024-29 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU seek to achieve a preparation day for teachers who are unexpectedly required to change teaching assignments due to class cap grade redistribution.

Cape Breton District

Brief:

Fluctuations from spring projected enrollment to fall enrollments causing a shift in grade and course configurations is occurring more frequently. After prepping for a specific job assignment over the summer and during orientation / pd days, teachers may be required to change grade assignments and or course assignments, within as little as 1-2 days. This can be considered an unreasonable amount of time to properly prepare for a new teaching assignment.

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2024-30 (Pre-C)	<i>Action</i>	<i>Economic Welfare and Working Conditions</i>	Adopted	Adopted as Amended	Defeated	Referred	Postponed
<p>BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate designated transition time for teachers who need to move throughout the school within the existing school day.</p> <p style="text-align: right;"><i>Colchester-East Hants</i></p> <p><u>Brief:</u> Many teachers are responsible for teaching high quality and engaging lessons in a variety of rooms and school sites; however, the time it takes to transition between rooms and school sites is not currently protected within the provincial agreement. This not only impacts the transitioning teacher, but also the teacher whom they are relieving upon arrival. The NSTU must formally recognize the necessity of transition time to be contractually defined and protected, and its role as a prerequisite in safeguarding teachers' non-instructional time. Implementing this resolution will help to bring much-needed clarity and equity to teachers' schedules, enhancing overall efficiency and fairness in school operations.</p>							
<hr/> <p>2024-31 (Pre-C) <i>Action</i> <i>Economic Welfare and Working Conditions</i></p> <p>BE IT RESOLVED THAT through negotiations the NSTU seek to have prep time be solely allocated for curriculum preparation and marking.</p> <p style="text-align: right;"><i>Kings</i></p> <p><u>Brief:</u> Prep time is often being required to be used for non-curriculum tasks such as student behaviour, mandatory data collection, online training etc. This time needs to be designated for marking, planning and curriculum development as deemed necessary by the teacher.</p> <p>Recommendation: The Member Services Committee that this resolution be defeated. The Member Services Committee cautions that imposing restrictions on what teachers can do during their preparation and marking time would hinder their freedom to determine how they utilize their prep and marking time. Let us prioritize autonomy and trust in our teachers to effectively manage their time and responsibilities in a manner that best serves the needs of their students and promotes professional growth.</p>							
<hr/> <p>2024-32 (Pre-C) <i>Action</i> <i>Economic Welfare and Working Conditions</i></p> <p>BE IT RESOLVED THAT in the next round of negotiations the NSTU seek a change that the last day of school for P-8 students be five teaching days prior to the end of the school year.</p> <p style="text-align: right;"><i>Kings</i></p>							

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Brief:

Report cards are completed and submitted before the last day of school. Teachers are discouraged from coming into the building after the last day due to Regional Property Services Protocols. Teachers would work until the last scheduled day having adequate time to finalize end of year paperwork, transition meetings, move classrooms/schools, organize, pack up materials and other year end duties.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-33 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of negotiations the NSTU negotiate with the Department of Education and Early Childhood Development to designate five (5) of the current instructional 195 days to be used for teacher directed general course preparation, grading and evaluation/assessment.

Colchester-East Hants

Brief:

These days would be inserted into the calendar at strategic times prior to reporting periods to allow members time to do the work necessary for the job during their paid time as opposed to members having to use their personal, unpaid time to fulfill said requirements. There seems to be a focus on ‘wellness’ for students. The employer should also be concerned about their employees’ wellness. Teachers require more time to wrap up one term and prepare for the next. This should not be a sacrificed from one’s personal time.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-34 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of provincial bargaining, the NSTU seek to achieve contract language that specifies no meetings should be scheduled at the end of an instructional day the same week as parent teacher meetings.

CSANE

Brief:

According to the article 62.04, teachers can be required to attend a reasonable number of meetings at the end of an instructional day. For example, it is not reasonable to add or hold meetings during the same week as parent teacher conferences as this puts extra strain on teachers’ workload.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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2024-35 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED THAT in the next round of provincial bargaining, the NSTU seek to extend the coverage for no loss of salary in Article 31.01 (i) of the TPA to include coverage that would also prevent the loss of a pre-booked day of substitute coverage from the teacher sick day bank.

Cape Breton District

Brief:

Currently, if a teacher has booked a substitute in advance using a day from their sick day bank for a valid purpose, but subsequently classes are canceled by ministerial order, the teacher will lose the sick day from their bank even though there were no classes that day. The teacher should not suffer a loss of a sick day from their bank when classes have been canceled.

Current wording: 31.01 (i) Except for school closures caused by inclement weather, teachers may be required to report for work at their assigned school or other location when schools are closed to attendance by students in accordance with the procedures outlined in the Letter of Understanding – School Closures. When a school is closed for inclement weather no teacher shall suffer a loss in salary.

Proposed wording: 31.01 (i) Except for school closures caused by inclement weather, teachers may be required to report for work at their assigned school or other location when schools are closed to attendance by students in accordance with the procedures outlined in the Letter of Understanding – School Closures. When a school is closed for inclement weather no teacher shall suffer a loss in salary or a loss in their sick day bank.

Recommendation:

The Member Services Committee recommends that this resolution be referred to the Provincial Economic Welfare Committee as this may be achievable through regional negotiations.

2024-36 (Pre-C) *Action* *Economic Welfare and Working Conditions*

BE IT RESOLVED the NSTU, in the next round of provincial negotiations, seek to achieve no loss in salary for substitute teachers who are booked to teach and subsequently classes are canceled by ministerial order.

Cape Breton District

Brief:

Substitute teachers currently do not get paid if they were pre-booked and lost the teaching assignment due to the cancellation of classes. We all understand the financial challenges and the difficulties substitute teachers face. Providing a measure of stability and predictability in the ability of substitutes to earn a living wage should remain a high priority for the NSTU.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • ECONOMIC WELFARE & WORKING CONDITIONS

2024-37 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU create an online form to act as a central documentation point for teachers to log when they are being asked to fill in on days when there is no sub available and report the results to the next Annual Council.

Halifax City

Brief:

Creating an online form will give teachers a space to report and it will also give the union firm data for the all the regions when it is needed for PR campaigns, facts to refute government claims and concrete data for local presidents to take to management teacher meeting with the centres for education.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-38 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU write a position paper on violence in schools to be prepared for Annual Council 2025.

Halifax County

Brief:

The surge in school violence, including verbal abuse, cyberbullying and physical altercations, necessitates urgent action. The NSTU lacks comprehensive data or persuasive arguments to prompt government and educational boards to address this escalating issue effectively.

School violence has expanded beyond physical altercations, encompassing cyberbullying, causing psychological harm and sometimes leading to physical violence in school settings. Insufficient support systems and counseling resources within schools contribute to this rise. Moreover, students coming from traumatic or violent home environments face behavioral issues when adequate support systems are absent in schools.

A viable solution demands a multifaceted approach. Addressing the rise in school violence requires implementing robust anti-bullying programs, reinforcing codes of conduct, nurturing open communication, offering mental health support, enforcing stricter regulations on weapon possession, and providing effective conflict resolution strategies. These measures are pivotal in curbing violence in educational institutions. A position paper would help address these issues because it would contain comprehensive data and persuasive arguments to prompt government action. A position paper from the NSTU could serve as a catalyst for policy changes and institutional support.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-39 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU investigate the practices of Regional Centres for Education to achieve 12.5% prep time.

Lunenburg County

Brief:

Across all levels achieving 12.5% prep time within timetables has been a challenge. For example, 7 of 8 at high school level equates to 3.5 each semester. Many teachers still end up with 4. When you split the class with another teacher you get combinations of things such as class on class off, day on day off, week on week off. There is no time to collaborate or do anything with the PD we're being given. Teachers are in survival mode all the time, even seasoned teachers. Prepping for 4 courses a day and only 1 prep time a day is a huge challenge.

2024-40 (Pre-C) *Action* *Economic Welfare and Working Conditions*
BE IT RESOLVED THAT the NSTU research how other provinces remunerate associate teachers who supervise and support pre-service teachers and report back to Annual council 2025 for future negotiations.

CSANE

Brief:

The NSTU shall conduct a comprehensive investigation into the remuneration practices for teachers undertaking responsibilities of associate teachers in other provinces, specifically those involving the supervision and support of pre-service teachers and participation in mentoring programs. The findings are to be presented at the Annual Council in 2025 for consideration in upcoming negotiations. This could contribute to the recruitment and retention of teachers, as a larger number of educators may be inclined to mentor pre-service teachers.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

NSTU GOVERNANCE

2024-41 *Constitutional* *Amend* *NSTU Governance* *2/3s*
BE IT RESOLVED THAT NSTU By-Law Article I – Membership be amended as follows:

- in 2. (b) (viii) insert “and,” at the end.
- in 2. (b) (ix) strike “; and,” and insert in its place “.”.
- in 2. (b) strike (x).
- in 3. (b) (viii) insert “and,” at the end.
- in 3. (b) (ix) strike “; and,” and insert in its place “.”.
- in 3. (b) strike (x).

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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RESOLUTIONS • NSTU GOVERNANCE

- in 4. (e) (iii) insert “and,” at the end.
- in 4. (e) (iv) strike “; and,” and insert in its place “.”.
- in 4. (e) strike (v).
- in 6. (b) (i) insert “and,” at the end.
- in 6. (b) (ii) strike “; and,” and insert in its place “.”.
- in 6. (b) strike (iii).
- in 7. (c) (ii) insert “and,” at the end.
- in 7. (c) (iii) strike “; and,” and insert in its place “.”.
- in 7. (c) strike (iv)

The sub-articles of the By-Law, as amended, would then read:

2. ACTIVE MEMBER

- (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; ~~and,~~
 - ~~(x) an NSTU web mail account.~~

3. RESERVE MEMBER

- (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 ~~and,~~

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

- ~~(x) an NSTU web mail account.~~
- 4. 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; **and**,
- ~~(v) an NSTU web mail account.~~
- 6. HONOURARY MEMBER**
- (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; **and**,
- ~~(iii) an NSTU web mail account.~~
- 7. SUBSTITUTE TEACHER MEMBER**
- (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; **and**,
- ~~(iv) an NSTU web mail account.~~

Provincial Executive

Brief:

NSTU Council Resolution 2022-89 and Strategic Plan Action VI-24 resulted in a comprehensive external review of NSTU Technology Infrastructure. The External review identified significant liabilities and risks associated with NSTU operating and maintaining an independent email service and recommended that the existing webmail system be retired over time and be replaced by members personal email accounts. In order to commence this work, the first step is to remove the existing NSTU webmail system as a right of membership. Currently the NSTU is responsible for over 20,000 email accounts and this number continues to grow. With the removal of webmail as a right of membership a transition plan will be implemented. The first phase will be to cease creating new accounts, followed by a twelve-month period allowing webmail users to transition to a personal email. The twelve-month period would not commence until instructions on how to create a personal email account is provided to members. Notification of the twelve-month period and instructions would be communicated through all existing

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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NSTU formats. All existing account information will be saved for a period of three years in case needed. The NSTU would continue to provide Provincial Executive, Local and Regional Leaders, and Staff dedicated NSTU email accounts. The External advisors have indicated that to continue providing a NSTU webmail service that addresses the current risks and liabilities would cost a minimum of \$1.2 million annually.

2024-42 *Constitutional* *Amend* *NSTU Governance* *2/3s*

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 2 Active Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”:

The sub-Article of the By-Law, as amended, would then read:

2. ACTIVE MEMBER

- (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;
 - (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (x) an NSTU web mail account.

(xi) membership in Union Caucuses

Dartmouth

Brief:

If Union Caucuses are created in a previous resolution this addition would allow active members to join those caucuses.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-42 is Out-Of-Order and should not be considered by Council.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-43 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-law ARTICLE I — Membership sub-Article 3 Reserve Member, (b) be amended by inserting a new (xi) “membership in Union Caucuses”

The sub-Article of the By-Law, as amended, would then read:

2. RESERVE MEMBER

- (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;
 - (ix) access NSTU publications and materials, as assigned, on the NSTU website; and,
 - (x) an NSTU web mail account.
 - (xi) membership in Union Caucuses**

Dartmouth

Brief:

If Union Caucuses are created in a previous resolution this addition would allow reserve members to join those caucuses.

Please Note: the Resolutions Committee has ruled that if 2024-04 is defeated or withdrawn, then resolution 2024-43 is Out-Of-Order and should not be considered by Council.

Please Note: Resolutions 2024-44, 2024-45, 2024-46, 2024-47, and 2024-48 flow from the Ad Hoc Committee on NSTU Governance Final Report which can be found in the Report Section of the Council Workbook. Pending the outcome of the ranked vote on the Models of the Provincial Executive Structure, it is possible that one (and only one) of these Resolutions be debated on Council floor. For greater detail regarding these five Resolutions please see Section 5 and Appendix A and B of the Final Report which can be found in the Reports Section of the Workbook.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • NSTU GOVERNANCE

Brief:

The following will act as the Brief for all 5 of the following Resolutions.

Ultimately, changes to the structure, voting procedure, and duties of the Provincial Executive (Table Officers, Regional Members, and possible inclusion of Designated Members) would require changes to the NSTU By-Laws and Operational Procedures. The Ad Hoc Committee does not endorse any specific model and sees merit in each. The order in which the models are presented is not intended to indicate preference or priority in any manner.

2024-44 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and nine (9) Regional Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 1 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-45 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and fourteen (14) Regional Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 2 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-46 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers, nine (9) Regional Members, and two (2) Designated Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 3 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-47 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers, nine (9)

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Regional Members, and three (3) Designated Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 4 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-48 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive be amended by substitution in order to implement the Alternative Provincial Executive Structure having three (3) Table Officers and fourteen (14) Regional Members with five (5) of the Regional Members’ positions being reserved for Equity-Deserving Members, amendment to take effect August 1st, 2025.

Provincial Executive

The By-Law Article, as amended, to read as outlined in Appendix A Section 5 of the Ad Hoc Committee on NSTU Governance Final Report.

2024-49 *Constitutional Amend NSTU Governance 2/3s*

BE IT RESOLVED THAT the NSTU amend Article III – The Provincial Executive, sub-Article 1 – Composition of the bylaws by substitution:

The Article of the By-Law, as amended, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) Annapolis/Hants West/Kings 2 Members
 - (ii) Antigonish/Guysborough County 1 Member
 - (iii) Atlantic Provinces Special Education Authority (APSEA) 1 Member
 - (iv) Cape Breton District 2 Members
 - (v) Colchester/East Hants 1 Member
 - (vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE) 2 Members
 - (vii) Cumberland 1 Member
 - (viii) Dartmouth 1 Member
 - (ix) Digby/Shelburne County/Yarmouth 2 Members
 - (x) Halifax City 2 Members
 - (xi) Halifax County 2 Members
 - (xii) Inverness/Richmond 1 Member
 - (xiii) Lunenburg County/Queens 1 Member

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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- (xiv) Northside Victoria 1 Member
- (xv) Pictou 1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) **Pursuant to 1 (b) where some Regions elect more than one (1) member these Regions will designate one (1) of the two (2) elected member positions for equity seeking members only; should candidate(s) offer for the position.**

Halifax City

Brief:

CTF documentation around provincial executive composition shows that several teacher associations across Canada have already begun designating executive roles for equity seeking members such as Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities, but also not limited to. If the NSTU wishes to actively engage in equity, then the designation of positions is a good first step.

Recommendation:

The Governance and Policy Committee recommends that this resolution be postponed until Annual Council 2025. Currently, the Ad Hoc Committee on NSTU Governance has proposed several alternative models for the structure of the Provincial Executive, three of which include the possibility of designated seats for equity-deserving members. These proposed alternative models go beyond what was contemplated by the sponsor of this resolution. Council should have the opportunity to fully debate the merits of the Ad Hoc Committee’s work before consideration of this resolution.

Recommendation:

The Equity Committee recommends that this resolution be amended by, in e) striking “seeking” and inserting in its place “deserving”. The Equity Committee recommends that this resolution be adopted, if amended as outlined. The use of the terminology “seeking” is not current.

2024-50 *Constitutional Amend NSTU Governance*

BE IT RESOLVED THAT that the NSTU amend Section III – Standing Orders, Article 2 to the following:

The Standing Order, as amended, would then read:

2. ORDERS OF COUNCIL

- (a) On an annual basis, the Provincial Executive shall appoint an Independent Chair for the Council.
 - (i) The individual appointed shall:

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

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- a. have a demonstrated knowledge of parliamentary procedure;
 - b. not currently be holding elected office in the NSTU;
 - c. not currently be seeking elected office in the NSTU;
 - d. have no conflict of interest according to NSTU Standing Orders; and,
 - e. adhere to the principles outlined in the NSTU Code of Ethics.
- (ii) In the event that the Independent Chair is unable to chair the meeting, the President will assume the chair.
- (b) The Executive Director shall be responsible for the recording of the minutes of the Council meetings.
 - (c) The minutes of every meeting of the Council, when approved, shall be signed by the Secretary-Treasurer and by the President, and these shall be kept by the Executive Director as the official record of the Council proceedings.
 - (d) All recommendations of the Provincial Executive of the NSTU and its committees which are to be presented to Annual Council for action, including resolutions to fix Union Membership Fees, shall be sent to the Locals at least thirty (30) days prior to the meeting of Council.
 - (e) The Annual Council Workbook shall be available to all Council delegates at least fourteen (14) days prior to the Annual Meeting of Council.
 - (f) The Treasurer’s Report, including the proposed budget **and an estimated timeframe on future union dues increases**, shall be presented to the Council no later than the first business session of Council
 - (g) All resolutions that are identified by the Finance and Property Committee to have an effect on the proposed operating budget shall be dealt with prior to the presentation of the budget.
 - (h) Economic Welfare resolutions shall be debated at Annual Council in Closed Session.
 - (i) In the final business session of Council the budget shall be presented in closed session for its adoption.
 - (j) The reports presented by committees to Annual Council shall be received and reviewed at a session prior to the consideration of resolutions arising from them.

Halifax City

Brief:

The last time union dues increased it was by a \$100. With current costs of living and inflationary rates it would be nice to have an estimated timeframe as to when the union dues will need to increase again and by how much.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • CURRICULUM

Recommendation:

The Finance and Property Committee recommends that this resolution be defeated or withdrawn.

The Finance and Property Committee believes that due to the unpredictable nature of resolutions to Council each year and the unexpected expenses that could occur that this request could result in requiring the Committee to propose a dues increases when one may not be necessary.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-51 (Pre-C) *Action* *NSTU Governance*
BE IT RESOLVED THAT that the NSTU survey its members on their preference regarding a flat-fee or percentage-based dues structure, and report back to Annual Council 2025.
Halifax City

Brief:
 There is generally rigorous debate at each annual council about the structure of dues. This particular debate should be open to all dues paying members about what direction they believe the Union should move in regards to what manner dues are collected. Once the results are reported back to Annual Council 2025, then considerations can be given to resolutions about dues structures.

CURRICULUM

2024-52 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU encourage the Department of Education and Early Childhood Development to make curriculum progression completed at grade 9.
Teachers Association for Physical and Health Education

Brief:
 Curriculum review was completed from primary to grade eight, with the exclusion of grade nine. Outcomes for physical education have historically progressed from Primary to Nine. This leaves a disconnect in the grade eight and nine physical education curriculum and therefore does not allow for an appropriate scope and sequence to be completed.

2024-53 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development provide necessary means for schools to adhere to the provincial time to learn document which recommends 30 minutes of physical education daily.
Teachers Association for Physical and Health Education

Brief:

In 2004, a target of 30 minutes a day was set for physical education. The number of minutes offered provincially varies greatly. Many positions at the elementary level are circuited teachers, limiting some schools to the amount of physical education that is offered each week. Efforts and additions need to be made to provide 30 minutes daily for all students, regardless of the region or grade level.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution to clarify which grades are being referred to, whether elementary or P – 12.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-54 (Pre-C) *Action Curriculum*

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to create a curriculum for and offer the course ECM10 Communications.

Digby

Brief:

Creating an English Communications 10 curriculum would align the ELA program (Advanced, Academic, Communications) with the Mathematics Pathways (Academic, At Work and Essentials). As both academic courses include a provincial assessment, the academic criteria should be identical. The curriculum would be easy to create and align with ECM11 & ECM12.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

2024-55 (Pre-C) *Action Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove marks from report cards for grades 7-8.

Colchester-East Hants

Brief:

In grades 7 and 8, assessment is based on achievement levels on a seven-point scale in relation to curricular outcomes. The purpose of this assessment format is to reflect the evidence of student learning in these outcomes. Numbers out of 100 that are supposed to represent overall performance across all outcomes are too close in appearance and common understanding to the events-based assessment and evaluation practices that were used prior to outcomes-based assessment. The use of these numbers to communicate overall performance has led to much confusion among members, students, and families.

ITEM A

RESOLUTIONS • CURRICULUM

2024-56 (*Pre-C*) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to integrate Report Card comments in grades 7-9 for all Integrated Subjects.

Digby

Brief:
If the time needed to teach course outcomes has to be integrated with another course, those courses should be treated as integrated. Reporting and marking for integrated courses should follow the same procedure as integrated courses in elementary. Example: If grade 7 ELA and Social Studies are integrated the teacher should only be expected to compile one integrated mark and one integrated comment per reporting period.

Recommendation:
La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution by removing the grade levels.

Recommendation:
The Equity Committee that this resolution be defeated. Based on the fact that not all of Nova Scotia schools have integrated subjects from grades 7-9.

2024-57 (*Pre-C*) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to make the first term report cards in grades 1-8 be a report card with only learner profile and a comment.

Colchester-East Hants

Brief:
This allows a true reflection of the short time spent with students. When you break it down, the first month is about building relationships, getting to know your students and creating classroom expectations and routines. So that leaves less than 6 weeks for assessment.

Recommendation:
The Curriculum Committee and la comité de programmation acadienne recommend amending the resolution to include Primary as well.

2024-58 (*Pre-C*) *Action* *Curriculum*

BE IT RESOLVED THAT NSTU advocate to the Department of Education and Early Childhood Development that the first term reporting period for grades one through eight be assessed as “in-progress” for the grade with an anecdotal comment.

Cumberland

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

Brief:

As the first term is a short period of time where we are getting to know our students. Teachers are spending their days fostering relationships, building routines, and working on classroom management. Asking teachers to report on student achievement in early November is not reflective of what students are capable of achieving.

Recommendation:

52 La comité de programmation acadienne and the Curriculum Committee recommend amending the resolution to include Primary as well.

Recommendation:

The Equity Committee recommends that this resolution be adopted.

2024-59 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to remove formal midterm report cards.
Colchester-East Hants

Brief:

In the day and age of parents and guardians having full access to our gradebooks, the necessity to complete midterm reports is a redundant practice. A midterm report is only accurate for the moment it is recorded, it is a living thing, based on current student work which is constantly being assessed. The time and effort taken to prepare these reports could be better used to tackle the other numerous items being asked of teachers.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend adoption of this resolution if amended to specify high school. PowerSchool is not used as a manner of communicating assessment results in elementary school. In middle school/junior high, there is no culminating grade for parents to see on a regular basis, and so they would not have the information until the end of the year if “midterm” were to be interpreted as “end of term” for a 3 term school year.

Recommendation:

The Equity Committee that this resolution be defeated. There is an assumption that all parents have access to PowerSchool, this is not equity based.

2024-60 (Pre-C) *Action* *Curriculum*
BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development to increase the allocation of student supports including, but not limited to, LST, Behaviour interventions, and school counselors based on individual site needs before the 2025-2026 school year.
Colchester-East Hants

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • CURRICULUM

Brief:

Across Nova Scotia, teachers grapple with the complexities of catering to a wide array of needs with limited resources, leading to a scenario where both students and educators are at a disadvantage. Currently, student support distribution is overly reliant on student population metrics, and overlooks the variability and severity of student needs across sites. In response to the critical need for enhanced student support, this resolution calls for the NSTU to request a shift to a model that assesses and addresses the specific needs of individual schools, by increasing the allotment to those with a high support needs, as demonstrated by metrics such as, but not limited to the number of IPPs, adaptations, behavior logs, and the percentage of the student population accessing services such as the counseling and resource centers.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend that this resolution be adopted.

Recommendation:

The Equity Committee that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-61 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide all the necessary assistive technology for all students who require assistive technology as part of their program planning as per the inclusive education policy.

Halifax City

Brief:

Students who require certain forms of assistive technology are having to wait or are not given access due to Regional Centres for Education broad interpretations and cost saving measures around assistive technology.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

Recommendation:

The Equity Committee that this resolution be adopted.

2024-62 (Pre-C) *Action* *Curriculum*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to properly supply teachers with technology and training to support EAL students.

Cape Breton District

Brief:

With the current, rapid influx of EAL students to our province teachers are now overwhelmingly required to provide translation support within the classroom. Many classroom teachers do not have the technology and training required to support translation and communication services for English language learners. In some cases, teachers are having to bring in and use personal devices for this task.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend an amendment to include FAL students in CSAP.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-63 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT that the NSTU Lobby the Department of Education and Early Childhood Development to create a transition program for English/French Language Learners, who are beginner level English and/or who have interrupted learning/possibly illiterate in their first language. The same would apply to French Learners in CSAP as well.

Halifax City

Brief:

Newcomers who fall under this category shouldn't just be dropped into the classroom and expected to learn the language through content areas. It is a disservice to students to expect them to learn language and content concurrently. Students should be allowed to learn functional literacy before content instruction.

Recommendation:

The Curriculum Committee and la comité de programmation acadienne recommend that this resolution be adopted.

2024-64 (Pre-C)

Action

Curriculum

BE IT RESOLVED THAT the NSTU write a position paper on the supports required to meet the needs of teachers who are teaching EAL students and newcomer students attending schools in Nova Scotia and report to Annual Council 2025.

Halifax County

Brief:

The Nova Scotia Teachers Union (NSTU) should produce a position paper on the supports needed and supporting teachers working with English as an Additional Language (EAL) and newcomer students for several compelling reasons. As classrooms become increasingly diverse, educators face unique challenges in catering to the needs of students with varied language backgrounds. Addressing this through a position paper demonstrates the NSTU's commitment to advocating for inclusive education practices and

ITEM A

RESOLUTIONS • GOVERNMENT

recognizing the importance of linguistic diversity. By outlining specific supports, such as professional development for culturally responsive teaching and additional resources for language acquisition programs, appropriate staffing ratios, etc, the NSTU can contribute to fostering an environment where teachers feel equipped and empowered to meet the diverse needs of EAL and newcomer students. This paper can serve as a guide for educational policies, facilitating a more inclusive and supportive learning environment for both teachers and students in Nova Scotia.

Recommendation:

La comité de programmation acadienne and the Curriculum Committee recommend an amendment to include FAL students in CSAP.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

GOVERNMENT

2024-65 (*Pre-C*) *Action* *Government*

BE IT RESOLVED THAT the NSTU strongly urge the government to reinstate elected school boards.

Colchester-East Hants

Brief:

Part of the government’s rationale for eliminating school boards was that education would be uniform and streamlined across the province. Given that this has not become the reality, and given that the province and Regional Centres for Education have surveyed school communities about how to better engage the public in education, school boards should be reinstated. Parents, students, teachers, and the general public have been missing that vehicle for having their voices heard, and the school boards added a layer of accountability to the Regional Centres for Education that has been sorely lacking in recent years.

Recommendation:

The Member Services Committee recommends that this resolution be adopted. Elected school boards offer numerous benefits to the local communities they serve. They provide a direct channel for parents, guardians, and community members to have a voice in the education system. Through electing board members, residents can actively participate in shaping the policies and decisions that impact their children’s education. Additionally, elected school boards promote accountability and transparency by ensuring that decisions are made in the best interest of students and families. These boards also foster community engagement by encouraging collaboration between education entities and stakeholders to address local needs and concerns. Furthermore, elected school boards facilitate diversity and representation as members often come from various backgrounds and bring

different perspectives to the table. Elected school boards play a vital role in promoting inclusive, responsive, and student-centered education.

2024-66 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU lobby the employer to provide cell phones for Learning Centre teachers.
Halifax County

Brief:
 Learning Centre teachers should not have to use their personal phones while on the job. Administrators are given phones for School purposes. Where is the equity here?

2024-67 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to increase the allocation of Learning Support Teacher and specialist FTE to reflect changing student behaviour and needs.
Digby

Brief:
 Class compositions are now made up of very diverse learning needs. The academic and behavioural needs often extend beyond what a single classroom teacher can reasonably meet. More specialists are needed to assess the needs of students, assist in developing plans, and support classroom teachers. LST and specialist caseloads are often unmanageable. Additional supports in the form of additional FTE are needed to support schools and specifically classrooms with identified needs.

Recommendation:
 The Member Services Committee recommends that this resolution be adopted.

2024-68 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development enter into discussions regarding the addition of a mid-year enrollment checkpoint on class caps and the Full Time Equivalence staffing adjustments based on these caps.
Cape Breton District

Brief:
 With both the current population influx and the Provincial goal to reach a target population of 2 million people, schools are experiencing enrollment waves throughout the entire school year. The current practice of setting 1 date in the fall to allow for staffing adjustment based on class caps is no longer feasible. In order to maintain balanced class caps and ensure proper learning

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

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conditions and access to services for all students we are asking that class cap reviews occur at a minimum of two times per year, within the first 30 days of semester one and the first 30 days of semester 2.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-69 (*Pre-C*) *Action* *Government*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to ensure that all proper supports are provided to students who are a safety risk to themselves, others or their classroom.

Halifax City

Brief:

At the moment the employer’s criteria does not provide sufficient support and safety for students. More and more students are being removed from caseloads of learning centre and resource teachers and by extension losing supports that they previously had and counted on which flies in the face of the provincial inclusion policy. All students need to have individual needs met through tried-and-true supports.

2024-70 (*Pre-C*) *Action* *Government*

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development to engage in discussion regarding the necessary safety supports for all teachers.

Halifax County

Brief:

Many teachers have faced physical and verbal assaults from students. Facing physical assault in classrooms requires immediate and robust safety supports. Implementing proactive measures can deter potential violence and provide a rapid response in case of incidents. A responsive reporting system that is consistently used when incidents occur and filled out accurately must be in place. This should ensure incidents are swiftly addressed, and appropriate disciplinary actions are taken. Additionally, fostering a culture of zero tolerance for violence. What is there now is not working well. Teachers are experiencing violence and have to deal both with the physical and emotional harm. Collaborative efforts involving school administrators, law enforcement, and community resources are paramount to creating a secure environment that prioritizes the safety and well-being of educators. Actionable steps must be taken.

Recommendation:

The Health and Safety Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-71 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU seek to engage the Department of Education and Early Childhood Development in reviewing the air quality and mold policies and acceptable levels in schools.

Halifax County

Brief:

Reviewing air quality and mold policies in schools is imperative for the well-being of students and staff. Indoor air quality directly impacts health and academic performance. Regular evaluations ensure adherence to safety standards and prompt identification of potential mold issues. Establishing acceptable air quality levels safeguards against respiratory illnesses and allergic reactions, particularly crucial for vulnerable populations. As environmental factors affect learning environments, a comprehensive review allows for adjustments to optimize conditions conducive to learning. Proactive policy revisions reflect a commitment to a healthy and conducive educational setting, promoting the overall well-being of everyone within the school community.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-72 (Pre-C) Action Government

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to investigate the consistency of the application of the Nova Scotia Provincial School Code of Conduct throughout the province.

Halifax County

Brief:

There needs to be an examination of the consistency of applying the Nova Scotia Provincial School Code of Conduct across the province. The consistent application of a school code of conduct serves as a powerful tool in mitigating violence within educational institutions. By establishing clear behavioral expectations and consequences, a code of conduct creates a structured and safe environment conducive to learning. It fosters a sense of accountability among students, discouraging disruptive behavior and promoting positive peer interactions. Additionally, a well-enforced code of conduct contributes to a culture of respect and responsibility, discouraging the escalation of conflicts. The Nova Scotia Provincial School Code of Conduct when consistently applied should be the proactive approach that not only addresses instances of violence promptly but also works preventatively by shaping a school community where mutual understanding and adherence to shared values prevail. A consistent standardized approach is vital to ensure fairness and equality in disciplinary actions and help to stem the rising tide of violence being experienced in schools today.

ITEM A

RESOLUTIONS • GOVERNMENT

2024-73 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to address the issue of excessive data collection in all schools.

Halifax County

Brief:

The critical issue of excessive emphasis on data collection, particularly in math and literacy, through the implementation of data walls needs to be addressed. While data collection is valuable, the current stress placed on these activities significantly detracts from actual teaching time. The prioritization of constant assessment over teaching undermines student success. The relentless focus on data walls and metrics may inadvertently lead to over-assessment, subsequently resulting in under-learning.

Teachers are spending an excessive amount of time documenting and analyzing data, diverting their attention away from the core task of teaching. A harmonious equilibrium between assessment and actual teaching needs to be established. By redirecting the focus towards a balanced approach that values both data collection and direct instructional time, we can better serve the educational needs of our students, fostering a more effective and enriching learning environment.

Recommendation:

The Member Services Committee recommends that this resolution be adopted.

2024-74 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU write a letter to the Department of Education and Early Childhood Development urging them to require a full-time sub for all schools.

Halifax County

Brief:

All schools, rural or urban, are struggling to find substitutes. This request addresses one of the biggest challenges facing all schools. By sending the letter we are highlighting the consequences of a province not properly funding nor administering our schools. The lack of funding, poor working conditions and as a consequence, teacher burn out, is making the demand even worse. If each school, or each family of schools, had some permanent subs, this would allow for more effective subs, who would develop on-going relationships with both school staff and administration. Permanent subs would be more motivated by more regular work and pay. A motivated sub would be a sub who knows the students, school and administration, which leads to a smooth transition between the regular teacher and the permanent sub. This would mean that a “sub” day would not be a lost day of learning for our students.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-75 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU write a letter to the Department of Education and Early Childhood Development urging them to expand the current sub pilot program to include all rural schools.

Halifax County

Brief:
 Hiring a full-time substitute teacher for rural schools is crucial to ensure continuity and quality education. Rural areas often face challenges in attracting and retaining qualified educators. A dedicated substitute can bridge gaps when regular teachers are unavailable due to illness or training, preventing disruptions in the learning process. This consistent presence fosters a stable learning environment, promoting student engagement and achievement. Moreover, a full-time substitute establishes familiarity with the community, understanding its unique needs. By investing in a dedicated substitute, rural schools prioritize educational stability, fostering a supportive atmosphere that enhances the overall academic experience for both students and staff.

Recommendation:
 The Substitute Teacher Committee recommends that this resolution be adopted.

2024-76 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU request and offer to work with the Department of Education and Early Childhood Development to find permanent and manageable solutions to the substitute shortage and teacher retention.

Kings

Brief:
 NSTU members are covering other classes, or combining classes when there is no substitute available. This is a strain on the NSTU members. Substitute teachers are often booked to teach one subject but then are pulled to teach something else. The teacher who is out spends time creating sub plans that then go unused.

Recommendation:
 The Substitute Teacher Committee recommends that this resolution be adopted.

2024-77 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development to examine and take immediate action to find a solution to the problem of when students who normally have coverage by non-NSTU support staff are left uncovered due to a shortage or absence and the NSTU member must absorb this coverage.

Kings

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

RESOLUTIONS • GOVERNMENT

Brief:

Students who have been assigned support, need that support daily. When there is a shortage or an unfilled absence, NSTU members are often left to either cover the position or manage the student without support. This can create an unsafe learning environment for the student(s) and/or an unsafe working environment for the teacher. Additionally, this requires an NSTU member's workload to increase and take on the role of another union's position.

Recommendation:

The Substitute Teacher Committee recommends that this resolution be adopted.

2024-78 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development that the Department pay the expenses for B.Ed. students in the province to attend the Annual Provincial Professional Development Conference Day of their choice.

Teachers Association for Physical and Health Education

Brief:

Currently, bachelor of education students in Nova Scotia are paying out of pocket to attend provincial conference day without reimbursement. In a time where teacher retention is of great importance, keeping out of pocket costs minimal to pre-service teachers is one way of encouraging new graduates to stay in province once they receive their teaching license. Pre-service teachers add great energy and ideas to conference day and most often costs associated with attending this professional development are out of pocket and not reimbursed, adding to the already high cost of tuition students are paying. Pre-service teachers are the future of our profession and the dwindling number of available teachers are of concern to all grade levels and subjects, particularly specialist areas such as physical education.

Recommendation:

The Professional Association Coordination Committee recommends that this resolution be adopted.

2024-79 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT that the NSTU lobby the government to support retention of early-career teachers by subsidizing B.Ed. tuition costs or forgiving student loan debt for educators who stay in the province for the first 5 years of their career.

Halifax City

Brief:

This idea has already been the practice of governments for other professions where retention rates have plummeted. With the retention crisis now hitting Education the NSTU should be lobbying the government to support programs for teachers who wish to remain and work in the province.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-80 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU lobby the government to reinstate the Nova Scotia Teachers College to better train future members for teaching Grades P-6.

Kings

Brief:

A teacher’s college is designed to provide practical and streamlined application of teaching skills like methods courses in addition to the philosophy of teaching. Future teachers would focus on the craft of teaching and the daily tasks required with planning, organizing, and running a classroom. An intensive program like this would be one way to address the substitute shortage and teacher retention.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-81 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to implement ongoing mentoring programs to best support teachers new to the Nova Scotia School system or within their first five years of the profession or given a new teaching assignment to support retention.

CSANE

Brief:

The obstacles that new teachers experience within their first 5 years of teaching or given a new teaching assignment often lead them to leave the profession. In order to address this, the department of education and the NSTU must collaborate to implement best practices for teacher retention.

Currently, the CSAP offers new teachers 2 unpaid days of professional development in the summer; however, teachers have expressed that it is insufficient, and they would benefit from ongoing support with their schools or education center.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-82 (Pre-C) *Action* *Government*
BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to establish an annual one-day, province-wide school holiday for Eid.

Nova Scotia Association of Teachers for Equity in Education

Brief:

Muslim Nova Scotians who engage with the public education system, as students or as educators, deserve to have their religious holidays respected in

ITEM A

RESOLUTIONS • PROFESSIONAL DEVELOPMENT

the same way as Christian Nova Scotians. As things currently stand, Muslim NSTU members must file paperwork requesting time off to celebrate Eid with their loved ones. While their right to that time off is protected, the need to fill out paperwork for the request, then to create a substitute plan, then be prepared to teach upon return after fasting for a month creates an undue burden on our members. Meanwhile, an increasing number of students are absent from our schools on Eid, as students and their families must choose between missing class time, or spending time together. Providing a province-wide day off will increase equity for our Muslim members, increase equity for students, and build awareness in our school system and communities about Eid and its significance to Muslims in Nova Scotia. Hopefully, it will also signal to educators and prospective educators that this union and this province welcomes the growing diversity of our communities, and the growing diversity of the NSTU.

Recommendation:

The Equity Committee recommends that this resolution be refer to the Governance and Policy Committee to review the current language and what is currently in local contracts that cover religious and cultural days.

2024-83 (Pre-C) *Action* *Government*

BE IT RESOLVED THAT the NSTU advocate for the revision of the Assessment policy to empower educators to utilize professional judgment in its application and administration within classroom settings.

Lunenburg County

Brief:

With the leniency of the Assessment policy, it creates significant challenges as there are no parameters as to what extra time looks like, how that is supposed to be administered and who is responsible for this supervision.

Recommendation:

The Equity Committee recommends that this resolution be defeated. The resolution and brief do not match, not sure what is being asked.

PROFESSIONAL DEVELOPMENT

2024-84 (Pre-C) *Action* *Professional Development*

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development provide physical education specific professional development on inquiry-based learning (IBL) for all teachers to support delivery of IBL based outcomes.

Teachers Association for Physical and Health Education

	Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

ITEM A

Brief:

With limited professional development on the new Inquiry Based Learning model of curriculum and the added restriction of opportunity for physical education professional development, it is difficult for physical educators to appropriately implement an IBL based curriculum without appropriate subject-specific supports. The structure of a physical education classroom can differ greatly from other subject areas, and more specific professional development is needed to help support teachers in appropriate delivery of the IBL based curriculum.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-85 (*Pre-C*) *Action* *Professional Development*
BE IT RESOLVED THAT the NSTU collect information on what approved embedded collaborative learning time looks like per site in all Regional Centres for Education.
Cumberland

Brief:

Collaboration among teachers is among the most impactful practices. With less and less time to do our jobs and current professional development being top-down, embedded CLT would allow teachers to engage in work that is meaningful to them and their students, which all work in tandem for student success.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

2024-86 (*Pre-C*) *Action* *Professional Development*
BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development as well as the Regional Centres for Education for more teacher-led professional development which reflect the needs of individual schools rather than the current top-down Department and Centre prescribed professional development.
Halifax City

Brief:

Too often teachers are being given cookie cutter professional development counterintuitive to the way they teach, and which does not reflect the needs of the school, the students or the teachers. If some PD days are allotted to teacher-led PD (along with time given to prepare) it would be a more practical and efficient use of time.

Recommendation:

The Professional Development Committee recommends that this resolution be adopted.

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

GENERAL

2024-87 (*Pre-C*) *Action* *General*
BE IT RESOLVED THAT the NSTU recognize February 1st as World Hijab Day in solidarity with students and teachers in Nova Scotia who wear the hijab as part of their Muslim faith or other beliefs through a Public Relations campaign.

Halifax City

Brief:

World Hijab Day is observed in 140 countries world-wide on February 1st to honour Muslim women who wear the hijab. It is also a day to urge women of various origins and beliefs to try on the hijab and see what it is like to wear it. The NSTU should recognize the diversity of its members as well as the students and their families in the province who practice this observance.

Recommendation:

The Equity Committee recommends that this resolution be defeated. The resolution says public relations campaign, should this be costed? There are many other important religious and cultural days to be noted (ie. Ribbon skirt day), how do we make sure that the NSTU is not excluding, or forgetting others. What are the cultural implications of trying on Hijabs? More information is needed from the community.

2024-88 (*Pre-C*) *Action* *General*
BE IT RESOLVED THAT the NSTU will investigate options and design a strategy for how to improve communication with all members. For clarity this would mean direct communication with all members including but not limited to using things like emails, texts, direct messaging, social media, etc.

Dartmouth

Brief:

For years it seems that our union has been struggling with effective direct communication with members. The main conduit the union has been using is NSTU webmail and for several reasons it seems that many of our members do not access their NSTU webmail regularly or they don't access it at all. Communication is key to building a connection between the union and its members. The hope is that our union can design a new or revised strategy where we will be able to connect and engage all members or at least more members going forward.

Recommendation:

The Public Relations Committee recommends that this resolution be amended by striking the second sentence and inserting in its place "This could involve emails, texts, direct messaging, social media, or other tactics/

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

strategies.” The Public Relations Committee notes that the current wording implies that the NSTU would have to do all the things listed in the resolution and wishes to remove any ambiguity about this. The resolution, if amended, would then read:

BE IT RESOLVED THAT the NSTU will investigate options and design a strategy for how to improve communication with all members. ~~For clarity this would mean direct communication with all members including but not limited to using things like emails, texts, direct messaging, social media, etc.~~ **This could involve emails, texts, direct messaging, social media, or other tactics/strategies.**

Adopted	Adopted as Amended	Defeated	Referred	Postponed	Withdrawn

2024-89 (Pre-C)

Action

General

BE IT RESOLVED THAT the NSTU investigate methods of showing material solidarity with other unionised workers when they go on strike, including the possibility of solidarity strikes, including collaboration with the NS Federation of Labour and Canadian Labour Congress.

Nova Scotia Association of Teachers for Equity in Education

Brief:

The resolution urges the Nova Scotia Teachers Union (NSTU) to explore avenues for demonstrating material solidarity with other unionised workers during strikes, including the possibility of solidarity strikes and cooperation with the Nova Scotia Federation of Labour (NSFL) and the Canadian Labour Congress (CLC). This initiative is driven by the principles of unity among workers and collective action for the betterment of labour rights and conditions. By collaborating with these organisations and other unions, NSTU aims to strengthen the collective voice of workers, promote social justice, and contribute to a more robust labour movement. This resolution serves to empower NSTU members, foster solidarity, and further the union’s commitment to broader labour and social justice goals.

Recommendation:

The Member Services Committee recommends that this resolution be referred to the Governance and Policy Committee. The Member Services Committee wishes to raise the concern that solidarity strikes would be illegal strikes for the NSTU leading to a liability on individual NSTU members and the NSTU.

ITEM A

RESOLUTIONS • GENERAL

Adopted
Adopted as Amended
Defeated
Referred
Postponed
Withdrawn



Nova Scotia Teachers Union

Dr. Tom Parker Building, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7 (902) 477-5621 Toll Free 1-800-565-6788 Fax: (902) 477-3517 nstu@nstu.ca www.nstu.ca

MEMORANDUM

TO: Provincial Executive

FROM: Staff

DATE: April 4, 2024

SUBJECT: SPEAKERS LIST – PROVINCIAL EXECUTIVE RESOLUTIONS 2024

The following table lists speakers for Resolutions sponsored by the Provincial Executive. Consideration is made to spread the work around where possible. The first person listed is intended to open debate on the Resolution and the second person listed is intended to close debate (if required). If anyone would like speaking notes for any Resolution listed, I would be happy to supply them to you. Finally, 2024-08 to 2024-23 will be considered in the Pre-Council vote and may be decided on prior to hitting the Council floor.

Table with 2 columns: Resolution No. and Speaker(s). Lists resolutions 2024-02 through 2024-23 and their corresponding speakers.

Resolution No.	Speaker(s)
2024-41	J.L MacPhee/N. MacIsaac
2024-44	L. Murphy/A. McCara
2024-45	L. Murphy/P. Samson
2024-46	L. Murphy/A. McCara
2024-47	L. Murphy/P. Samson
2024-48	L. Murphy/A. McCara

LR/ss

*Provincial Executive Meeting
April 4, 2024*



NOVA SCOTIA TEACHERS UNION
 103rd Annual Council – May 3-5, 2024
 Westin Nova Scotian

FRIDAY, MAY 3

4:00 p.m. – 7:00 p.m. Council Registration *Westin Nova Scotian – Mezzanine Level*

7:30 p.m.

OPENING SESSION

General Session

- Acknowledgement of Traditional Territory
- Call to Order
- National Anthems
- Welcome to Distinguished Guests
- Introduction of the Head Table & Provincial Executive
- Remembrance
- Announcements
- Introduction of the 2024 Council Independent Chair

Commonwealth AB

Business Session

- Adoption of the Agenda
- Adoption of the 2023 Annual Council Minutes – April 28 – 30, 2023
- Report of the NSTU President Ryan Lutes
- NSTU President 30-minute Questions & Answer Period
- Reports to Council 2024 & Question Period on Reports

9:00 – 11:00 p.m.

President's Reception

Atlantic Ballroom

SATURDAY, MAY 4

SESSION I – MORNING SESSION

Commonwealth AB

8:30 a.m.

Housekeeping Announcements

TIMED ITEM

8:35 a.m.

Presentation of the Audited Financial Statement/ Statement of Financial Condition, Budget year ending July 31, 2023

Closed Session

8:50 a.m.

Presentation of Proposed Budget for 2024-2025 & Questions

Closed Session

Costed Resolutions

TIMED ITEM

10:20 a.m.

CTF Presentation

10:30 a.m. – 10:45 a.m.

Coffee Break

10:45 a.m.

2024 Resolutions continued

12:00 p.m. – 2:00 p.m.

Lunch

SESSION II – AFTERNOON SESSION

TIMED ITEM – All Committee Elections

2:00 p.m.	CTF Delegate Discipline Committee Professional Committee Resolutions Committee
2:15 p. m.	Report of the Ad Hoc Committee on NSTU Governance: NSTU Provincial Executive Models 2024 Resolutions <i>continue</i>
3:15 p.m. – 3:30 p.m.	Coffee Break
<u>Timed Item</u> 3:30 p.m.	Presidential Candidates Forum Closed Session <i>7 minute presentation by each candidate followed by a 45 minute question & answer period</i> 2024 Resolutions <i>continue</i>
5:30 p.m.	Recess

SUNDAY, MAY 5

SESSION III

TIMED ITEM

9:00 a.m.	Discussion and Adoption of the Budget August 1, 2024 – July 31, 2025	<i>Closed Session</i>
	Ranked Vote: NSTU Provincial Executive Models	
10:30 a.m.	Remarks to Council 2024 by <i>NSTU Executive Director, Steve Brooks</i> 30-minute Question & Answer Period – <i>NSTU Executive Director, Steve Brooks</i> Conclude 2024 Resolutions	
11:30 a.m.	New Business Closing Remarks & Presentations Adjournment	

OTHER EVENTS

Health Kiosk

Westin Nova Scotian – Lunenburg Room
Friday 4:00 p.m. – 7:00 p.m.
Saturday 7:30 a.m. – 1:30 p.m.

NSTU Photo Booth

Westin Nova Scotian
Mezzanine Level
Friday 6:00-7:15 p.m., 8:45-9:15 p.m.
Saturday 10:30-10:45am/12-2:00pm/3:15-3:30pm/5:30-6:30pm.



LOCAL PRESIDENTS AND RRC CHAIRS CONFERENCE

April 5, 2024

NSTU Building

-- AGENDA --

Friday, April 5, 2024

8:30 a.m. – 9:00 a.m. Coffee/Conversation

9:00 a.m. – 9:05 a.m. **Welcome** – *Ryan Lutes, NSTU President*

9:05 a.m. – 10:00 a.m. Local Roundtable

- | | |
|---|---------------------------------|
| ❖ Substitute Teachers | ❖ Admin/School Safety |
| ❖ Teacher Shortage | ❖ Violence in the Workplace |
| ❖ Mental Health Specialist for Students | ❖ Personal Development |
| ❖ Conferences | ❖ Insurance |
| ❖ Communication | ❖ Preparedness |
| ❖ Finances | ❖ Technology |
| ❖ Member Engagement | ❖ Negotiations |
| ❖ Government | ❖ OHS |
| ❖ Survey from the AG | ❖ Student Population Numbers |
| ❖ Voting | ❖ Workload & Working Conditions |
| ❖ Student Attendance | |
| ❖ Pension | |

10:00 a.m. – 10:15 a.m. Break

10:15 a.m. – 11:00 a.m. Local Roundtable – *continued*

11:00 a.m. – 11:30 a.m. Strike Vote / Mobilization Effort – *Steve Brooks*

11:30 a.m. - 12:00 p.m. Annual Council 2024 – *Ryan Lutes*

12:00 noon – 1:00 p.m. Lunch

1:30 p.m. – 1:45 p.m. Ad Hoc Committee on NSTU governance - Louis Robitaille

1:45 p.m. – 3:00 p.m. Local Roundtable - *continued*

3:00 p.m. – 3:15 p.m. Break

3:15 p.m. – 4:30 p.m. Local Roundtable – *continued*

4:30 p.m. – 5:00 p.m. Conference Summary/Closing Remarks

**THERE WILL BE A RECEPTION HELD AT 8:00 P.M.
IN THE HARBOURVIEWDECK SUITE AT THE HOTEL HALIFAX.**



**Education and Early Childhood Development
Office of the Minister**

PO Box 578, Halifax, Nova Scotia, Canada B3J 2S9 • Telephone 902-424-4236 Fax 902 424 0680 • ednet.ns.ca

March 28, 2024

Ryan Lutes, President
Nova Scotia Teachers' Union
3106 Joseph Howe Drive
Halifax, NS B3L 4L7

Dear Mr. *Ryan* Lutes:

I wanted to reach out given the concerns you shared publicly about the NSTU not being called as a witness at the Public Accounts Committee.

As you know, Public Accounts is a standing legislative committee whose mandate includes reviewing reports from the Auditor General. That is the purpose of this meeting – to receive and review the AG's Report. You may not be aware that it is the Auditor General who identifies appropriate witnesses to be present for Public Accounts Committee meetings where her reports are received and reviewed.

Regardless of who attends at the Public Accounts meeting, we are looking forward to receiving the Report and working with the Safe and Inclusive Leadership Table to inform the implementation of any recommendations and continuing to act on our commitment to working with teachers to reduce school violence.

As you know, this issue is top of mind for me - as a parent with children in the public school system, as a professional who has championed and led workplace safety improvements in healthcare and as the Minister of Education, the safety of our students and staff is very important to me.

We have been meeting together as a senior leadership table that includes members of the Nova Scotia Teachers Union (NSTU) and the Public School Administrators Association of Nova Scotia (PSAANS) to advise on solutions to address the complex challenge of violence in our schools.

Through this table, work on the review of the School Code of Conduct Policy is well underway. I wrote in a letter to all Nova Scotia teachers and echoed in a joint letter with NSTU and PSAANS (both attached), this review will make sure the Policy supports teachers in addressing unacceptable behaviours.

I look forward to our next scheduled safe and inclusive school leadership table meeting on April 17. As we shared during our last meeting, the Department will also be engaging with school staff on the review of the Policy in the coming months. Of note, I am continuing my regularly scheduled participation in school staff meetings, listening to and acting on feedback from teachers.

We also continue to encourage teachers to share ideas and solutions through our Ideas for Education program. These ideas from teachers across the province are already improving student behaviour in schools. For example, a dedicated Child and Youth Care Practitioner (CYCP) pilot has strengthened interventions for students having difficulties coping in school settings due to social, emotional and/or behaviour issues. Another Ideas for Education submission led to the expansion of Guys Work – a program targeted at promoting healthy masculinity.

Our understanding is the Auditor General is reaching out to teachers to inform the Report that will be before the Standing Committee on Public Accounts later this year. We welcome the Report as we do any opportunity to identify solutions to the complex challenges that face our schools.

Solutions will come from continuing to work collaboratively toward our common goal to reduce violence in schools.

I remain committed to working collaboratively with the NSTU, PSAANS and others. Together, I strongly believe we will develop and implement solutions that will improve working conditions for our staff and the learning environment for our students.

Sincerely,



Becky Druhan
Minister of Education and Early Childhood Development

Nova Scotia Teachers Union

OFFICE OF THE PRESIDENT

DR. TOM PARKER BUILDING

April 2, 2024

Via Email : just@parl.gc.ca

Jean-François Lafleur
Clerk of the House of Commons Standing Committee on Justice and Human Rights
Standing Committee on Justice and Human Rights
Sixth Floor, 131 Queen Street
House of Commons
Ottawa ON K1A 0A6

Dear Mr. Lafleur,

I am writing to request that the Committee include the Nova Scotia Teachers Union in the study of Bill C-273. We ask for permission to appear before the Committee and for permission to submit a brief highlighting some of our concerns regarding the legislation.

The Nova Scotia Teachers Union represents approximately 10,000 teachers and educational specialists; this legislation directly impacts the working conditions and safety of students, teachers and education workers in the province Nova Scotia. We believe that a regional perspective is crucial in the study of this issue.

The Nova Scotia Teachers Union has followed legislation seeking to amend or repeal Section 43 of the *Criminal Code of Canada* closely. We hope that you will recognize the importance of including us in the study of this bill, which will have a significant impact on our members and the Nova Scotia public education system.

We are preparing a brief for the Committee and will include the brief for the Committee's review, in advance of our appearance, should both be approved. We ask that you carefully consider this request, and we look forward to hearing from you at your earliest convenience.

All my best,



Ryan Lutes
President, Nova Scotia Teachers Union

Nova Scotia Teachers Union

Item F

OFFICE OF THE PRESIDENT

DR. TOM PARKER BUILDING

April 3, 2024

Via Email: just@parl.gc.ca

Jean-François Lafleur
Clerk of the House of Commons Standing Committee on Justice and Human Rights
Standing Committee on Justice and Human Rights
Sixth Floor, 131 Queen Street
House of Commons
Ottawa ON K1A 0A6

Dear Mr. Lafleur,

I am writing in follow-up to my letter dated April 2, 2024. Please find enclosed with this letter the Nova Scotia Teachers Union brief for the Committee's review.

We look forward to hearing from you at your earliest convenience.

All my best,



Ryan Lutes
President, Nova Scotia Teachers Union



Nova Scotia Teachers Union

Dr. Tom Parker Building, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7 (902) 477-5621 Toll Free 1-800-565-6788 Fax: (902) 477-3517 nstu@nstu.ca www.nstu.ca

**The Nova Scotia Teachers Union
Submission for the Standing Committee on
Justice and Human Rights'
Study of Bill C-273**

April 2024

Executive Summary

The Nova Scotia Teachers Union (NSTU) represents approximately 10,000 teachers and educational specialists in our public school system. Members of the NSTU include Primary to 12 public school teachers and the Atlantic Provinces Special Education Authority teachers.

The NSTU maintains the original concepts of its founding members – to unify and elevate the teaching profession and to improve the quality of education offered to our young people. The legislated objects of the NSTU are to: “advance and promote the teaching profession and the cause of education in the Province.” (Section 7, *Teaching Profession Act*. R.S., c. 462, s. 1).

The NSTU is a strong advocate for safe and inclusive schools. The NSTU is strongly opposed to corporal punishment and supports the Government of Canada’s commitment to enact all the Truth and Reconciliation Commission of Canada’s Calls to Action. The NSTU is committed to this support while also committed to the need to ensure that schools remain safe places. The NSTU wants to ensure that no unintended, harmful, consequences result from repealing section 43 without replacement language – consequences that would result in greater risk to student safety.

If Section 43 is repealed without other amendments to the *Criminal Code* – then teachers will need to exercise strict caution in any circumstances where they may intentionally apply force to a student without their consent. Teachers would be advised not to physically intervene in cases involving students. Faced with possible criminal assault charges, the NSTU would have to advise members not to physically intervene, even where their physical interventions could prevent or stop violence against students (and a failure to do so could bring employment consequences).

School Safety Amendment

The NSTU lends its voice to calling on the Standing Committee on Justice and Human Rights to review the NSTU’s concerns regarding Bill C-273 and to strongly consider a School Safety Amendment to the legislation. This amendment would ensure the specific protections of teachers and educational staff within the *Criminal Code* in situations where reasonable physical intervention is necessary to protect the safety and well-being of our students, teachers and education workers across our Province, from pre-primary to grade 12.

The NSTU supports the CTF/FCE draft language aimed at providing protection for teachers and students while respecting the TRC’s Call to Action to repeal Section 43. The CTF/FCE draft language seeks to amend Section 265 of the *Criminal Code* of Canada. The amendments would achieve the result of honouring the TRC’s Call to Action while also ensuring that teachers in Nova Scotia can respond to protect students, and ensure safety, in Nova Scotia classrooms.

The CTF/FCE’s draft amendment provides as follows:

265(5) This section does not apply to a teacher or other education worker who applies force that is reasonable in the circumstances towards a child that is under their direct or indirect supervision relating to the following purposes:

- (a) protecting the safety of the child; or**
- (b) preventing the child from bodily or emotional harm to themselves or to other persons.**

(6) For the purposes of subsection (5), “force that is reasonable in the circumstances” means force of a transitory or trifling nature.

(7) For the purposes of paragraph (5)(b), “other persons” includes other students, the teacher or other education worker applying force, and other individuals.

The NSTU was consulted by the CTF/FCE, and shared our own Nova Scotia regional perspective on issues of violence in our schools; on how teachers intervene; and on how section 43 was or could have been applied in the defence of a teacher or education worker.

The NSTU takes seriously the responsibility of teachers and educational workers to do everything possible to ensure that schools are safe places. When reviewing the NSTU’s position on the repeal of section 43, without an appropriate amendment elsewhere in the *Criminal Code*, it is important to recognize the statutory duties imposed on Nova Scotia’s teachers pursuant to the *Nova Scotia Education Act*, 2018, c. 1, Sch. A, s. 1, which provides in part:

42 (1) It is the duty of every teacher in a public school under the jurisdiction of a regional centre to:

(...)

(k) take all reasonable steps necessary to create and maintain an orderly and safe learning environment; (...)

(l) maintain appropriate order and discipline in the school, room or grounds in the teacher's charge and report to the principal or other person in charge of the school the conduct of any student who engages in unacceptable behaviour.¹

Accordingly, in order for teachers in Nova Scotia to comply with their statutory duties to take all reasonable steps to provide safe and orderly learning environments, they may very well be required to act, on occasion, with the use of protective force. It is unreasonable to have a statutory requirement, in Nova Scotia’s *Education Act*, that teachers must have an orderly and safe classroom and at the same time remove a statutory protection (in the *Criminal Code*) that is directly related to their ability to satisfy the requirements of the *Education Act*.

¹ See similar provision in section 26 of *Nova Scotia Education Act (CSAP)*.

The NSTU Position on the Matter of Teacher Protection in the Criminal Code

The NSTU is calling on the Government of Canada to:

1. Ensure that teachers are able to respond to protect students in their care, while also respecting the TRC's Calls to Action.
2. Amend Bill C-273 to ensure that language is included, elsewhere in the *Criminal Code*, which specifically protects students and teachers. An example of said language would be the CTF/FCE suggested amendment to section 265 of the *Criminal Code*:

265(5) This section does not apply to a teacher or other education worker who applies force that is reasonable in the circumstances towards a child that is under their direct or indirect supervision relating to the following purposes:

- (a) protecting the safety of the child; or
- (b) preventing the child from bodily or emotional harm to themselves or to other persons.

(6) For the purposes of subsection (5), "force that is reasonable in the circumstances" means force of a transitory or trifling nature.

(7) For the purposes of paragraph (5)(b), "other persons" includes other students, the teacher or other education worker applying force, and other individuals.

Key Considerations

1. The NSTU supports the commitment to enact all the Calls to Action of the TRC, and has a complete commitment to students' safety and strongly opposes corporal punishment.
2. Section 43 of the *Criminal Code* may currently be used as a defence to the charge of common assault. Assault is defined in s. 265 of the *Criminal Code* as:

265. (1) Assault – A person commits an assault when

- (a) without the consent of another person, he applies force intentionally to that other person, directly or indirectly;
- (b) he attempts or threatens, by an act or gesture, to apply force to another person, if he has, or causes that other person to believe on reasonable grounds that he has, present ability to effect his purpose; or

(c) while openly wearing or carrying a weapon or an intimidation thereof, he accosts or impedes another person or begs.

(Emphasis Added)

3. In order to satisfy the definition of assault in the *Criminal Code* there must be an application of force to another person (either directly or indirectly), without the person's consent. As such, any degree of force could satisfy this definition – any touching, even a teacher placing their hands on a child and moving them to the back of a line, is sufficient. Accordingly, every time a teacher takes a student by the arm or hand, physically directs a student with their hands or has any other type of contact with a student, an assault is established. In these cases, section 43 becomes incredibly important for a teacher in their defence to a criminal charge.
4. Accordingly, examples of actions that a teacher might not take if Section 43 is repealed, without an appropriate amendment, include but are not limited to the following:
 - Physically intervening to stop a student who is attempting to hit or assault another student;
 - Redirecting a student, who has a history of running, to a safer part of the school or school yard;
 - Redirecting a student, who is having a violent melt down and posing a threat to themselves and others, by leading the student from the classroom to a safe space;
 - Pulling a student from the path of an oncoming vehicle as a student runs into the street.
5. If passed, Bill C-273 would completely repeal (without replacement) section 43 of the *Criminal Code*. This statutory defence would be entirely unavailable to teachers.

Presently, section 43 of the *Criminal Code* provides as follows:

43 Every schoolteacher, parent or person standing in the place of a parent is justified in using force by way of correction toward a pupil or child, as the case may be, who is under his care, if the force does not exceed what is reasonable under the circumstances.

6. Currently Section 43 provides a statutory defence for teachers (parents, or persons standing in the place of parents) who use force against a student or child under their care and have, as a result, been charged with assault. The current interpretation, and application, of this section of the *Criminal Code* was clarified in 2004 by the Supreme Court of Canada in the oft cited decision *Canadian Foundation for Children, Youth & the Law v. Canada (Attorney General)*, 2004 SCC 4 (“*Canadian Foundation*”). In this case, the Canadian Foundation for Children, Youth and the Law challenged the constitutionality of section 43 and argued that the section was contrary to the *Canadian Charter of Rights and Freedoms*. In *Canadian Foundation*, the Supreme Court upheld the constitutionality

of section 43, and outlined the modern rules for its application. These rules include the following:

- Section 43 identifies the defensible conduct in two (2) ways: first, the force must be “by way of correction”; and second, the force must be “reasonable under the circumstances”.
- Because the force must be “by way of correction”, the teacher applying the force must have intended it to be for educative or protective purposes – the section does not protect the use of force by a teacher when that force is motivated by frustration, loss of temper, anger or an abusive personality.
- The defence does not permit the use of force against children under the age of two (2), teenagers, or children who (due to disability or other contextual factors) are unable to learn from a correction.
- The force cannot cause harm or raise a reasonable prospect of harm. For this reason, corporal punishment that involves objects or slaps or blows to the head is harmful and never reasonable.
- While corrective force to remove a child from a classroom or secure their compliance may be used, the use of corporal punishment is not acceptable.
- Section 43 exempts only minor corrective force of a transitory or trifling nature.
- Section 43 cannot exculpate outbursts of violence motivated by anger or animated by frustration.

7. In *Canadian Foundation* the Supreme Court of Canada clearly opined that protecting teachers (and parents) from the risk of unreasonable criminal prosecution is a significant and justified purpose of section 43. The Court held that the criminal law of Canada should not be used to put teachers (or parents) at risk of criminal proceedings with respect to minor disciplinary contact. At para. 51 the Court provides:

51 (...) In fact, declining to bring the blunt hand of the criminal law down on minor disciplinary contacts of the nature described in the previous section reflects the resultant impact this would have on the interests of the child and on family and school relationships. Parliament’s choice not to criminalize this conduct does not devalue or discriminate against children, but responds to the reality of their lives by addressing their need for safety and security in an age-appropriate manner.

And at section 59:

59 Section 43 is Parliament’s attempt to accommodate both of these needs. It provides parents and teachers with the ability to carry out the reasonable education of the child without the threat of sanction by the criminal law. The criminal law will decisively condemn and punish force that harms children, is part of a pattern of abuse, or is simply the angry or frustrated imposition of violence against children; in this way, by decriminalizing only minimal force of a transient

or trivial impact, s. 43 is sensitive to children's need for a safe environment. But s. 43 also ensures the criminal law will not be used where the force is part of a genuine effort to educate the child, poses no reasonable risk of harm that is more than transitory and trifling, and is reasonable under the circumstances. Introducing the criminal law into children's families and educational environments in such circumstances would harm children more than help them. So Parliament has decided not to do so, preferring the approach of educating parents against physical discipline.

8. In the event section 43 is repealed teachers in Nova Scotia will no longer be able to avail themselves of its protection as a defence against a charge of assault. Section 43 provides a valuable statutory defence/protection to teachers who may be required to use force in a classroom for protective purposes. Because the definition of assault in the *Criminal Code* is broad, any "intentional force" by a teacher may be captured. Removing section 43 from the *Criminal Code* could result in an increase in prosecutions and convictions against teachers, which would ultimately lead to schools becoming less safe.
9. Numerous situations arise in the school context that require a teacher to respond. These responses may include: a teacher placing their hands on a student's shoulders to guide them away from an altercation; escorting an uncooperative student to the principal's office; restraining or redirecting a student. Under section 265 of the *Criminal Code* these "every day" actions could be subject to prosecution. The repeal of section 43 would put a chill on teachers doing their jobs – it may cause them to stop from ever intervening in or correcting difficult situations that arise in their schools.
10. Finally, it is important to understand that the Supreme Court of Canada has ruled that section 43 is constitutional and does not violate a child's rights under the *Canadian Charter of Rights and Freedoms*. The application of section 43 is limited. It does not provide teachers with a *carte blanche* immunity to use force against students². What it does is provide a statutory defence which fairly protects teachers from liability in limited circumstances.
11. Without replacement for Section 43, the NSTU anticipates there would be an increase in the number of assault charges filed and prosecuted. The NSTU would have to advise Nova Scotia teachers, as a precaution, to not physically intervene in situations noted above. This could result in more injuries and more severe injuries to students and more calls to police. It could result in schools being less safe for children, as there would be fewer teachers willing to physically intervene to protect them.

² See for ex. *R. v. Burtis*, 2012 ABPC 12 where a section 43 defence to assault was not established because the teacher was held to have acted out of anger, and the student could not have benefited from the contact due to his autism.

Nova Scotia Membership Survey Report on Violence in Schools

The need for teachers to physically intervene to prevent or stop violence, without risk of criminal charges, is needed now more than ever. In a recent NSTU Survey (attached as Appendix A), completed by more than 2,500 Nova Scotia teachers and educational specialists, 92% have witnessed violence in their schools, and 55% have either been a victim of, or threatened with violence at work. All told, 87% of Nova Scotia teachers surveyed believe the level of violence has increased in their schools over the past five (5) years, and 90% say they are concerned about the current situation.

The increase in violence is not attributable to what may be called school yard behaviours of the past. A recent CBC article reported that since 2018, police have responded to 424 incidents at Halifax area high schools, resulting in 77 criminal charges. While these numbers are from Halifax alone, every corner of Nova Scotia is seeing an increase in violence. According to the Province, there were 13,776 incidents of physical violence in Nova Scotia's public school system during the 2021-2022 school year.

In one highly publicized incident at Charles P. Allen High School in 2023 a Halifax-area teen pleaded guilty to aggravated assault in a double stabbing. This incident took place in the Halifax West riding of the city.

If Section 43 is repealed without other amendments to the *Criminal Code* – then teachers will need to exercise strict caution in any circumstances where they may intentionally apply force to a student without their consent. Teachers would be advised not to physically intervene in cases involving students, even where their physical interventions could prevent or stop violence against students.

Nova Scotia Example of Section 43

In the case, *R. v. Maddison*, 2009 NSPC 16 ("*Maddison*") an educational assistant ("EA")³, Marlene Maddison, was charged with one count of assault under s. 266(b) of the *Criminal Code*.

Ms. Maddison's case presents a clear example as to why the protection of section 43 of the *Criminal Code* should be maintained for teachers and educational workers. Without the benefit of this statutory defence, Ms. Maddison may have been convicted of assault.

In this case, it was in the course of her duties as an Educational Assistant (EA) that the assault allegations against Ms. Maddison arose. In her role as an EA, Ms. Maddison's primary

³ Although Ms. Maddison is not a "teacher" pursuant to Nova Scotia's education legislation or Provincial Agreement, the Court held she was a "teacher" for the purposes of section 43. Also of note, the fact that s. 43 has been used by EA's in this province raises the question of whether CUPE is also involved in discussions pertaining to Bill C-273 as CUPE members would also be significantly affected in the event the section is repealed.

responsibility was to work with a young student ("C") who had "very challenging behaviour problems" and was diagnosed with Oppositional Defiance Disorder.

The allegations of assault made against her were primarily made through the testimony of two (2) other EAs who were Crown witnesses. The Judge made note that there was a "personality conflict" between these two (2) witnesses and the accused. The allegations all centered on Ms. Maddison's contact (as an EA) with the student while at school.

Ms. Maddison denied the allegations. She denied ever hitting or cuffing C. However, she did testify that she placed the student in the cubicle and used her hands in doing so. The Judge described her testimony regarding this incident, at para. 43, as follows:

[43] (...) At times he was up on his knees on the chair and at one point he came down on her wrist with his fist. She said, "No" and he hit her again. This was the triggering event which prompted the defendant [Ms. Maddison] to place C in the time out cubicle. She placed him in the cubicle and he got up in the chair and attempted to swat the defendant [Ms. Maddison] with his hands. She used her hands to thwart these attempts.

With respect to the other allegation, the Judge described Ms. Maddison testimony as follows:

[45] The defendant also gave a detailed account of the boots incident. The circumstances surrounding the incident were essentially as described by the other witnesses. However, the defendant explained that when C kept kicking off his boots she decided to escort him to the door where his parents were waiting without his boots. This was something, she explained, that was an accepted and appropriate response. She testified in her experience that C was likely to hit her with the boots if she further confronted him. She said she gathered up the boots and coat and took him to his parents.

[46] She denied that she had C in a choke hold. She did explain that when she did restrain him it was from behind by placing her arm around his chest in order to avoid being hit. She also explained that because of her height – 5'1" – her arm often came up to the top of his chest.

Ms. Maddison relied on section 43 of the *Criminal Code* in her defence. The Court commented in paragraph 72 that: "In each of the incidents the defendant was clearly applying force for a corrective purpose. She was either attempting to secure the child's compliance or restrain him in anticipation of his aggressive behaviour. (...)". The Court held that Ms. Maddison used only force that was corrective and not beyond that which was reasonable in the circumstances. Her conduct was within the scope of section 43 as explained by the Supreme Court of Canada in *Canadian Foundation*. She was found not guilty.

Although this case involved an EA and not a teacher/NSTU member, the actions for which the EA was charged with assault could easily be actions a teacher would undertake. In this case, the EA

was able to successfully defend herself against a serious charge of assault through the use of section 43 in the *Criminal Code*.



Nova Scotia Teachers Union

Dr. Tom Parker Building, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7 (902) 477-5621 Toll Free 1-800-565-6788 Fax: (902) 477-3517 nstu@nstu.ca www.nstu.ca

Appendix A