

NS Supreme court rules McNeil government's Bill 75 "unconstitutional"

NSTU President Paul Wozney says teachers are validated by the recent Nova Scotia Supreme Court ruling that Bill 75 is unconstitutional.

In a decision released on June 14th, the Honourable Justice John A. Keith states: "At best, Bill 75 was an over-zealous but misguided attempt at fiscal responsibility. At worst, Bill 75 was punitive or a vengeful attempt to gain unrelated, collateral benefit with other public sector unions at the expense of the NSTU. Whatever the motivation, by selectively dismantling Tentative Agreement 3, Bill 75 failed to fully respect the process of good faith collective bargaining and was terribly wrong."

"The imposition of Bill 75 by the McNeil Government facilitated the only province-wide teachers strike in the history of Nova Scotia, and this ruling justifies the unprecedented actions educators took at the time to defend their collective rights and public education," says Wozney. "Even today, five years later, the impacts of Bill 75 on teacher morale are still being felt. Hopefully this will help provide some additional closure."

Wozney also acknowledges that Bill 75 created a complicated mess and the NSTU will need to review before providing a more robust response to Justice Keith's decision.

"Bill 75 was both vindictive and petty and unfortunately has had far reaching implications for our members. It's only prudent that we engage with our legal counsel as we try and process this decision."

Premier Tim Houston announced on June 16th that the province would not appeal the ruling. He also indicated that his government has a willingness to meet with the NSTU to "discuss what remedies there should be."

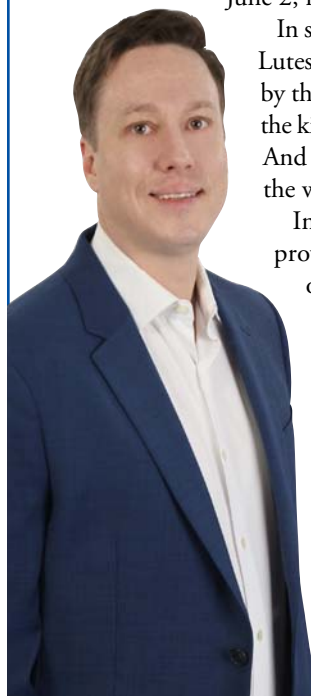
When asked about next steps Finance Minister Allan MacMaster

Continued on page 3

Ryan Lutes elected new NSTU president

Nova Scotia's public school teachers, and NSTU members working for the Atlantic Provinces' Special Education Authority elected Ryan Lutes as President of the Nova Scotia Teachers Union.

He defeated Peter Day in a second ballot election held Thursday, June 2, receiving 51 per cent of the vote.



In speaking with CBC following his win, Lutes said, "When teachers are supported by the system, they're going to take care of the kids and that's what I've always believed. And so that's kind of been my mantra all the way through my various roles."

In meeting with teachers around the province, he heard that the challenges of COVID teaching and increased staffing shortages have only added to the pressures of the job.

"Teachers are telling me that, especially post-COVID, kids are coming into classes with needs they may not have had before," he continued. "A lot of teachers go home thinking they could have done more, but they gave their all and they did what they could. We need

Continued on page 3

2022 NSTU Summer Hours

NSTU Summer Hours will be Monday to Thursday 8:00 a.m. to 4:00 p.m. and Fridays 8:00 a.m. to 12:00 p.m.

These hours will be in effect from Monday, June 27 through to and including Friday, August 26.

Regular hours will resume on Monday, August 29.

The NSTU office summer shutdown will be July 18 to July 29 inclusive.



people

NSTU and Annapolis Valley Centre for Education sign regional agreement

During the most recent teacher-management meeting on May 25, members of negotiating teams from the NSTU and AVRCE gathered to mark the signing of the new agreement. In an online vote on November 18, 2021, the Annapolis Valley's approximately 953 public school members of the Hants West, Kings and Annapolis Locals endorsed the tentative agreement reached between the Nova Scotia Teachers Union and AVRCE on October 14, 2021.

Members voted 97 per cent in favour of the new regional collective agreement. Voter turnout was 51 per cent. Bargaining took place over four days. The five-year agreement runs until July 31, 2026.

The parties gained agreement on clauses pertaining to special leave and the staffing process. Both the NSTU and AVRCE thank all parties, especially the negotiating teams, for their work in achieving this new regional agreement.



Photo credit: AVRCE EA Leanne Chestnutt.

Shown in the photo standing (l – r) are: AVRCE Director of Programs and Services Pat Murphy; Kings Local President Joanne Richardson-Landry; Annapolis Local President Heather Hiscock; AVRCE Director of Human Resources Lesley MacDonald; and AVRCE Coordinator of Human Resources Mike Pinard. Seated: AVRCE Regional Executive Director of Education Dave Jones; and AVRCE Chair Adam Boyd. Absent from photo: Hants West Local President Nick De Wolfe; and NSTU President Paul Wozney.

Education Research Award presentation



Queens Local president Sarry Tutty presented Chris Kaulback and Isaac Rafuse with their NSTU Education Research Award certificates during a Queens Local end of school year celebration on June 17. Kaulback received his Education Research Award research entitled: *Project Skateboard*, and was the only teacher to receive an award in 2021. Currently on educational leave, he is a behavioural support teacher at Dr. John C Wickwire Academy in Liverpool. Rafuse, who received his award for his research: *Universal Design & Equitable Access* was one of four teachers to receive awards in 2020. He is a resource teacher, currently working as the behaviour support teacher at Dr. John C Wickwire Academy.

Since 2003 the NSTU has recognized teachers for completed education research. An annual fund of \$3,500 encourages and assists education research, with no individual award exceeding \$500. To be eligible individuals must be active members of the NSTU. Recipients are chosen through a peer assessment review by members of NSTU's professional development committee. The deadline for next year's applications is December 7, 2022 by 4:00 p.m. For more information on this award and others check this link: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>



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continued from page 1

struck a similar tone to the Premier's, stating: "Our government wants to be different than the last government. We don't want to be seen as antagonistic. We want to be fair and reasonable."

On June 16, Wozney sent a letter to the Premier requesting a meeting to discuss a path forward. In that letter the NSTU President states: "It would appear clear that the expectation now rests upon us to make things right. I believe this decision provides us with a wonderful opportunity to demonstrate to the teachers of Nova Scotia the respect your government has for them and your commitment to improve the public educational system by focused attention on the needs of those delivering high quality educational services. This has become even more urgent as Nova Scotia is experiencing a looming teacher recruitment crisis. As such, I would like to request a meeting with you and your officials at the earliest opportunity to discuss how we remedy the unconstitutional actions of the previous government."

Lunenburg County Local celebrates retirees

At an end of school year celebration on June 17, the Lunenburg County Local recognized its 10 retirees. Shown in the photo with Lunenburg County Local president Mai Ling Storm (right) is retiree Heather Jeffers, who was the only retiree at the event.



continued from page 1

to think about investing in teachers because if we invest in teachers, they're going to take care of kids."

Lutes is a mathematics teacher at Halifax West High School. A teacher for 15 years, he served as the Halifax City NSTU Local President from 2015 to 2021 and was recently elected as a Halifax City representative for NSTU's provincial executive. He is married to a teacher and a father of two children.

The first round of voting by the more than 9,500 members of the NSTU was conducted electronically Wednesday, May 25, but did not produce a winner. To become president of the NSTU, a candidate must receive a majority of votes (50 per cent + 1).

Fifty-nine per cent of NSTU's membership participated in the electronic run-off vote held today.

Ryan Lutes will assume office August 1, 2022, replacing Paul Wozney who has served as President since August 1, 2018, and is completing his second two-year term.

Enjoy your Summer

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from the nstu president

A Final Word

This space has seen some important issues to address during my time as your president—the McNeil government's threats about pension, about school based specialists, about collective bargaining. Portapique. Addressing structural racism within our own house. The pandemic. Safety—and plenty more to boot.

I wonder at times if you, like me, have pondered, over the past four years questions like, “What more can come up that we didn't expect?” or whether you wonder when the pressures we have faced together will let up. The short answer is that they never have—not for you, and not for me.

With the end of my second term in sight, the news that the Supreme Court of Nova Scotia struck down every last punctuation mark of Stephen McNeil's vindictive opus, Bill 75, means that, to the end, you and I have faced four years of unrelenting developments.

I am glad that this last one is one worth celebrating. Just over five years ago, on February 21, 2017, over 5,000 NSTU members and allies surrounded Province House in the single largest public protest in Nova Scotia history. Amid the deafening roar of condemnation and opposition that made it necessary for Liberal government MLAs to shout their approval of Bill 75 into the record, every one of us knew it was wrong and would fail during a charter challenge.

Five years after we stood in the cold night on thick snow outside Province House to tell the Premier he was wrong to force a contract on us, that imposed contract ceased to exist at all in the bright June sunshine, vindicating our resistance to forceful, vindictive government.

At minimum, the limitations Bill 75 imposed on our right to strike through work-to-rule job action have been vaporized. No longer are we lesser Canadians simply because we teach.

However, the larger questions of how to resolve the harms we suffered as a result of Bill 75 remain to be answered.

Our wages were frozen, in bad faith, for two years. Our fairly negotiated long service awards, important aspects of teacher retention amid a global teaching shortage, were amputated. Compelling language to challenge for solutions to systemic working conditions through binding arbitration achieved in the third tentative agreement was wiped out. Two days of leave we long fought for were eliminated.

These are significant harms, and five years is a long time to live under illegal legislation. Now that we know this law is illegal, we must wrestle with the question of how members should have to wait for justice for the harms it inflicted.

I wish I had hard and fast answers to this question for you here in this space.

What I do have for you, however, is an enduring principle

Un dernier mot

Cet espace m'a permis de m'exprimer sur d'importants enjeux pendant mon mandat de président : les menaces du gouvernement McNeil par rapport aux pensions, aux spécialistes scolaires et aux négociations collectives. Portapique. Remédier au racisme structurel dans notre Province House. La pandémie. La sécurité, et bien d'autres sujets.

Je me demande parfois si vous, comme moi, vous êtes posé les questions suivantes au cours des quatre dernières années : « Qu'est-ce qui peut encore arriver? Quand les pressions que nous subissons diminueront-elles? » La réponse courte est qu'elles n'ont jamais diminué, ni pour vous ni pour moi.

Alors que la fin de mon second mandat approche, la décision de la Cour suprême de la Nouvelle-Écosse de rejeter jusqu'au dernier signe de ponctuation de l'opus vindicatif de Stephen McNeil, le projet de loi 75, signifie que, au bout du compte, vous et moi avons fait face à quatre années d'inéluctables développements.

Je suis heureux que ce dernier vaille la peine de célébrer. Il y a un peu plus de cinq ans, le 21 février 2017, plus de 5 000 membres et alliés du NSTU ont encerclé la Province House lors de la plus grande manifestation publique de l'histoire de la Nouvelle-Écosse. Malgré le vrombissement assourdissant des condamnations et de l'opposition qui a fait en sorte que les députés du gouvernement libéral doivent clamer leur approbation du projet de loi 75, chacun d'entre nous savait que c'était mal et que ce projet de loi ne survivrait pas à une contestation fondée sur la Charte.

Cinq ans après que nous avons passé une nuit froide sur de hauts bancs de neige à l'extérieur de la Province House pour dire au premier ministre qu'il faisait fausse route en nous imposant un contrat de travail, ce dernier est trépassé sous les chauds rayons du soleil de juin, justifiant notre résistance à un gouvernement vindicatif faisant preuve d'acharnement.

Au moins, les limites que le projet de loi 75 imposait à notre droit de faire une grève du zèle ont été anéanties. Nous ne sommes plus une classe inférieure de Canadiens parce que nous enseignons.

Des réponses restent toutefois à trouver à la grande question consistant à déterminer les façons dont on pourra remédier aux préjudices dont nous avons souffert en raison du projet de loi 75.

Nos salaires ont été gelés, de mauvaise foi, pendant deux ans. Nos primes pour long service négociées équitablement, des aspects importants de la rétention des enseignants alors qu'une pénurie mondiale d'enseignants sévit, ont été amputées. Le langage éloquent utilisé pour revendiquer des solutions aux conditions de travail systémiques par l'entremise d'un arbitrage contraignant a entraîné le rejet du revers de la main du troisième accord de principe. Les deux jours de congé pour lesquels nous nous sommes longtemps battus ont été éliminés.

Il s'agit d'importants préjudices et vivre en vertu d'une loi

to keep in mind as we find the way forward: we are stronger together.

We are in this place because we stood, in ever greater numbers, against a petty government that tried to force bad faith deals down our throats. We are in this place because we were united in the conviction that government must do its part to solve working conditions issues through our collective agreement to make sure every student and teacher has the resources needed to thrive. We have options to solve these questions because you've stood behind me and your Provincial Executive to take the time needed to get the approach right.

I know each of you is hungry for and deserves justice for the five long years your rights were illegally suppressed. I know that you expect the Houston government to live up to its commitment to work in good faith with teachers and to provide the supports teachers need; do not let go of those expectations.

That said, I urge each of you to remember whose actions are responsible for the complex and sensitive situation all of us and the Houston government find ourselves in: Stephen McNeil. Your anger against him and his clapping seals is justified; this is a powerful feeling, and there will be strong temptations to point that anger towards your union and this new government in your desire for swift justice.

Resist it. Instead, remember that together we're stronger. The clearest path to justice lies in standing united now, the way we did then.

Important decisions about how to reach justice will be taken in the days to come. Know that they will include your new President, Ryan Lutes.

Government knows that the NSTU it is dealing with today is a tightly woven cord of many strands and will not be broken. Your faith and resolve in me over the past four years has helped our union reclaim its position as the unquestioned voice of public education.

Thank for you that support and resolve.

But, know that it hasn't been just for me. Know that in standing behind me for these past four years, you have reinvigorated your own strength and power and positioned yourselves for justice. It has been a true honour to serve you in this role, and to stand with you shoulder to shoulder for what matters in our classrooms and province. Let us remain united behind Ryan Lutes.

I look forward to finding our way towards the justice we deserve through our shared power.

With humility and gratitude,



Paul

illégale pendant cinq ans, c'est très long. Maintenant que nous savons que cette loi est illégale, nous devons déterminer la façon dont les membres devraient attendre réparation pour les préjudices qu'elle leur a infligés.

J'aimerais avoir des réponses claires et rapides à cette question à vous donner ici.

Ce que je peux toutefois vous offrir est le principe immuable à se rappeler alors que nous trouvons la force de continuer : nous sommes plus forts ensemble.

Nous sommes dans cette situation, car nous nous sommes tenus debout, dans des nombres record, contre un gouvernement mesquin qui a tenté de nous faire avaler de force des ententes de mauvaise foi. Nous sommes dans cette situation parce que nous avons été unis, convaincus que le gouvernement doit prendre des mesures pour résoudre les problèmes relatifs aux conditions de travail par l'entremise de notre convention collective pour veiller à ce que chaque élève et chaque enseignant dispose des ressources pour réussir. Nous avons des options pour résoudre ces questions, car vous vous êtes tenus derrière moi et votre comité exécutif provincial pour que nous prenions le temps nécessaire de peaufiner notre approche.

Je sais que chacun d'entre vous est avide et mérite que justice soit faite après cinq longues années durant lesquelles nos droits ont été illégalement bafoués. Je sais que vous vous attendez à ce que le gouvernement Houston respecte son engagement de travailler de bonne foi avec les enseignants et d'offrir les mesures de soutien dont ils ont besoin; maintenez ces attentes.

Ceci étant dit, j'enjoins à chacun d'entre vous de vous rappeler de la personne dont les actions sont responsables de la situation sensible et complexe dans laquelle nous et le gouvernement Houston nous retrouverons : Stephen McNeil. Votre colère contre lui et son entêtement est justifiée. C'est un sentiment puissant et vous serez fortement tentés de tourner cette colère vers votre syndicat et ce nouveau gouvernement en raison de votre désir d'obtenir rapidement réparation.

Résistez-y. Rappelez-vous plutôt qu'ensemble, nous sommes plus forts. La voie la plus facile vers la justice consiste à rester unis maintenant, comme nous l'avons été ces dernières années.

D'importantes décisions par rapport à la façon d'obtenir justice seront prises prochainement. Je vous avise que notre nouveau président, Ryan Lutes, y participe.

Le gouvernement sait que le NSTU avec lequel il traite aujourd'hui est composé d'un tissu tricoté serré qu'on ne peut pas tracer. La confiance et la détermination dont vous avez fait preuve à mon égard ces quatre dernières années ont permis à notre syndicat de reprendre sa position de voix incontestée de l'éducation publique.

Merci de ce soutien et de cette détermination.

Sachez toutefois qu'il ne s'agit pas que de moi. Sachez qu'en vous tenant derrière moi au cours de ces quatre dernières années, vous avez revigoré vos propres force et pouvoir et vous êtes positionnés pour obtenir justice. Cela a été un véritable honneur de vous servir dans ce rôle et de vous épauler par rapport à ce qui est important dans nos classes et notre province. Restons unis derrière Ryan Lutes.

Je suis impatient d'entreprendre nos démarches pour obtenir la justice que nous méritons grâce à notre pouvoir partagé.

En toute humilité et gratitude,



Paul

The Evolving Language of Equity

by Wendie Wilson, Executive Staff Officer, BIPOC Engagement and Advocacy

Language is the cornerstone of culture. It has the power to define us as individuals within and outside community. Language can also be limiting in terms of opportunities to authentically self-identify and express our true selves.

Currently, institutions, organizations and programs are using the term equity-deserving to identify people belonging to the following groups: Indigenous, Black, racialized people, people with disabilities, women and people belonging to the 2SLGBTQ+ community. This term equity-deserving has recently evolved from the previous language of equity-seeking.

Equity-seeking was deemed to be problematic for some members of the aforementioned groups, as it implies members of these groups are seeking acceptance as equals by those in positions of power, as if this is not already naturally implied by default of being human. It also puts the onus on people from these groups to be the only ones seeking equity. Shouldn't everyone be included in the quest of seeking equity, especially those positioned in power?

The ever-evolving language used in the pursuit of equity and the transition from equity-seeking to equity-deserving has been deemed a better fit, as everyone is deserving of equity. Essentially, we are focusing on and referring to those who have been historically left out of conversations, policy and programming or whose voices have not been heard or even recognized at many tables.

For the most part equity and equity-deserving is the language currently being used throughout Canada to describe these groups but I foresee this terminology changing as our sense of language, understanding and sense of authentic identity evolves and expands.

I recently spent some time in Ottawa at the National Indigenous Education and Reconciliation Network Gathering (NIERNNG). This was a gathering of some of the leading minds in Canadian education. I was fortunate and honoured to have been included. Besides the host organization (Royal Canadian Geographic Society) staff member, I was the only other Black individual in attendance. The agenda was solely and unapologetically focused on Indigenous education and the majority of presenters were from either First Nations, Metis or Inuit communities. There were considerations I was not aware of before attending the gathering and it put some vital concepts in perspective for me.

One of those thoughts was my loss for a concise descriptor or specific language that might be used to accurately identify individuals belonging to underrepresented groups. To be honest I struggled to capture the language that would do justice for those trying to obtain equity within

the system until I heard the conversation around sovereignty by Indigenous leaders at the gathering. Sovereignty lends itself to distinct groups building and maintaining their own tables specifically aligned and self-governed for both preservation and advancement that excludes the fight against racial and other discriminatory inequities.

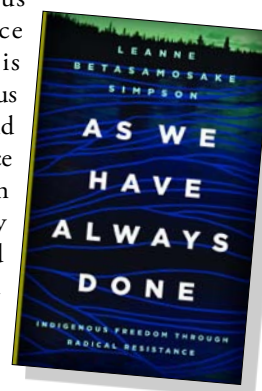
The fight for equality is exactly that, a fight, a struggle, an uphill battle. Is sovereignty the answer? Can we have more than one table? Is

Continued on page 7

Email your name, home address, and the name of your school with *PATHWAYS 4 PL* in the subject line to theteacher@nstu.ca by August 25, 2022 to be eligible for the draw.

***As We Have Always Done: Indigenous Freedom through Radical Resistance* by Leanne Betasamosake Simpson**

Across North America, some Indigenous acts of resistance in recent years have halted the expansion of tar sands extraction and pipeline construction, and demanded justice for murdered and missing Indigenous women. In *As We Have Always Done*, Leanne Betasamosake Simpson discusses Indigenous political resurgence as a practice that is engrained in Indigenous theorizing, writing, and thinking. This resistance is a radical rejection of contemporary colonialism focused around the refusal of the dispossession of both Indigenous bodies and land.



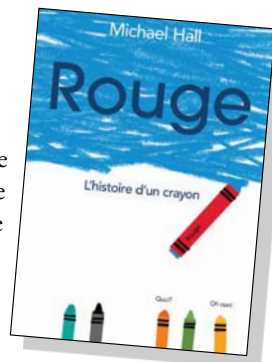
EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by August 25, 2022 to be eligible for the draw.

Rouge: L'histoire d'un crayon

Par Hall, Michael
Éditions Scholastic

Ce livre aux couleurs vives présente une histoire inspirante, amusante et réconfortante qui souligne l'importance d'être fidèle à soi-même. Ce récit, qui peut être lu et compris à différents degrés, plaira aux lecteurs de tous niveaux et de tous âges!



CONGRATULATIONS TO OUR MAY BOOK WINNERS!

WELL TEACHER — FRENCH

Maureen Finch Purcell — HRCE

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FRESH — French

Monette Boudreau — CSAP

FRESH — English

Wendy King — APSEA

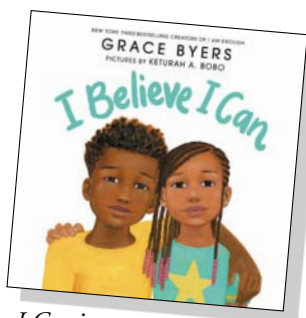
the
well
teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to theteacher@nstu.ca by August 25, 2022 to be eligible for the draw.

I Believe I Can

by Grace Byers
illustrated by Keturah A. Bobo

Published by Balzer + Bray this #1 New York Times bestselling book from the creators of *I Am Enough* is an empowering follow-up that celebrates every child's limitless potential. *I Believe I Can* is an affirmation for boys and girls of every background to love and believe in themselves



fresh

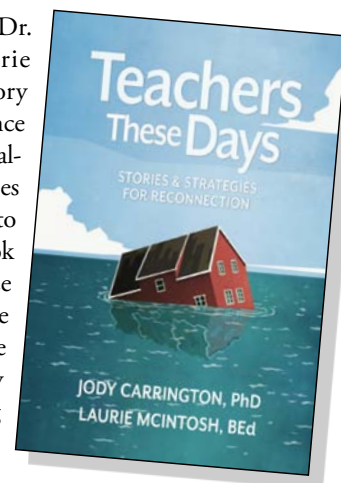
Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to theteacher@nstu.ca by August 25, 2022 to be eligible for the draw.

Teachers These Days: Stories and Strategies for Reconnection

by Dr. Jody Carrington and Laurie McIntosh

In this self-published book, Dr. Jody Carrington and Laurie McIntosh bring together theory and practice, weaving the science of human development with real-life stories and tangible strategies told by those most qualified to share them—teachers. This book is for those who need a place to land when they want to be reminded that, simply by the choice of their profession, they are a powerful force in shaping our world.



continued from page 6

there a place for groups to be self-determining/governing while still being part of the larger conversation? Is there opportunity to use our energy to build alongside others who share a similar agenda instead of fighting to be on the agenda? These are all just questions for now and things to be considered.

In my new role as Executive Staff Officer BIPOC Engagement and Advocacy I will be working towards building capacity for members to authentically self-identify in order to create and enhance initiatives, programs and services within the NSTU. I will focus on engaging members and providing space and voice for those underrepresented groups whose voices have been historically absent or minimized. Most importantly, I want to start an honest conversation around what is missing and what is needed to create meaningful systematic change.

Members belonging to “equity-deserving” groups will be given opportunities to identify what types of barriers prevent them from becoming involved in the work of the NSTU. This outreach work will begin in the fall with hopes of increasing the voices and volume of those often underrepresented and to continue the discussion on what equity really means and what it looks and feels like.

Falling into Summer

by Amanda O'Regan-Marchand, Executive Staff Officer,
Professional Learning

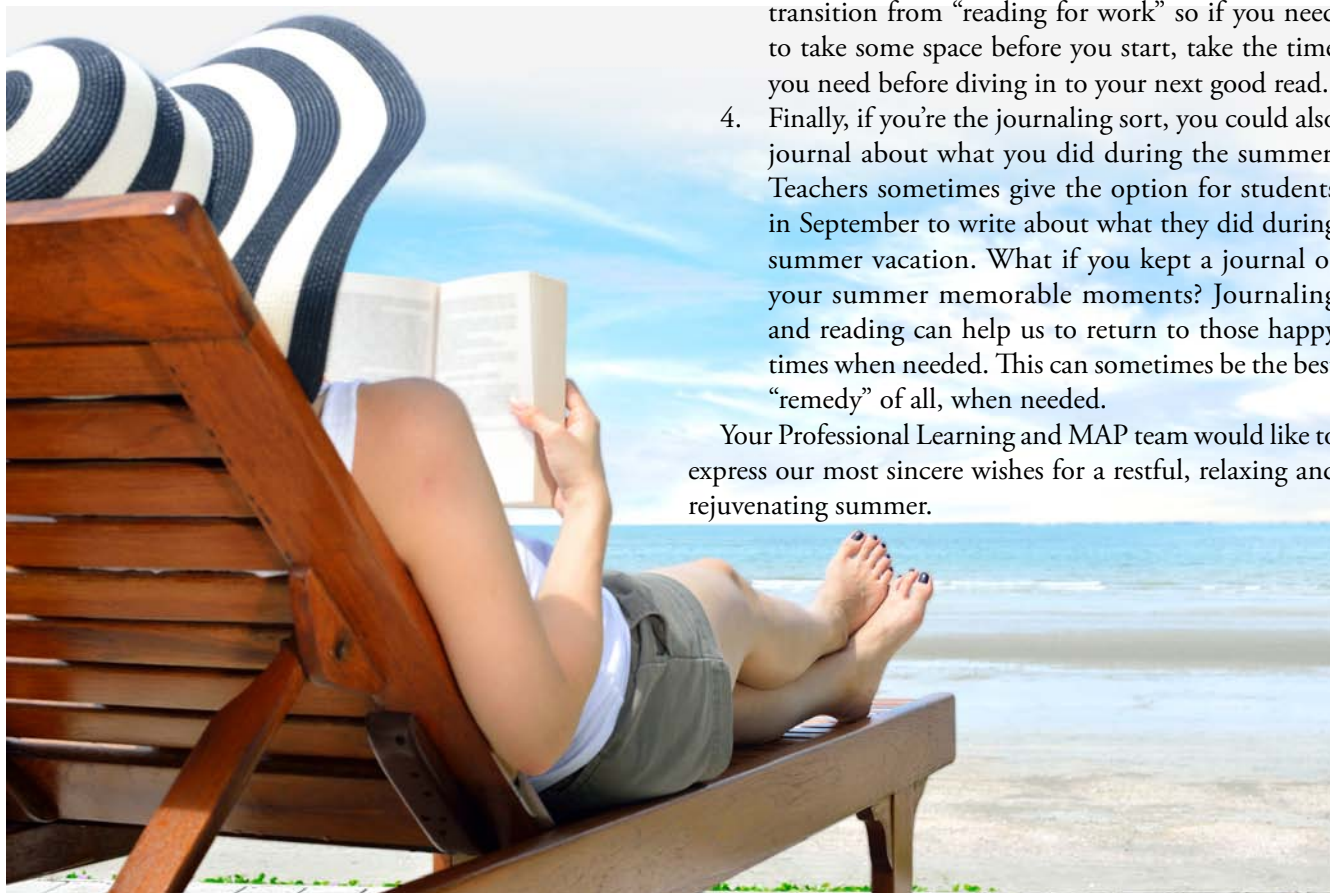
As you set to close another chapter in your learning spaces, you are probably feeling a number of emotions and that can be overwhelming. There are a lot of loose ends to tie up and perhaps even some time to consider preparing for what comes next. What happens in between? How long does it take you to arrive in your summer? Do you 'Fall' in from sheer exhaustion or are you able to walk in to vacation, with clear intention and purpose to be able to enjoy a much-deserved pause?

Many of you will wear the hat of student as you work towards a Master's degree or attend a conference, seminar etc. How do you incorporate yourself into this learning time?

Have you planned a vacation or staycation? Time with family and/or friends? What about those things that you said you'd get to when you had time? Here are some ideas to help you to recharge and implement taking time for yourself this summer inspired by ideas from Edutopia.org on how to take a "real" break this summer.

1. Take *some* time to reflect on the school year that was 2021-22. Note any learnings you will take forward from your challenges but try not to *live* in this headspace. Remember to recognize some of the best moments. Perhaps next year, you can start a "good times" jar for your learning space that can guide this transition to summer practice in 2023.
2. Summer can sometimes mean that teachers will also engage in professional learning. And while this can be an opportune time, it is important to consider balance here with activities that are fulfilling personally as well—not items on your to-do list that did not get accomplished during the school year, but activities that are *just for you*. Try out a new podcast, a hobby, activity, etc.
3. Read for pleasure. Whether it's a paperback, hardcover or audiobook, summer can give an opportunity to curl up with a good book. It can be tough to transition from "reading for work" so if you need to take some space before you start, take the time you need before diving in to your next good read.
4. Finally, if you're the journaling sort, you could also journal about what you did during the summer. Teachers sometimes give the option for students in September to write about what they did during summer vacation. What if you kept a journal of your summer memorable moments? Journaling and reading can help us to return to those happy times when needed. This can sometimes be the best "remedy" of all, when needed.

Your Professional Learning and MAP team would like to express our most sincere wishes for a restful, relaxing and rejuvenating summer.





NS Teachers



celebrating PRIDE/Célébrons la fierté!

Halifax Pride Festival

July 14th-24th;

PRIDE PARADE Saturday, July 16th!

Cape Breton Pride Festival

August 5th-12th, 2022

PRIDE PARADE Saturday, August 6th!

Truro Pride Parade

Saturday, June 25

Annapolis Pride Parade

Saturday, July 9 @ 1:30 pm

The NSTU is returning to our participation in the Halifax and Cape Breton Pride parades. For the Halifax parade on **Saturday, July 16th, 2022**, Southland has generously donated a yellow school bus and will be marching in our finest PRIDE fashion, including our beautiful

PRIDE shirts, lanyards and will also have pride pencils for distribution. **Details will be sent to all members via email regarding this event.** We can have a maximum of 100 people in our entry so interested members will be asked to confirm their attendance no later than **July**

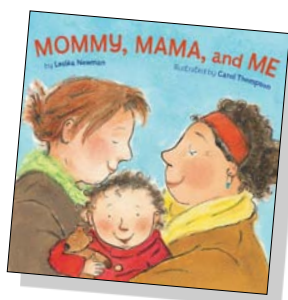
14th, 2022 by emailing amarchand@staff.nstu.ca.

The Cape Breton PRIDE is scheduled for **Saturday, August 6th, 2022** and the NSTU and interested NSTU members are welcome to attend to march with us. The parade is scheduled to begin around noon.

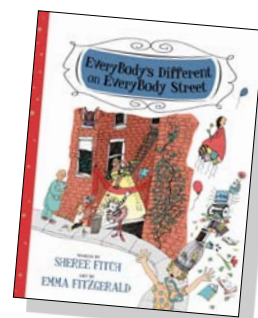
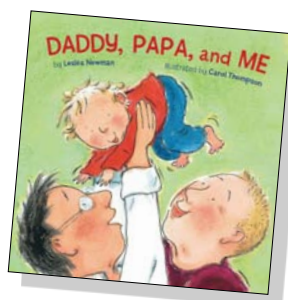
As we are currently recognizing PRIDE month, your Professional Learning team would like to share some resources with you that you can consider using to help you and your students to explore identity for individuals and families.



Love Makes a Family, by Sophie Beer, published by Dial Books



Mama, Mommy and Me and Daddy, Papa and Me by Leslea Newman, published by Tricycle Press



Everybody's Different on Everybody Street by Nova Scotia's own Sheree Fitch, published by Nimbus.

Email your name, home address, and the name of your school with *Pride Family, Pride Mama, Pride Daddy or Pride Everybody* in the subject line to theteacher@nstu.ca by August 25, 2022 to be eligible for the draw.

NSTU co-hosts 2022 Women's Symposium

The NSTU was co-host to CTF/FCE's 2022 Women's Symposium which took place at the Westin Nova Scotian Hotel May 15 to 17, 2022.

The theme, "We Rise Again: Toujours plus fortes!" celebrated the strength of women in the face of adversity and to serve as a source of inspiration.

The sold-out event, and first in-person for CTF/FCE in two years, brought together women leaders from across CTF/FCE Member and Associate Organizations exploring topics aimed at strengthening the status of women in the education sector and in society.

Executive staff officer Wendie Wilson was a



Charlotte Bernard, Frances Nicholas and Denise John are shown performing the Strong Women's Song.

Barb Stegemann, who grew up in Antigonish, was a featured keynote for the Symposium. The Founder of *The 7 Virtues*, an award-winning social enterprise and leader in the clean and conscious beauty movement, she presented *Philosophy of Leadership: Keeping your Mind, Body, and Spirit Strong in Adversity*. Stegemann guided the audience through the curated insight she gathered for her bestselling book, *The 7 Virtues of a Philosopher Queen*. Participants learned how to seek excellence instead of perfection and how to ask great questions to debunk myths and get to the truth.

The opening session featured drummers from the Mi'kmaw Native Friendship Centre: Triage Support Worker Charlotte Bernard, Victim Support Navigator Denise John, and Coordinator of the Atelhai Inuit Group Frances Nicholas. They performed the Honour Song and Strong Women's Song to open the Symposium. Cyndi Cain performed the Black National Anthem, and students Arianne Côté and Joya Habib from École secondaire du Sommet performed the Acadian National Anthem.

featured workshop leader. Her presentation: *Reaching Back: The Empowered Voices of Womanists* explored the themes of Black women, womanism and intersectionality told through the voices of Black women over the past century. "Life doesn't begin the moment you are born," she said. "I'm grateful to carry on my family's legacy, and am speaking on behalf of myself, my ancestors and my community."

There has also been intention behind Black women's voices.

Wilson highlighted the voices and empowering messages of her great aunt Selena Jefferson, Alice Walker, Ida B. Wells, and Viola Desmond to name a few. This session examined the cross section of race and gender.



Members of NSTU's Status of Women committee who helped with the Women's Symposium are shown. Front row: Heather Hiscock (Annapolis) and provincial executive liaison Natalie MacIsaac. Back row: Melina McNeil (Dartmouth), Carmie Zahara (Cape Breton District), Allison Stewart (Halifax City), Angela Amey (Dartmouth) and staff liaison Pamela Langille. Missing: Committee Chair Stacey Barrie (North Side-Victoria).



Executive staff officer Wendie Wilson



Barb Stegemann



Cyndi Cain

As part of the opening session featured a special presentation by Mi'kmaw elder Jane Meader. A well-respected Knowledge Keeper, her expertise is helping to guide Treaty Education in Nova Scotia. She also sits on the national Board of Elders of the Turtle Lodge Center of Excellence in Indigenous Education and Wellness, a place for reconnecting to the earth and sharing

Indigenous ancestral knowledge. She shared her story and deep knowledge of Mi'kmaw culture.

Johnson Insurance was the sponsor of the Host Night reception, which included the Nova Scotian food and music and took place at the Canadian Museum of Immigration at Pier 21.

2022 PROFESSIONAL LEARNING CONFERENCE

August 11 & 12, 2022 • Delta Hotel, Dartmouth

**LEADING FOR EQUITY:
Creating a Community of Care**

Participants will have an opportunity to engage with educational leaders across the province on topics related to inclusive and equitable leadership practices. A combination of in-person, virtual and French language sessions will focus on trauma informed and relational approaches, anti-racist education, data-informed decision making, well-being, school climate and neuro-leadership.

PLEASE NOTE: This is an in-person event, however, there is an option to attend virtually.
Please indicate how you wish to participate when completing the registration form via the Conference Website.*

Access the Conference Website at <https://bit.ly/L4Econf>

THURSDAY, AUGUST 11, 2022	FRIDAY, AUGUST 12, 2022	THERE WILL BE DISPLAYS THROUGHOUT THE EVENT
<p>4:30 - 6:15 Registration</p> <p>5:00 - 6:00 pm Pre-Conference Focus Group Session (Pre-Registration Required) Hosted by Dr. Andy Hargreaves & Dr. Jess Whitley, University of Ottawa Sponsored by: Solution Tree Canada & ASCD</p> <p>6:30 pm Welcome and Guest Speaker: Neville MacKay of "My Mother's Bloomers"</p> <p>7:45 pm Social Networking</p> <p>Musical Entertainment provided by Fiddies & Feet https://www.facebook.com/fiddiesandfeet/</p>	<p>8:15 - 8:45 am Registration</p> <p>Welcome • Greetings</p> <p>9:15 am Opening Keynote Address</p> <p>11:00 am Concurrent Sessions</p> <p>12:15 pm Lunch Break (provided on-site)</p> <p>1:00 pm Concurrent Sessions</p> <p>2:30 pm Closing Keynote Address</p> <p>3:15 pm Closing Remarks and Conference Feedback Survey</p>	<p>Pre-registration for individual sessions is not required.</p> <p>Registration: \$450 per person (in-person) \$400 per person (virtual) Group Discount: Buy 5 seats receive 6th FREE</p> <p>Visit our conference website to: •View the full schedule •Register •Make accessibility requests •Learn about presenters & their sessions •Access special conference rate offered by Delta Hotel</p>

CONFÉRENCE SUR L'APPRENTISSAGE PROFESSIONNEL 2022

11 et 12 août 2022 • Delta Hotel, Dartmouth

**DIRIGER POUR L'ÉQUITÉ:
Créer une communauté de soins**

Les participants auront l'occasion d'échanger avec des leaders de l'éducation de toute la province sur des sujets liés aux pratiques de leadership inclusives et équitables. Cette combinaison de séances en personne, de séances virtuelles et de séances en français se concentrera sur les approches relationnelles et basées sur les traumatismes, l'éducation antiraciste, la prise de décision basée sur les données, le bien-être, le climat scolaire et le neuroleadership.

VEUILLEZ NOTER : Il s'agit d'un événement en personne, mais il est possible d'y assister virtuellement. Veuillez indiquer comment vous souhaitez participer en remplissant le formulaire d'inscription sur le site Web de la conférence.

Accédez au site Web de la conférence: <https://bit.ly/L4Econf>

JEUDI 11 AOÛT 2022	VENDREDI 12 AOÛT 2022	IL Y AURA DES EXPOSITIONS TOUT AU LONG DE LA JOURNÉE
<p>16 h 30 - 18 h 15 Inscriptions</p> <p>17 h 00 - 18 h 00 Séance de discussion en groupe avant la conférence</p> <p>(Inscription préalable obligatoire) Animé par Andy Hargreaves, Ph.D. & Jess Whitley, Ph.D. Université d'Ottawa Commandité par Solution Tree Canada et ASCD</p> <p>18 h 30 Accueil et conférencier invité: Neville MacKay de "My Mother's Bloomers"</p> <p>19 h 45 Réseautage</p> <p>Animation musicale assurée par Fiddies & Feet https://www.facebook.com/fiddiesandfeet/</p>	<p>8 h 15 - 8 h 45 Inscription</p> <p>9 h 00 Bienvenue • Salutations</p> <p>9 h 15 Discours d'ouverture</p> <p>11 h 00 Séances simultanées</p> <p>12 h 15 Pause dîner (fourmi sur place)</p> <p>13 h 00 Séances simultanées</p> <p>14 h 30 Discours de clôture</p> <p>15 h 15 Mon de la fin et sondage de rétroaction sur la conférence</p>	<p>L'inscription préalable aux séances individuelles n'est pas nécessaire.</p> <p>Inscription: 450 \$ par personne (en personne) 400 \$ par personne (virtuelle)</p> <p>Rabais de groupe: Achetez 5 places et recevez la 6e de GRATUITÉMENT</p> <p>Visitez le site Web de notre conférence: •Voir le programme complet •S'inscrire •Faire des demandes d'accessibilité •Accéder au tarif spécial de conférence offert par l'hôtel Delta</p>

2022 NSTU Professional Associations Virtual Conferences

FRIDAY, OCTOBER 28



Online Registration

Opens – Thursday, Sept 8

Closes – Friday, October 14

(no refunds after October 14)

For registration and conference details go to **www.nstu.ca**

While we encourage members to have a NSTU web account, please be advised that one is **NOT** required to register for a conference. A member may register utilizing any email address.

Association des enseignantes et enseignants acadiens (AEA)

Theme *Notre bien-être compte aussi*
Location École acadienne de Pomquet et École secondaire Mosaïque (Dartmouth)
Fees NSTU Members: \$100.00
 Substitutes: \$50.00
 Pre -Service Teachers: \$50.00
 Retired Members: \$50.00
 Other Affiliates: \$50.00
Contact Gabrielle Samson: sagabrielle@nstu.ca

Art Teachers Association (ATA)

Theme *Better Together*
Location Halifax – Sackville High School
 Sydney – Cape Breton Centre for Craft and Design
 Truro – TBA
Keynote: Karyn Harrison
Fees NSTU Members: \$95.00
 Substitutes: \$50.00
 Pre -Service Teachers: \$50.00
 Retired Members: \$50.00
 Other Affiliates: \$95.00
Contact Jonathan Church: jchurchnstu@nstu.ca

Association of Science Teachers (AST)

Theme *A Time for Science*
Location Halifax West
Fees NSTU Members: \$100.00
 Substitutes: \$40.00
 Retired Members: \$40.00
 Pre -Service Teachers: \$20.00
Contacts Andrew Clarey: anclarey@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme *Intersectionality and Inquiry in English Language Arts*
Location Dr. Tom Parker Building/Virtual (Hybrid)
Keynote: Trevor MacKenzie
Fees NSTU Members: \$75.00

Substitutes: \$50.00
 Pre -Service Teachers: \$50.00
 Retired Members: \$50.00
Contacts Amanda O'Regan-Marchand: atensconference@nstu.ca

Association of Teachers of Exceptional Children (ATEC)

Theme *Coming Back Together – Celebrating Diverse Voices*
Location Cineplex – Dartmouth Crossing
Fees NSTU Members: \$100.00
 Substitutes: \$80.00
 Pre -Service Teachers: \$65.00
 Retired Members: \$80.00
Contact Amy Barron: atecconference@nstu.ca

Association of Teachers of Young Adolescents (ATYA)

Theme *Back "At Ya!"*
Location Riverside Education Centre, Milford, NS
Fees NSTU Members: \$90.00
 Substitutes: \$80.00
 Pre -Service Teachers: \$80.00
 Retired Members: \$80.00
 Other Affiliates: \$80.00
Contacts Dawn Chapman: adchapman@nstu.ca

Business Education Teachers Association (BETA)

Theme *Business of Health and Wellness*
Location Double Tree by Hilton, Dartmouth, NS
Fees NSTU Members: \$100.00
 Substitutes: \$75.00
 Pre -Service Teachers: \$75.00
 Retired Members: \$75.00
 Other Affiliates: \$75.00
Contact Danielle LeBlanc: danleblanc@nstu.ca

Education Drama Association of Nova Scotia (EDANS)

Theme *Teaching in the Moment*
Location Prince Andrew High School

Fees NSTU Members: \$90.00
 Substitutes: \$45.00
 Pre -Service Teachers: \$45.00
 Retired Members: \$45.00
 Other Affiliates: \$60.00
Contact David Zinck: dnzinck@nstu.ca

Family Studies Teachers Association (FSTA)

Theme *Mind, Body and Soul*
Location Dr John Hugh Gillis High School in Antigonish (Registration)
Fees NSTU Members: \$85.00
 Substitutes: \$55.00
 Pre -Service Teachers: \$55.00
 Retired Members: \$55.00
 Other Affiliates: \$55.00
Contacts Stacey Purdy: slgbain@nstu.ca
 fstaconference@nstu.ca

Mathematics Teachers Association (MTA)

Theme *Mathematics in 2022*
Location Charles P Allen High School, Bedford
Keynote: Peter Liljedahl
Fees NSTU Members: \$90.00
 Substitutes: \$50.00
 Pre -Service Teachers: \$50.00
 Retired Members: \$50.00
 Other Affiliates: \$90.00
Contacts Erick Lee: eplee@nstu.ca
 mtaconference@nstu.ca

Nova Scotia Association of Teachers for Equity in Education (NSATEE)

Theme *Building Equity in NS Schools: Addressing Child Poverty in the Nova Scotia Classroom*
Location Amherst Regional High School
Fees NSTU Members: \$85.00
 Substitutes: \$45.00
 Pre -Service Teachers: \$45.00
 Retired Members: \$45.00
 Other Affiliates: \$45.00

NO ONSITE REGISTRATION
Register Early!

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Contact Rachel Creasor: rcreasor@nstu.ca
registrationNSATEE@nstu.ca

Nova Scotia Language Teachers Association (NSLTA)

Theme **Renew. Connect. Evolve**
Location Antigonish Education Centre – Antigonish NS and Virtual Hybrid
Fees NSTU Members: \$70.00
Substitutes: \$50.00
Pre -Service Teachers: \$50.00
Retired Members: \$50.00
Other Affiliates: \$70.00
Contact Anita Opalka: aaopalka@gmail.com

Nova Scotia Music Educators Association (NSMEA)

Theme **Back to Basics**
Location Avon View High School, Windsor NS
Fees NSTU Members: \$100.00
Substitutes: \$60.00
Pre -Service Teachers: \$45.00
Retired Members: \$60.00
Contact Donalda Westcott: djwestcott@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme **Filling the Counsellor's Toolbox: Counselling Strategies for Monday**
Location Citadel High, Halifax
Keynote: Dr. Jill Chomey
Fees NSTU Members: \$95.00
Substitutes: \$55.00
Pre -Service Teachers: \$55.00
Retired Members: \$55.00
Other Affiliates: \$95.00
Contact Andrew Gosney: wagosney@nstu.ca

Nova Scotia Teachers Association for Literacy and Language (NSTALL)

Theme **Celebrating Love of Literacy**
Location Cobequid Educational Centre (CEC) Truro
Fees NSTU Members: \$85.00

Substitutes: \$65.00
Pre -Service Teachers: \$45.00
Retired Members: \$45.00
Other Affiliates: \$45.00
Contacts Stephanie Deagle: sdeagle@nstu.ca
Mikel Legere: legeremd@gnsps.ca
nstall@nstu.ca

Nova Scotia Technology Education Association (NSTEA)

Theme **ReBuilding '22**
Location Inn on Prince – Truro NS
Fees NSTU Members: \$75.00
Substitutes: \$50.00
Pre -Service Teachers: \$25.00
Retired Members: \$25.00
Contacts Sam Evanson: sevanson@nstu.ca
Andrew Seymour: agseymour@nstu.ca

Primary Elementary Teachers Association (PETA)

Theme **P-3 Word Study with Jan Richardson & Student Engagement with Trevor Muir**
Location Canadian Museum of Immigration – Pier 21 Halifax
Keynote: Jan Richardson & Trevor Muir
Fees NSTU Members: \$95.00
Substitutes: \$65.00
Pre -Service Teachers: \$65.00
Retired Members: \$65.00
Other Affiliates: \$65.00
Contact Katrina Murphy: petaconference@nstu.ca

Psychologists in Schools Association (PISA)

Theme **Why the Time is NOW to Shift Towards a Strength-Based Approach**
Location Mount Saint Vincent University
Keynote: Dr. Byron McClure, D. Ed
Fees NSTU Members: \$100.00
Substitutes: \$80.00
Pre -Service Teachers: \$80.00
Retired Members: \$80.00

Other Affiliates: \$100.00
Contacts Chantal LeBlanc: lebchantal@nstu.ca

Social Studies Teachers Association (SSTA)

Theme **Social Studies: Think About It!**
Location Saint Mary's University
Keynote: Dr. Carla Peck
Fees NSTU Members: \$100.00
Substitutes: \$50.00
Pre -Service Teachers: \$50.00
Retired Members: \$50.00
Contact Wendy Driscoll: wadriscoll@nstu.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme **The Importance of Phonology & Phonetics for Reading, Spelling & Speech Sound Production**
Location Halifax Tower Hotel & Conference Centre
Keynote: Kelly Farquharson
Fees NSTU Members: \$125.00
Substitutes: \$100.00
Pre -Service Teachers: \$100.00
Retired Members: \$100.00
Other Affiliates: \$100.00
Contacts Sheri McGill: smcgill@nstu.ca
Jenny Slauenwhite: jennyslauenwhite@gmail.com

Teachers Association for Physical and Health Education (TAPHE)

Theme **Golden Years – 50th Anniversary**
Location Dartmouth High School
Keynote: Joey Feith
Fees NSTU Members: \$110.00
Substitutes: \$75.00
Pre -Service Teachers: \$30.00
Retired Members: \$50.00
Other Affiliates: FREE – CoPT Presenters & HoH Members
Contacts David MacNutt: da.macnutt@gmail.com

NO ONSITE REGISTRATION
Register Early!

resources

media LIBRARY @LRTS Digital Resources for Teachers

DID YOU KNOW? We now have a YouTube channel! We are “EECD NS” and you’ll find lots of professional development videos by clicking here <https://goo.gl/cePvXV> or search for us under our channel name. Subscribe and don’t forget to hit the notification bell so you’ll be notified when we upload new videos!

Everything is accessible from your gnspe landing page or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

Spotlight On... Literature Series “It’s Lit!”

It’s Lit! is a series of smart, funny video essays from PBS Digital Studios about our favorite books and why we love to read. The series delves into topics like the evolution of YA, how science fiction mirrors our own anxieties, and why the book is sometimes just a *bit* better than the movie.

Stream or download these videos from Learn360 by clicking on the link from your gnspe landing page. Once you have accessed Learn360, simply click on the links below to access these videos and many more.

Why did they make me read this in High School?

<https://learn360.infobase.com/titles/204834?aid=114538>

What makes a book important? Why are some books required reading in high school, while others are lost to history? (2018; 6 min; grades 9-12)

Can You Judge a Book By Its Cover?

<https://learn360.infobase.com/titles/204828?aid=114538>

Get to know the story behind some of literature’s most iconic book covers in the latest episode of It’s Lit! (2018; 8 min; grades 9-12)

Why Sci Fi is a Mirror on Society

<https://learn360.infobase.com/titles/204835?aid=114538>

While science fiction is associated with Mars, robots, and cyberpunk, its origin story is shaped throughout several centuries. Check out the origin of science fiction with Lindsay Ellis! (2018; 7 min; grades 9-12)

How Fantasy Reflects Our World

<https://learn360.infobase.com/titles/204830?aid=114538>

Fantasy novels are more than just hundreds of pages worth of swords and magic! Okay, there’s some of that. But it’s also a lens to what our society finds important to our pasts, our presents, and future. (2018; 6 min; grades 9-12)

Unreliable Narrators

<https://learn360.infobase.com/titles/204832?aid=114538>

Can an unreliable narrator help readers see the world through multiple lenses? (2018; 8 min; grades 9-12)

When the Book is Better than the Movie

<https://learn360.infobase.com/titles/204833?aid=114538>

Which is better, the book or the movie? Explore the question with Lindsay Ellis in It’s Lit! (2018; 6 min; grades 9-12)

The Evolution of YA

<https://learn360.infobase.com/titles/204831?aid=114538>

Young Adult Fiction (YA) is dominating literature, and more young people are reading now than ever before. Lindsay Ellis explores how YA carved a place in publishing with It’s Lit! from PBS Digital Studios. (2018; 6 min; grades 9-12)

Aspotogan Elementary School site of end-of-school-year campaign

Many of you may have noticed NSTU’s new advertising campaign running on television and digital platforms. What you may not know is that the ad was filmed in a classroom at Aspotogan Consolidated Elementary School in Hubbards.

The NSTU was grateful to be able to use a real classroom for the campaign. A special thanks goes out to the school, the South Shore Regional Centre for Education, and

Municipality of Chester for facilitating the film shoot. Shown in the photo is Aspotogan principal Emily Archibald with Lunenburg County Local president Mai Ling Storm, who is also a teacher at the schools. She is presenting the school with an honourarium as a thank-you.

The campaign started airing on June 6 and the ad can be found here: <https://www.youtube.com/watch?v=eGeWMzkNPjc>



executive highlights

June 3, 2022

- Filed the Table Officers Report;
- Nominated member to CTF/FCE Advisory Committees;
- Elected 2nd Vice-President: *Russell Comeau*
Elected Secretary-Treasurer: *Peter Day*
Governance & Policy Committee: *Jo-Leigh MacPhee, Mary Currie, Kathy Evans, Taunya Pynn Crowe, Line Murphy, Meg Ferguson, Sarah Tutty, Phil Samson and John MacKinnon.*
Nominating Committee: *Taunya Pynn Crowe, Deena Jewers, Duncan Cameron, Russell Comeau, and Kathy Evans*
Personnel Committee: *Russell Comeau, Natalie MacIsaac, Peter Day and Duncan Cameron*
- Appointed Provincial Executive Member to NSTU Standing Committees;
- Appointed Standing/Other Committees for 2022-2023;
- Approved a recommendation that an advertisement be placed to fill two (2) vacancies on the Comité programmation acadienne;
- Approved amendments to the Teacher Pension Act Regulations, as presented while in closed session, regarding retiree eligibility for substitute service;
- Approved the granting of twenty-seven Local Service Awards;
- Approved amendments to Operational Procedure 9. Expense Guidelines;
- Approved Signing Officers for 2022-23;
- Approved a recommendation that the individual who received the next most votes during the election held for the Resolutions Committee during Annual Council 2022, and is willing and able to assume this role, be granted a two-year term on the Committee;
- Approved a recommendation that subsequent to filling the two-year term on the Resolution Committee, that the individual who received the next most votes during the election held for the Resolutions Committee during Annual Council 2022, and is willing and able to assume this role, be granted a one-year term on the Committee;
- Approved a recommendation that a Provincial Executive by-election for the vacant seat in the Halifax City region be set with the following timeline:
 - Nominations to open Monday, June 6, 2022 at 8:00 a.m.
 - Nominations to close Friday, June 24, 2022 at 4:00 p.m.
 - By-election date to be Wednesday, September 14, 2022 from 6:00 a.m. to 8:00 p.m.
- Appointed Sherman England and Andrew Coates as the Limited Government Trustees of the Group Insurance Trustees;
- Approved a recommendation that the NSTU act as a collaborating partner in the Wellness4Teachers Program;
- Ratified the February 2022 Colchester-East Hants Local Constitution;
- Ratified the May 2022 Kings Local Constitution;
- Forwarded a motion regarding the selection process for choosing an Independent Chair for Annual Council 2023 to the Governance & Policy Committee;
- Approved the following changes Operational Procedures:
 - Added a new Operational Procedure 7. Confidentiality;
 - Rescinded Operational Procedure 30. Education Site Facilities – Physical Plant Closing & Opening;
 - Rescinded Operational Procedure 32. NSTU and Privacy – PIPEDA;
 - Amended Operational Procedure 27. Awards, B – Life Membership Award;
 - Amended Operational Procedure 27. Awards, new G;
 - Amended Operational Procedure 5 – Statutory, Quasi-Statutory, and Contractual Committees of the NSTU, A – Discipline Committee;
 - Amended Operational Procedure 5 – Statutory, Quasi-Statutory, and Contractual Committees of the NSTU, D – Professional Committee;
 - Added a new Operational Procedure in the General Section entitled Communication Protocol;
 - Rescinded Operational Procedure 38 – Webmail Account Mailing Lists;
 - Rescinded Operational Procedure 39 – Webmail Procedures;
 - Amended Operational Procedure 8 – Election Procedure, B. Election/By-Election of Regional Executive Members;
 - Amended Operational Procedure 8 – Election Procedure, D. Elections Conducted at Annual Council – First Vice-President, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegates;
 - Amended Operational Procedure 14, Sub-Section M – Reprimand, Suspension, or Removal from the Provincial Executive;
 - Added a new Operational Procedure – Regular Standing Surveying of NSTU Members Guidelines.
- Approved a recommendation that the Provincial Executive allocate up to \$5000 from the 2022-23 Special Projects budget line to promote the substitute teacher contact information drive;
- Referred a motion regarding By-Law 1 – Membership 7 – Substitute Teacher Member to the Governance & Policy Committee;
- Granted two additional meetings to the Ad hoc Committee on Inclusion of Equity-Seeking Members in 2022-23;
- Approved a recommendation that the NSTU donate \$2,100 to the Sheonoroil Foundation.



I'm Thinking of Retiring. . . .

What Happens to My Benefits When I Retire?

It is that time of year when many teachers will begin to consider or may have already decided to retire from the teaching profession at the end of this school year.

The NSTU Group Insurance Trustees want to ensure that you are aware of exactly what occurs at retirement with respect to your NSTU Group Insurance Program coverages.

Listed below is a summary of the coverages that are available to plan members under the age of 65 and any cost sharing that may be available. In addition, we have listed a few important items to remember as you consider the coverage you will have at retirement.

There is a considerable amount of information listed below. Once you have reviewed the information, you will be able to answer the question, **"What Happens to My Benefits When I Retire?"**

PLAN	RETIRING UNDER AGE 65
1. Total Care Medical	Total Care Medical continues. Premium is paid 100% by the Province of Nova Scotia for a Single or Family Plan for members in receipt of a NS Teachers' Pension payment. You must apply for coverage within 60 days of receipt of your first pension payment. A form is included in the package from NS Pension.
2. Total Care Dental	Total Care Dental continues if enrolled at the date of your retirement. Premium is paid 100% by you and is deducted monthly from your NS Teachers' Pension payment.
3. Provincial Master Life & Accidental Death & Dismemberment	\$50,000 Life \$50,000 AD&D \$2,000 Critical Illness for member \$3,000 Dependent Life - Spouse \$1,500 Dependent Life - Children Coverage may be continued. Premium is paid 100% by you and is deducted from your NS Teachers' Pension payment.
4. Optional Life Insurance/ Spousal Life Insurance	\$100,000 to \$300,000 (New) Premium is paid 100% by you and is deducted from your NS Teachers' Pension payment. As an active member you can apply at any time up to age 65 for \$100,000 (\$50,000 for spouse) of coverage without the requirement of medical evidence. A 24-month pre-existing condition clause applies. Any amount above the non-evidence maximums requires medical evidence of good health. You or your eligible spouse can apply for, or increase, coverage as a retiree up to age 65 by submitting medical evidence of insurability.
5. Voluntary Accidental Death & Dismemberment	\$5,000 to \$300,000 Premium is paid 100% by you and is deducted from NS Teachers' Pension payment. <u>You can only continue the coverage in effect prior to retirement.</u>
6. NSTU NSED Group Travel Plan	Available to all members. Premium is based on age and is deducted from your NS Teachers' Pension payment. Pre-existing conditions apply.
7. NSTU NSED Trip Cancellation / Interruption Plan	Available to all members. Premium is based on age and is deducted from your NS Teachers' Pension payment. Pre-existing conditions apply.
8. Voluntary Critical Illness	Available to all members under age 75 up to \$300,000 of coverage. Coverage is also available for your spouse and eligible dependent children. Premium is paid 100% by you and is based on age. You may apply at any time. Pre-existing conditions apply.
9. Manulife Employee/Family Assistance Program (EFAP)	Available to all active members and is sponsored by the NSTU Group Insurance Trust Fund. <u>This program is not available to retired members.</u>
10. Carepath – Chronic Disease Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.

	PLAN	RETIRING UNDER AGE 65
11.	Carepath – Elder Care Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.
12.	Carepath – Mental Health Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.
13.	MHCSI Supplemental Prescription Drug Benefit	Available to all active and retired members enrolled in the Total Care Medical plan. This program provides a benefit of \$2 per prescription filled at an eligible Lawtons / Sobeys pharmacy. For active members and retirees under age 65, the Total Care Medical \$5.00 co-pay per prescription is reduced to \$3.00 per prescription. Members also receive a Lawtons Discount Card.
14.	Home / Car	Coverage continues. Premium is deducted from your NS Teachers' Pension payment.
15.	Nova Scotia Teachers Plus Credit Union	The requested amount will be deducted from your NS Teachers' Pension payment.

IMPORTANT THINGS TO REMEMBER

Provincial Master Life:

Coverage reduces to \$10,000 at age 65; however, you can convert the terminated coverage to an individual policy of insurance.

Optional Life:

Members can apply for up to \$100,000 (\$50,000 for spouse) of Optional Life Insurance without the requirement of providing medical evidence. A 24-month re-existing condition clause applies. All amounts above the non-evidence maximum up to \$300,000 will require medical evidence of good health.

Retirees under the age of 65, and their eligible spouse under 65, may apply for Optional Life / Spousal Life Insurance by submitting medical evidence of insurability. At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage will continue with the lesser amount. Coverage cancels at the end of the month of your 85th birthday.

Voluntary Accidental Death & Dismemberment:

Members can enroll or increase coverage only while you are actively teaching. Coverage ceases at age 75. **If you wish to enroll or increase coverage before retirement, make sure you start the process before the end of May, as you must be actively at work on the effective date. Coverage decreases at age 70 to \$100,000 and there is no Permanent Total Disability, Home-Maker Weekly Indemnity or Hospital Indemnity coverage.**

Total Care Medical:

Members must remember to enroll within 60 days of the receipt of your first pension payment if you are currently enrolled. Prescription drug coverage under the Total Care Medical program ceases the end of the month prior to you turning age 65. Coverage under the Nova Scotia Seniors' Pharmacare program commences the first of the month that you become age 65. Therefore, there will be no lapse in prescription drug coverage.

Total Care Dental:

Total Care Dental coverage may be continued into retirement and there is no termination age. **Members must be enrolled in**

the Total Care Dental program prior to retiring.

For members who have deferred their pension and have not continued their Group Insurance coverage, these members **have 60 days from receipt of their first NS Teachers' Pension payment or Public Service Superannuation Pension payment to enroll in the Total Care Medical and Dental Plans.**

Carepath – Chronic Disease Program:

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members permanently residing in Canada. Formerly HealthcareAssist (which included Cancer Assistance), this program provides assistance and support to active and retired members, spouses, and dependent children who are living with a chronic disease or dealing with a diagnosis of cancer.

CAREpath – Elder Care Program:

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members. This program provides seniors and their families with a nurse case manager to address evolving elder care needs.

CAREpath – Mental Health Program:

Formerly Your Wellness Partner, this program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members. The program offers multiple levels of mental health support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns.

Summary:

There are many factors to consider as you move toward retirement. As well, there are many benefits available to you to continue through retirement to make your life a bit easier.

The Trustees encourage members to ensure that you consider your insurance needs prior to retirement to avoid any surprises after having finished your teaching career.

If you have any questions with respect to your NSTU Group Insurance coverage at retirement, please do not hesitate to contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).



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Disposition of Annual Council Resolutions 2022

Costed

2022-01 DEFEATED as amended

BE IT RESOLVED THAT the NSTU spend up to \$140,000. to organize members to engage in a public relations and political action campaign addressing child poverty.

Colchester-East Hants

2022-02 DEFEATED

BE IT RESOLVED THAT the NSTU hire an additional in-house lawyer proficient in both official languages to support all members.

CSANE

2022-03 ADOPTED as amended

BE IT RESOLVED THAT the NSTU contract a certified English/French translation service.

CSANE

2022-04 ADOPTED as amended

BE IT RESOLVED THAT the NSTU fund ten \$2,000-bursaries, two to each B.Ed. granting institution in the province, one per institution for an Indigenous Canadian and one per institution for a people of African descent.

Digby

2022-05 DEFEATED as amended

BE IT RESOLVED THAT the NSTU move to a percentage dues framework that would be capped at an appropriate percentage of the top tier of the VTCII/TC5/ITC pay scale.

Colchester-East Hants

NSTU Governance

2022-06 DEFEATED

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)

Provincial Executive

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

- (c) 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.~~

2022-07 WITHDRAWN

BE IT RESOLVED THAT the NSTU amend By-Law Article III – Provincial Executive, sub-Article 5 – Term of office, by:

- in (c) striking “or First Vice-President”;
- in (c) striking “two (2)” and replacing it with “three (3)”;
- adding a new (e) to read “The term of office for the Provincial Executive Member serving as First Vice President shall be two (2) years starting August 1st and ending July 31st.” and re-lettering the remained of the section.

Colchester-East Hants

The sub-article, as amended, would then read:

5. TERM OF OFFICE

- (a) The term of office for all Provincial Executive Members serving as Regional Members shall be two (2) years starting August 1st and ending July 31st.
- (b) No Provincial Executive Member serving as a Regional Member shall serve for more than two (2) consecutive terms as a Regional Member. A Regional Member may be re-elected as a Regional Member once absent from the Provincial Executive in this capacity for a full term of office.
- (c) The term of office for the Provincial Executive Member serving as President ~~or First Vice-President~~ shall be ~~two (2)~~ **three (3)** years starting August 1st and ending July 31st.
- (d) No President shall serve for more than two (2) consecutive terms as the President. A President may be re-elected as President once absent from the Provincial Executive in this capacity for a full term of office.
- (e) The term of office for the Provincial Executive Member serving as First Vice President shall be two (2) years starting August 1st and ending July 31st.**
- (ef) No First Vice-President shall serve for more than two (2) consecutive terms as the First Vice-President. A First Vice-President may be re-elected as First Vice-President once absent from the Provincial Executive in this capacity for a full term of office.

- (fg) The term of office for the Immediate Past-President shall be for one (1) year starting August 1st and ending July 31st of the year immediately following the presidency.
- (gh) The term of office of the Second Vice-President as Second Vice-President shall be for one (1) year starting August 1st and ending July 31st. A Second Vice-President may have consecutive one (1) year terms as long as they are serving as a Regional Member.
- (hi) The term of office of the Secretary-Treasurer as Secretary-Treasurer shall be for one (1) year starting August 1st and ending July 31st. A Secretary-Treasurer may have consecutive one (1) year terms as long as they are serving as a Regional Member.
- (ij) Service by a Provincial Executive Member as a result of a by-election shall not be applied to the term of office when that same Member is elected through a regular election.
- (jk) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

2022-08 ADOPTED

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive, 6 – Temporary Absence be amended as follows:

strike (e) and insert in its place “A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.”

Provincial Executive

The sub-Article, as amended, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

6. TEMPORARY ABSENCE

- (a) In the temporary absence of the President, the First Vice-President shall perform the duties of the President.
- (b) In the temporary absence of the First Vice-President, the Second Vice-President shall perform the duties of the First Vice-President.
- (c) In the temporary absence of the Second Vice-President or the Secretary-Treasurer, the duties will be performed by a fellow Table Officer.
- (d) In the temporary absence of a Regional Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.

- (e) A Provincial Executive member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented immediately by an alternate selected by the Local(s) involved, and the alternate member shall have all rights and privileges of the duly elected Provincial Executive member during the time of incapacity. **A Regional Provincial Executive Member who becomes ill and is unable to attend regular meetings of the Provincial Executive shall be represented by an alternate Member selected by the region involved, and the alternate Member shall have all rights and privileges of a duly elected Regional Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.**

2022-09 ADOPTED

BE IT RESOLVED THAT NSTU By-Law Article III – The Provincial Executive, 7 – Vacancy be amended as follows:

strike (e) and insert in its place “When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.”

Provincial Executive

The sub-Article, as amended, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

7. VACANCY

- (a) A vacancy shall occur in the event of removal, resignation, or death.
- (b) For a vacancy in the office of President the following shall apply:
- (i) If the vacancy occurs within the first fifteen (15) months of the term:
- a. The First Vice-President shall assume the office as Acting President until a by-election is held.
- b. If the First Vice-President is unable or unwilling to assume the office as Acting President, the Provincial Executive shall elect one (1) of its Members as Acting President until a by-election is held. The election shall be by majority vote.

- c. The Chief Electoral Officer shall call the by-election within thirty (30) days of the effective knowledge of the vacancy.
- (ii) If the vacancy occurs after the first fifteen (15) months of the term:
- a. The First Vice-President shall assume the office as President for the remainder of the term.
- b. If the First Vice-President is unable or unwilling to assume the office as President, the Provincial Executive shall elect one (1) of its Members as President for the remainder of the term. The election shall be by majority vote.
- (c) For a vacancy in the office of First Vice-President the following shall apply:
- (i) If the vacancy occurs within the first nine (9) months of the term:
- a. The Second Vice-President shall assume the office as Acting First Vice-President until a by-election is held.
- b. If the Second Vice-President is unable or unwilling to assume the office as Acting First Vice-President, the Provincial Executive shall elect one (1) of its Members as Acting First Vice-President until a by-election is held. The election shall be by majority vote.
- c. A by-election shall be held at Annual Council to complete the term of office.
- (ii) If the vacancy occurs after the first nine (9) months of the term:
- a. The Second Vice-President shall assume the office as First Vice-President for the remainder of the term.
- b. If the Second Vice-President is unable or unwilling to assume the office as First Vice-President, the Provincial Executive shall elect one (1) of its Members as First Vice-President for the remainder of the term. The election shall be by majority vote.
- (d) For a vacancy in the office of Second Vice-President or Secretary-Treasurer, the Provincial Executive shall elect one (1) of its Members to serve for the remainder of the term. The election shall be by majority vote.
- (e) ~~When a Provincial Executive position becomes vacant in the event of removal, resignation, death or other permanent inability to act, the vacated position shall be filled by an alternate selected by the local(s) involved, and the alternate member shall have all the rights and privileges of the duly elected PE member until such time as a by-election is completed.~~ **When a Regional Provincial Executive position becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by an alternate Member selected by the region involved until such time as a by-election is completed. The alternate Member shall have all the rights and privileges of a duly elected Provincial Executive Member while serving in the role. Where**

the boundaries of the region are equivalent to the boundaries of a Local, the selection of the alternate Member shall be done by motion at a meeting of the Local Executive. Where the boundaries of the region overlap two or more Locals, the selection of the alternate Member shall be done by motion at a meeting of the Regional Representative Council.

2022-10 ADOPTED

BE IT RESOLVED THAT NSTU By-Law VII – Professional Committee be amended as follows:

- in (c) strike “the” and insert in its place “a plurality of votes cast by Voting Delegates at Annual”.
- in (d) strike “retiring” and insert in its place “having their term expire”.
- in (d) insert “to maintain continuity on the Committee” following the phrase “each year”.
- in (d) insert a new final sentence to read “Committee Members shall not serve consecutive terms on the Committee.”

Provincial Executive

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

ARTICLE VII — PROFESSIONAL COMMITTEE

1. PROFESSIONAL COMMITTEE

- (a) Pursuant to the Teaching Profession Act, Section 11 (1), there shall be a Professional Committee of the NSTU.
- (b) The mandate of the Committee is as described in the *Teaching Profession Act*.
- (c) The Professional Committee shall consist of six (6) Members elected by **the a plurality of votes cast by Voting Delegates at Annual Council**.
- (d) Members of the Professional Committee shall serve a three (3) year term, with two (2) Members of the Committee retiring **having their term expire each year to maintain continuity on the Committee. Committee Members shall not serve consecutive terms on the Committee.**
- (e) No Member of the Professional Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.
- (f) The Professional Committee shall meet at least once a year for professional development purposes and as required to consider complaints.

2022-11 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 4 – Committees of Council be amended as follows:

- in 4. (a) (i) strike “the elected” and replace with “amongst the registered”.
- in 4. (b) (i) strike “the elected” and replace with “amongst the registered”.

Provincial Executive

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

4. COMMITTEES OF COUNCIL

(a) STEERING COMMITTEE

- (i) Before each Council meeting the Provincial Executive shall appoint from ~~the elected~~ **amongst the registered**

Voting Delegates a Steering Committee consisting of three (3) people.

(b) THE ANNUAL COUNCIL ELECTIONS COMMITTEE

- (i) Before each Annual Council meeting the Provincial Executive shall appoint from ~~the elected~~ **amongst the registered** Voting Delegates an Annual Council Elections Committee consisting of four (4) people.

2022-12 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 4 – Committees of Council be amended as follows:

- in 4.(b) (ii) strike a, b, c, d, and e and replace with the following:
 - a. receive nominations from candidates wishing to run in elections held at Annual Council, following the Elections Conducted at Annual Council Guidelines as provided in NSTU Operational Procedures;
 - b. ensure potential candidates are eligible to run;
 - c. report to Council regarding nominations;
 - d. monitor candidates regarding expenses, following the Expense Guidelines as provided in NSTU Operational Procedures;
 - e. report to the Executive Director (or designate) and/or the Independent Chair of Council any candidates suspected of violations of campaign guidelines as provided in NSTU Standing Orders and Operational Procedures; and,
 - f. report to the Provincial Executive, within thirty (30) days from the conclusion of Annual Council, any concerns regarding Annual Council elections.
- in 4. (b) strike iii, iv, v, vi, vii, and viii.

Provincial Executive

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

4. COMMITTEES OF COUNCIL

(b) THE ANNUAL COUNCIL ELECTIONS COMMITTEE

- (ii) The Annual Council Elections Committee shall:
 - a. receive nominations from candidates wishing to run in elections held at Annual Council, following the Elections Conducted at Annual Council Guidelines as provided in NSTU Operational Procedures;
 - b. ensure potential candidates are eligible to run;
 - c. report to Council regarding nominations;
 - d. monitor candidates regarding expenses, following the Expense Guidelines as provided in NSTU Operational Procedures;
 - e. report to the Executive Director (or designate) and/or the Independent Chair of Council any candidates suspected of violations of campaign guidelines as provided in NSTU Standing Orders and Operational Procedures; and,
 - f. report to the Provincial Executive, within thirty (30) days from the conclusion of Annual Council, any concerns regarding Annual Council elections.
- ~~a. Receive nominations for each vacancy on the following:~~

- i. the First Vice-Presidential office;
 - ii. the delegation to the Canadian Teachers' Federation;
 - iii. the Professional Committee;
 - iv. the Discipline Committee; and,
 - v. the Resolutions Committee.
- b. Obtain, in advance, the consent of each candidate nominated:
 - c. Submit each name to the Council on a prepared form containing a statement of the nominee's professional activities, teaching position, experience and qualifications, provided this information is given to the Annual Council Elections Committee at least one (1) hour prior to the time scheduled for commencement of the session in which the election is to be conducted:
 - d. Ensure nominations for Council, other than for First Vice-President, close with the report of the Annual Council Elections Committee and the call for further nominations from the floor by the Chair of Council at the session in which the election is to be conducted:
 - e. Ensure that nominations for First Vice-President close in the opening session of Council with the report of the Annual Council Elections Committee and the call for further nominations from the floor by the Chair of Council:
- (iii) Any Member of Council who is entitled to vote may nominate from the floor any eligible person to any office:
 - (iv) Any Member elected to a committee at Annual Council shall be ineligible to serve consecutive terms of office on that same committee:
 - (v) The election of the First Vice-President shall be determined by a majority vote of Voting Delegates at Annual Council. In all other elections held during Council, the successful candidate requires a plurality of the ballots cast:
 - (vi) The Committee shall draw up a standardized report form to be issued to all candidates for the office of First Vice-President, which includes a list of contributions and on which non-monetary items are assessed at a dollar value:
 - (vii) The Committee shall monitor Council election guidelines and report any suspected violations to the Chair of Council for consideration and possible action. The Chair of Council, after consultation with the Committee, shall attempt to resolve any concerns in an informal manner. If the matter cannot be resolved informally, the Chair of Council shall make a ruling and may announce the ruling at the next session of Council:
 - (viii) The Committee shall submit a report with recommendations concerning the conduct of any Council election to the Provincial Executive within ninety (90) days from the conclusion of Annual Council:

2022-13 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 4 – Committees of Council be amended as follows, in (c) (i) strike b. and replace with:

Annual Council shall elect, by a plurality of votes cast by Voting Delegates, four (4) Members from amongst the Voting Delegates. Two (2) Members of the Committee having their term expire each year to maintain continuity on the Committee. All such Members elected shall serve a two (2) year term. Committee Members shall not serve consecutive terms on the Committee.

Provincial Executive

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

4. COMMITTEES OF COUNCIL

(c) RESOLUTIONS COMMITTEE

- (i) a. The Resolutions Committee shall consist of five (5) Members.
- b. **Annual Council shall elect, by a plurality of votes cast by Voting Delegates, four (4) Members from amongst the Voting Delegates. Two (2) Members of the Committee having their term expire each year to maintain continuity on the Committee. All such Members elected shall serve a two (2) year term. Committee Members shall not serve consecutive terms on the Committee.**
- b. Annual Council shall elect four (4) Members from amongst the Voting Delegates. Elections shall be staggered from year-to-year to allow for continuity. All such Members elected shall serve a two (2) year term:
- c. The Provincial Executive shall elect one (1) of its Members to serve as Chair of the Resolutions Committee. The Chair shall serve for a renewable one (1) year term.

2022-14 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 6 – Discipline Committee be amended as follows:

- in (c) insert “a plurality of votes cast by Voting Delegates at Annual” prior to the word “Council”.
- in (d) insert “Term expirations shall be staggered in order to allow for continuity on the Committee. Committee Members shall not serve consecutive terms on the Committee” at the end.

Provincial Executive

The Standing Order, as amended, would then read:

6. DISCIPLINE COMMITTEE

- (a) Pursuant to the *Teaching Profession Act*, Section 10 (1) (d), there shall be a Discipline Committee of the NSTU.
- (b) The mandate of the Committee is to consider complaints regarding Member action(s) inimical to the interests of the NSTU, which would not come before the Professional Committee.

- (c) The Discipline Committee shall consist of five (5) Members elected by a **plurality of votes cast by Voting Delegates at Annual Council**.
- (d) Members of the Discipline Committee shall serve a three (3) year term. **Term expirations shall be staggered in order to allow for continuity on the Committee. Committee Members shall not serve consecutive terms on the Committee.**
- (e) No Member of the Discipline Committee shall concurrently be a Member of the Provincial Executive or a Committee of the Provincial Executive.
- (f) The Discipline Committee shall meet at least once a year for professional development purposes and as required to consider complaints.

2022-15 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 11 – Privacy – Member Data be amended by substitution:

Provincial Executive

The Standing Order, as amended, would then read:

11. PRIVACY – MEMBER DATA AND PERSONAL INFORMATION

The NSTU fully respects the rights of its Members to security and privacy with regards to the data and personal information supplied to it by its Members. To that end, the following guidelines shall apply:

- (a) all Member data and personal information, collected by the NSTU, shall solely be used for the legitimate purposes of the Union and its Members;
- (b) collection of Member data and personal information shall be limited to that which is necessary for the purposes identified in (a) above;
- (c) Members' personal information shall be protected by security safeguards appropriate to the sensitivity of the information.
- (d) no individual Member data or personal information will be released to anyone, other than for legitimate Union use, unless individually and explicitly authorized by the Member;
- (e) the Union, upon request, shall supply individual Members these guidelines related to the management of Member data and personal information;
- (f) the Union, upon request, shall inform a Member of the existence and use of an individual Member's personal information;
- (g) aggregate Member data may be released to affiliate organizations or academic institutions for research purposes with approval of the Provincial Executive;
- (h) aggregate Member data may be released to news media with approval of the Provincial Executive; and,
- (i) no Member data or personal information will be released to commercial interests.

11. PRIVACY – MEMBER DATA

- (a) The NSTU fully respects the rights of its Members to security and privacy with respect to the data supplied to it by its Members. To that end, the following guidelines shall apply:

- (i) ~~all data collected by the NSTU shall be used solely for Union business;~~
- (ii) ~~no individual Member data will be released to anyone, other than for legitimate use unless individually and explicitly authorized by the Member;~~
- (iii) ~~data may be released to affiliate organizations or academic institutions in aggregate form for research approved by the Provincial Executive;~~
- (iv) ~~aggregate Member data may be released to news media only with prior approval of the Provincial Executive; and,~~
- (v) ~~no Member data will be released to commercial interests.~~

2022-16 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 12 – Awards be amended as follows:

- in (b) (i) strike “, a pin, and paid membership in the Retired Teachers Organization” and insert in its place “and pin”;
- strike (b) (ii) and renumber the remainder of the sub-section;
- strike (c) (ii) and renumber the remainder of the sub-section;
- in (c) (iii) strike “only” and “a” and insert “ly” at the end of the word “particular”
- in (d) (ii) insert commas around the phrase “at the Local level”; and,
- in (d) (iii) strike “a” and insert “ly” at the end of the word “particular”
- in (d) (iv) strike “newly”; following “Retired Members” insert “or individuals who have ceased being NSTU Active Members”; and strike “(i.e. within two years following retirement)”.

Provincial Executive

The Standing Order, as amended, would then read:

12. AWARDS

- (a) The Provincial Executive may from time-to-time recognize outstanding contributions of Members by the means and under the conditions, which follow:
- (b) Life Membership Award which shall be:
 - (i) a certificate **and pin, a pin, and paid Membership in the Retired Teachers Organization;**
 - (ii) ~~awarded only to Members retiring from the profession;~~
 - (iii) ~~awarded for displaying consistently high qualities of leadership, performance and service to education, the teaching profession or to the Nova Scotia Teachers Union; and,~~
 - (iv) ~~awarded at the sole discretion of the Provincial Executive.~~
- (c) Special Award which shall be:
 - (i) a certificate and gift;
 - (ii) ~~awarded only to Active Members;~~
 - (iii) awarded only for a particularly outstanding service to education, the teaching profession, or the Nova Scotia Teachers Union; and,

- (iii) (iv) awarded at the sole discretion of the Provincial Executive.
- (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 particularly outstanding service to the Local, to education or to the teaching profession;
 - (iv) awarded to Active Members and newly Retired Members (i.e. within two years following retirement) **or individuals who have ceased being NSTU Active Members;** and,
 - (v) awarded by the Provincial Executive only on the recommendation of a Local Executive.

2022-17 ADOPTED

BE IT RESOLVED THAT NSTU Standing Order 14 – Delegates to Canadian Teachers’ Federation be amended as follows:

- prior to the word “Council” strike the word “the” and replace with the phrase “a plurality of votes cast by Voting Delegates at Annual”.
- insert a new second sentence to read “Delegates elected by Council shall serve a three (3) year term and shall not serve consecutive terms.”

Provincial Executive

The Standing Order, as amended, would then read:

14. DELEGATES TO CANADIAN TEACHERS’ FEDERATION

Delegates to the Canadian Teachers’ Federation Annual General Meeting shall be: the President, or another CTF Director as chosen by the Provincial Executive from the Members of the Provincial Executive; the Executive Director as a member of the CTF Board; and a number of other delegates defined by the Canadian Teachers’ Federation who shall be elected by **a plurality of votes cast by Voting Delegates at Annual** the Council.

Delegates elected by Council shall serve a three (3) year term and shall not serve consecutive terms. The First Vice-President or, in the absence of the First Vice-President the Second Vice-President, shall attend as an alternate.

During a presidential election year, the NSTU President-elect will be included in the delegation to CTF as an observer at the AGM. The costs incurred will be covered by the NSTU as per CTF guidelines.

2022-18 ADOPTED

BE IT RESOLVED THAT the NSTU adopt a new Standing Order on Equity and Affirmative Action and the remainder of the Standing Orders be renumbered accordingly.

The new Standing Order to read:

EQUITY AND AFFIRMATIVE ACTION

- (a) The NSTU is committed to equity and affirmative action.
- (b) This commitment shall manifest itself in NSTU Operational Procedures regarding the selection process

for: NSTU Committees, the John Huntley Memorial Internship Program, and the NSTU delegation to the Nova Scotia Federation of Labour’s Biennial Convention.

- (c) This commitment shall be assessed during each NSTU hiring or secondment.

Provincial Executive

2022-19 ADOPTED

BE IT RESOLVED THAT the NSTU adopt a new Standing Order on Confidentiality and the remainder of the Standing Orders be renumbered accordingly.

The new Standing Order to read:

CONFIDENTIALITY

Individuals in an elected or appointed leadership role of the NSTU, its employees, and others acting on the organization’s behalf are obligated to hold confidential information in strict confidence and shall not disclose or use any confidential information except in the course of carrying out authorized activities on behalf of the Union; as expressly authorized by the Executive Director, NSTU President, or Provincial Executive in writing; or where required by law.

Provincial Executive

2022-20 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, Policy 3 – Diverse Representation be amended by substitution and the policy statement moved to Policy Section VI – General.

Provincial Executive

The Policy, as amended, would then read:

3. DIVERSITY IN THE TEACHING PROFESSION

- A. The NSTU is committed to equity and affirmative action.
- B. The NSTU recognizes the importance of having people, who have traditionally been marginalized, enter the teaching profession.
- C. The NSTU supports organizations and programs that encourage students from under-represented groups to enter the teaching profession.

3. DIVERSE REPRESENTATION

- A. ~~The NSTU supports organizations and programs that are working to encourage more students from under-represented groups to consider teaching as a career choice.~~
- B. ~~The NSTU recognizes the need to undertake steps to expedite the process of increasing numbers, throughout the province, of teachers, administrators, and board personnel from designated groups identified under the Nova Scotia Affirmative Action Policy. The NSTU will work to remove barriers that inhibit peoples who have been traditionally marginalized.~~

2022-21 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, Policy 4 – Equity and Affirmative Action be rescinded.

Provincial Executive

2022-22 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, Policy 5 – Gender Identity, gender Expression, and Sexual Orientation Discrimination be amended as follows:

- in the first sentence strike “addresses the realities of gender and sexual minorities” and insert in its place “recognizes and respects all people, regardless of their gender identity, gender expression, and sexual orientation” and
- in A strike “hegemony” and insert in its place “oppression”. and the amended policy be moved to Policy Section VI – General.
Provincial Executive

The Policy, as amended, would then read:

5. GENDER IDENTITY, GENDER EXPRESSION, AND SEXUAL ORIENTATION DISCRIMINATION
We strive for a safe, welcoming, and inclusive education system that addresses the realities of gender and sexual minorities **recognizes and respects all people, regardless of their gender identity, gender expression, and sexual orientation**. As such, the NSTU will promote, support, and protect the rights of students, families, and Members to:
- A. be treated with respect and acceptance, free from discrimination and **hegemony oppression**;
 - B. freely and collectively express their gender identity and sexual orientation;
 - C. be provided safe, welcoming, and inclusive learning content, spaces, and facilities;
 - D. have diversity and inclusion in the NSTU, in schools, and within system priorities and programs; and,
 - E. affirm and deliver sexual orientation, gender identity, and gender expression education.

2022-23 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT Policy Section I – NSTU Governance, Policy 6 – Human Rights be amended as follows:

- Strike B and insert in its place “The NSTU is committed to being unbiased towards its Members in its structure and its delivery of programs and services.”

Provincial Executive

The Policy, as amended, would then read:

6. HUMAN RIGHTS
The Membership of the Nova Scotia Teachers Union reflects the diversity of our province. We rejoice in this diversity and believe that we are all entitled to work in an environment free from discrimination.
- A. The NSTU, in recognition of its support for the *Nova Scotia Human Rights Act*, lends full support to its Members who face discrimination or harassment with respect to their employment as defined in the *Act*.
 - B. The NSTU, in its structure and delivery of professional services, is unbiased towards its Members. The NSTU is committed to being unbiased towards its Members in its structure and its delivery of programs and services.
 - C. The NSTU, endorses the Canadian Teachers’ Federation’s Human Rights Statement, and is committed to:
 - I. providing a respectful environment that is free from harassment at all Union activities;

- II. fostering the goodwill and trust necessary to protect the rights of all individuals;
- III. neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships;
- IV. promoting mutual respect, understanding, and cooperation as the basis of interaction among all its Members; and,
- V. supporting a Member’s right to fully express their democratic privilege to vote free of harassment and intimidation.

2022-24 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, Policy 7 – Inclusive Language be rescinded.
Provincial Executive

2022-25 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section I – NSTU Governance, Policy 8 – Substitute Teacher Information Meetings be rescinded.
Provincial Executive

Curriculum

2022-26 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section II – Curriculum, Policy 17 – Quality Education be rescinded.
Provincial Executive

2022-27 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development provide teachers with new curriculum at least one year before full implementation so they have an opportunity to become familiar and plan for the changes.
Halifax City

2022-28 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development provide all of the materials needed to implement the curriculum and engage students.
Halifax City

2022-29 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide a class set of textbooks in addition to an accessible digital version of a textbook to classrooms when implementing new curriculum.
Kings

2022-30 ADOPTED as amended

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to investigate hiring NSTU members as Inclusion Coaches to support teachers in implementing the Multi-Tiered System of Supports and universal design model in the new Inclusion policy.
Halifax City

2022-31 DEFEATED

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to compare provincial assessment data (grades, 3, 6, 8, 10) to PowerSchool data.

Halifax City

2022-32 ADOPTED as amended

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to eliminate the requirement that grade 10 English, FRA10 and Math provincial examinations count for 20% of a student's final grade.

Economic Welfare & Working Conditions

2022-33 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU adopt a new policy statement entitled Educational Facilities – Renovations, Openings, and Closings for Policy Section III – Economic Welfare & Working Conditions.

Provincial Executive

The new Policy to read:

EDUCATIONAL FACILITIES – RENOVATIONS, OPENINGS, OR CLOSINGS

The NSTU recognizes educational site renovations, new openings, and closures are necessary to create and maintain quality educational opportunities for students; however, they can also be disruptive to teachers, students, and parents/guardians. The NSTU believes that when a new construction or major renovation of a school site is planned, NSTU Members should be involved in the development and design of the project. Further, the NSTU holds the following beliefs regarding the closing or opening/reopening of an educational site:

- A. Members should not perform duties of other bargaining unit or non-unionized workers; however, Members should assist and cooperate with the process. Specifically:
 - I. Members should pack/unpack personal items;
 - II. Members may be expected to supervise the packing/unpacking of sensitive, fragile, and/or dangerous equipment and materials;
 - III. Members should be given time, free from their duties related to students, to assist in these duties; and,
 - IV. Members should only be expected to participate in these duties during the school day/school year.
- B. The employer is responsible, and specifically, they should:
 - I. provide packing containers for Members' personal effects; and,
 - II. allot sufficient time within the 195-day school year.
- C. Student should not be in attendance, nor should they assist in packing, unpacking, or moving of materials.

2022-34 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT NSTU Policy Section III – Economic Welfare & Working Conditions, 20 – Site Renovations and/or New Site Opening be rescinded.

Provincial Executive

2022-35 WITHDRAWN

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve a memorandum of understanding with the Department of Education and Early Childhood Education that when new resources are sent to schools, they are accompanied with suggested lessons that are tied to specific grade levels, subjects, and outcomes.

Lunenburg County

2022-36 ADOPTED

BE IT RESOLVED THAT in the next round of bargaining, the NSTU seek that all teachers are given the opportunity to participate in NVCI, CPR and First Aid training during the instructional day.

Pictou

2022-37 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of bargaining, the NSTU seeks "Teacher Support Team" meeting time be embedded in the instructional day.

Pictou

2022-38 DEFEATED

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to have "reasonable" defined as it pertains to the number of meetings in Article 62.04.

CSANE, Cumberland

2022-39 ADOPTED

BE IT RESOLVED THAT in the next round of negotiations, the NSTU seek clear language in Article 62.03 (iii) so that professional development does not occur during staff meetings.

Inverness

2022-40 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of negotiations, the NSTU seek to achieve concrete language around the allocation of FTEs based on student needs versus the number of students regardless of pre-existing dates.

Cumberland

2022-41 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of negotiations the NSTU seeks to achieve two (2) full days for writing and creating IPPs and adaptations.

Colchester-East Hants

2022-42 ADOPTED

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve compensation for CO-OP and Building Futures for Youth Program supervisors who work more than 195 days by granting these NSTU members a minimum of one lieu day per supervised student.

Inverness

2022-43 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek sub-coverage for teacher volunteers who are required to be absent from their educational site(s) for one or more classes to support students during regional or provincial events.

Inverness

2022-44 ADOPTED as amended

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve language in our Provincial Agreement to establish class caps and composition limits based on the inclusion of students with diverse needs in the classroom.
Colchester-East Hants

2022-45 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to increase rate of pay for substitute teachers to 100% of the substitute teacher's daily rate based on their experience and education.
Halifax City

2022-46 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seeks to achieve that substitute teachers are paid according to how they place on the salary scale.
CSANE

2022-47 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU seek to have substitutes pay increase to 1/195th of the salary they would receive for their number of days of service if they were a full time teacher.
Richmond

2022-48 WITHDRAWN

BE IT RESOLVED THAT the NSTU seek, in the next round of negotiations, an incremental salary scale for substitute teachers. One that is similar in time frame to that of a regular teacher. For example, subs in year 1 get paid \$193.30, year 2 get paid \$203.00 etc. up to 9 years.
Richmond

2022-49 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve substitute teachers requiring fewer days in the same position before being placed on the regular pay scale.
Halifax City

2022-50 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve improvements to Article 32 of the Teachers' Provincial Agreement to ameliorate working conditions and pay for substitute teachers in order to address the substitute shortage in the province.
Kings

2022-51 ADOPTED as amended

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve one day paid leave for long term substitutes (as defined in Article 32.03 in the TPA) and members within their first five years that is held during an instructional day dedicated to learning about employer and union policies, practice, and benefits. A member shall only be entitled to this leave once.
Dartmouth

2022-52 DEFEATED

BE IT RESOLVED THAT the NSTU negotiate in the next round for learning centre teachers who have administrative duties be compensated in a way like other teachers with administrative duties.
Halifax City

2022-53 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU negotiate in the next round for all NSTU members to have a dedicated workspace.
Halifax City

2022-54 ADOPTED

BE IT RESOLVED THAT the NSTU negotiate in the next round for ergonomic workspaces for NSTU members.
Halifax City

2022-55 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU negotiate for an increase of dental coverage to 80% for all items without a cap.
Halifax City

2022-56 DEFEATED

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.
Dartmouth

2022-57 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to have group Insurance cover multifocal, intraocular implant lenses to 60%.
Richmond

2022-58 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the Nova Scotia Teachers Union seek to have EpiPens funded at a copay rather than members having to purchase these products and wait for reimbursement.
Antigonish

2022-59 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to achieve coverage for psychological assessments.
Colchester-East Hants

2022-60 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to obtain the benefit of "Infertility Treatment" with \$25,000 dollars for treatment and another \$10,000 for related medications per qualifying event.
Colchester-East Hants

2022-61 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve coverage within our medical plan for all prescribed fertility medications.
Dartmouth

Government

2022-62 ADOPTED

BE IT RESOLVED THAT Policy Section IV – Government, 15 – School/Educational Site Construction or Major Renovations be rescinded.

Provincial Executive

2022-63 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to investigate the disparities among education entities in how inclusive education is practiced and funded and remedy any arising disparities.

Cumberland

2022-64 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to annually offer teachers optional Non-Violent Crisis Intervention (NVC) training.

Digby

2022-65 ADOPTED as amended

BE IT RESOLVED THAT the NSTU strongly encourage the Department to offer yearly professional development during instructional time in Trauma Informed Pedagogy to members.

Annapolis

2022-66 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to annually offer teachers optional Standard First Aid Training.

Digby

2022-67 ADOPTED as amended

BE IT RESOLVED THAT the NSTU strongly encourage the Department to investigate recruiting in other countries to fill open teaching positions with qualified, diverse candidates.

Annapolis

2022-68 ADOPTED

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development engage with the NSTU to create a plan which offers incentives to new teachers that will encourage them to enter and stay in the profession long-term.

Colchester-East Hants

2022-69 ADOPTED

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development develop a standard of qualification requirements related to teachables for the posting of employment opportunities.

Digby

2022-70 DEFEATED as amended

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to include college diplomas/certificates that pertain to the PSP gained prior to or following B.Ed. for teacher certification.

Digby

2022-71 ADOPTED as amended

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development develop and implement a reduced class cap or caseload ratio for learning centres or other similar type educational environments that reflects the special challenges and needs that are present in these settings.

Cape Breton District

2022-72 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development reduce the class cap size for multi grade classrooms.

Cape Breton District

2022-73 DEFEATED

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development count students on Individualized Program Plans as two students when balancing numbers for classroom caps.

Halifax City

2022-74 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to prevent changes to the operations within TIENET or PowerSchool once the school year has begun.

Digby

2022-75 ADOPTED

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development that they create permanent, salaried substitute positions at each school or family of schools, at a suggested ratio of 1:25 teaching staff.

Halifax City

2022-76 ADOPTED as amended

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development create and implement an intensive language program (in both official languages) within the Public School system for newcomers to Canada who do not speak either English or French.

Halifax City

2022-77 ADOPTED

BE IT RESOLVED THAT the NSTU request the Department of Education and Early Childhood Development provide inclusion support teachers for secondary schools.

Halifax City

2022-78 DEFEATED

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to provide extra funding and human resources to all schools that have 15% or more of their students not meeting grade level expectations based on the provincial assessment data.

Halifax City

2022-79 DEFEATED as amended

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development that when teachers are asked to teach virtually that they be provided with the technology to conduct the class, which includes a camera, a microphone, and any other equipment necessary.

Halifax County

2022-80 DEFEATED (with editorial change)

BE IT RESOLVED THAT the NSTU request from the Department of Education and Early Childhood Development that if teachers are asked to teach virtually that their marking and preparation time be increased by a minimum of double.

Halifax County

2022-81 ADOPTED

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development give NSTU members the option to participate in October Conference Day from home in the event of an online event.

Halifax County

2022-82 ADOPTED

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to determine that there are qualified and available NSTU specialists in the province before announcing an increase of FTE positions such as guidance, PE, French Immersion, Speech Language Pathologists, School Psychologists etc. and share these findings with the NSTU.

Kings

2022-83 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU request that the Department of Education and Early Childhood Development, discuss with the NSTU an appropriate increase in funding to schools to directly target child poverty.

Colchester-East Hants

2022-84 ADOPTED (Pre-Council Vote)

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to create and appropriately fund school-based NSTU positions for workers that support families who live in poverty.

Colchester-East Hants

Professional Development

NO SUBMISSIONS

General

2022-85 ADOPTED

BE IT RESOLVED THAT the NSTU explore ways to promote members from the following under-represented groups (African Nova Scotian and other racialized groups, Indigenous, LGBTQIA2S+ and people with disabilities) into positions within the union structure that are not specifically designated to address inclusion or diversity.

Halifax City

2022-86 ADOPTED

BE IT RESOLVED THAT the NSTU investigate the loss of one-to-one technology use for students in our province and report to Council 2023.

Colchester-East Hants

2022-87 ADOPTED

BE IT RESOLVED THAT the NSTU investigate ways to substitute environmentally responsible and healthy choices in place of NSTU promotional products for such events as Member Engagement Day.

CSANE

2022-88 ADOPTED

BE IT RESOLVED THAT the NSTU seek to achieve a feedback mechanism that would enable members to give constructive feedback to PSAANS members.

Halifax County

2022-89 ADOPTED as amended

BE IT RESOLVED THAT the NSTU explore ways to improve the NSTU technology offerings, including ways to address the technology challenges that frequently frustrate the business of the NSTU and to provide services such as in-house file sharing and report back to Council 2023.

Cape Breton District





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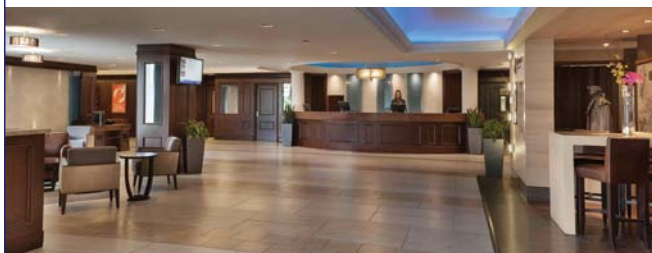
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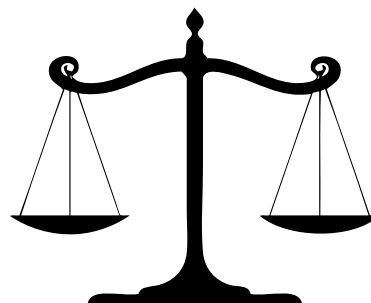
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Annapolis Local celebrates retirees and 25-year teachers

The Annapolis Local celebrated its retirees and 25-year teachers at an event held the afternoon of June 12 at Beavercreek Winery in Lawrencetown. Outgoing president NSTU president and incoming president Ryan Lutes attended the event.



Shown with Paul Wozney (far left) and Ryan Lutes (far right) are retirees: Jacalyn Saunders, Annapolis Local president Heather Hiscock, Christine Robart, and Crystal Veinott. Retiree absent from the photo: Susan Robinson-Burnie.



Teachers celebrating a quarter century of teaching are: Glen Melanson, Alexia Melanson and Mark Bezanson.

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CONSORTIUM DE LEADERSHIP EN ÉDUCATION
DE LA NOUVELLE-ÉCOSSE

Telephone: (902) 422-3270 • Email: info@elcns



Aspiring Leaders
Program

The Aspiring Leaders Program 2022-2023

This professional learning opportunity is to support teachers who aspire to become school-based administrators. The Aspiring Leaders Program extends over 14 months and begins **August 2022**. The program includes two summer institutes and seven Friday/Saturday seminars. An eight-day residency program is integrated throughout the program.

Applications are now being accepted for the 2022-23 Cohort of this exciting program being offered by the Educational Leadership Consortium of Nova Scotia (ELCNS) in partnership with the Department of Education and Early Childhood Development.

For more information on the program visit the **ELCNS website** at www.elcns.ca or contact Stephanie Isenor-Ryan, Executive Director, Educational Leadership Consortium of Nova Scotia (ELCNS) at sisenorryan@elcns.ca or 902-890-4367, or Wanda Fougere, ALP Coordinator at wfougere@elcns.ca

Application Process: Applications are made available through participating regional centre/board websites. Selections will be based on identified criteria and an interview by a panel of regional centre/board personnel.

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional number.

Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.

To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

Permanent HRCE Math teacher looking to do an exchange with a teacher in the CBVRCE for 2022-2023. Permanent exchange possible. Please contact: macmatique23@gmail.com

Searching for a qualified resource job share partner in the HRCE for a 20% position (one full day a week). Please reach out if you are interested. sara.maclean@hrce.ca

Permanent CBVRCE Elementary Teacher looking to do one year job exchange (potentially for longer, if agreeable for both teachers) with a teacher in SRCE or CCCE. Contact: nkkolanko@gmail.com

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Perfect for Retired Teachers

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amacdonnell@atlantictours.com

www.atlantictours.com



Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the People's Republic of China (grades 10-12), the United Arab Emirates (grades P-12) and Bangladesh (grades 9-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:
www.internationalprograms.ednet.ns.ca



Online registration will begin on May 9th and close on June 17th.
www.nstu.ca and click on the CONTACT banner



L'inscription en ligne se déroulera du 9 mai au 17 juin.
www.nstu.ca et cliquer sur la bannière CONTACT