

Bethany MacLeod appointed NSTU Executive Director

After an extensive and careful search process, Bethany MacLeod has been named as the Executive Director of the Nova Scotia Teachers Union, effective June 9, 2025.

"I am honoured and excited to be joining the NSTU," says MacLeod. "I look forward to working collaboratively with a dedicated team to continue the great work of advancing the teaching profession and continuing to improve the quality of education for all students. I also want to thank my predecessor, Steve Brooks, for his exceptional leadership during his tenure as NSTU Executive Director."

MacLeod is replacing outgoing NSTU Executive Director Steve Brooks, who is retiring. Brooks has served as NSTU Executive Director since January 2021.

Bethany MacLeod began her career in the classroom after earning a Master's degree in Education, later spending two decades as a successful business owner. Her passion for teaching led her back to Prince Edward Island, where she resumed her work in education and was subsequently elected President of the PEI Teachers' Federation in 2015.

MacLeod's leadership extended nationally through her executive roles with the Canadian Teachers' Federation (CTF/FCE), where she served as Vice President and made history as the first representative from PEI to be elected President-Designate. In 2019, she was appointed Deputy Minister of Education and Lifelong Learning for the Government of PEI. Following that role, she continued to support education as a Special Projects Consultant at Holland College.



NSTU Campaign Highlights Real Stories from Real Members

You may have seen some familiar faces while scrolling through your social media or watching your favourite show. That's because NSTU's new end-of-school-year campaign is now live across broadcast, digital, and Connected TV platforms. The campaign features real NSTU members from across Nova Scotia, sharing their personal experiences of what it means to be a teacher or specialist in today's complex educational environment.

"The goal of this campaign is to amplify the voices of teachers, specialists, and students by shedding light on the realities inside our

schools and the urgent need for meaningful change in public education," says NSTU President Peter Day. "It brings attention to critical issues like class size and composition, lack of supports, and rising levels of violence."

Six NSTU members participated in the campaign, representing a diverse cross-section of educators:

- Malik Adams, school counsellor, and Krissy Brewer, EAL teacher (Halifax City Local)

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people

Halifax County Local Members Honoured with Education Research Awards

NSTU President Peter Day presented Education Research Award certificates to Anthony and Nicole Bucci at the Halifax County Local Council meeting held on June 4.

Anthony's research project, *Performance and Confidence in Oral French Language Usage of Grade 10 FLA Students*, investigated how technology can enhance oral presentations in Grade 10 French Language Arts. He currently teaches FLA 12, IB French, French SL, and Core French 10 at Charles P. Allen High School.

Nicole's research, *Effect of Digital Texts on Students' Reading Engagement in Tier Two Learning Environments*, addressed the challenge of reading disengagement among elementary students receiving small-group reading interventions, focusing on the use of digital texts. She is a resource teacher at Kingswood Elementary School. Both projects were completed through graduate studies at Cape Breton University.

Since 2003, the NSTU has recognized members for their contributions to education research. Each year, a total of \$3,500 in funding is available to support research initiatives, with individual awards capped at \$500. The deadline for next year's applications is December 3, 2025, at 4:00 p.m.

For more info:

<https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>



Final John Huntley Internship program of the school year

The final session of the John Huntley Memorial Internship program for this year was held at the NSTU building on May 29 and 30. NSTU members selected for the program spent two days learning about the wide range of programs and services the NSTU offers its members. Interns took part in sessions with NSTU staff, including the executive director and president, as well as representatives from Member Services, Professional Development, Public Relations, the Member Assistance Program, and Finance. The program is coordinated by the Professional Learning Department and facilitated by Executive Staff Officer Pamela Langille. For nearly 25 years, the Huntley Memorial Internship has provided participating members with a meaningful and enriching experience. For more information: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/john-huntley-internships>



Shown (left to right): Justin Dubreil, (Dartmouth) who teaches Phys Ed. and Tech Ed at John Martin Junior High School; Stacia Findlay, (Cumberland) who is a Learning Support teacher at Amherst Regional High; NSTU president Peter Day; Shannon Parsons (Northside-Victoria) an elementary math coach with the Cape Breton-Victoria Regional Centre for Education; Suzane Brna, (Halifax County) a resource teacher at Horizon Elementary in Eastern Passage; and Denise Stone, a Learning Centre teacher at Maple Grove Education Centre.



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ISSUE	DEADLINE
September	August 30
October	October 11
December	November 29
Jan/Feb	January 24
March	February 28
April	April 11
May	May 9
June	June 13

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- Jemita Buchanan, Primary/Grade 1 teacher and provincial executive member (Kings Local)
- R  nelle John, high school languages and civics teacher (Colchester-East Hants)
- Lisa Roach, junior high teacher (Cape Breton District Local)
- Natasha Yorke-Phillip, school psychologist (Yarmouth) and current president of the Psychologists in the Schools Association

“When these stories come directly from teachers, the message is that much more powerful,” says Day. “I was truly moved by the passion and honesty our members brought to this campaign. Their testimonials reflect the deep care and professionalism that define our work in classrooms every day.”

The NSTU Public Affairs/Public Relations Committee played a vital role in developing and shaping the campaign, offering input throughout the process.



Lisa Roach

Day encourages members to help amplify the message: “Please consider sharing the videos on your own social channels—every share helps broaden awareness.”

Watch the 30-second ads here:

- Resources <https://youtu.be/3ckh3wb2OIE>
- Mental Health <https://youtu.be/0AvyfgPIWY8>.

You can also view the long-form videos and learn more at actforeducation.ca or visit [NSTU's YouTube channel](#).

Filmed this spring at Gorsebrook Junior High School, the campaign will run until June 30 on TV, digital platforms, and social media—reaching audiences through premium placements, pre-roll, and Connected TV. There is also potential for the campaign to be relaunched in the future.



NSTU members involved in NSTU's campaign: Malik Adams, Jemita Buchanan, R  nelle John, Natasha Yorke-Phillip and Krissy Brewer. Missing: Lisa Roach (shown left).

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CREDIT UNION

From the NSTU President



June reflections: celebration dedication, pride and new beginnings

Welcome to June, a month that holds so much in our school communities. From final assessments and report cards to field trips, awards ceremonies, proms, and graduations, it's a whirlwind of activity. It's also a time when the incredible dedication and resilience of our teachers and teacher specialists is on full display. Thank you to each and every one of you for going above and beyond to ensure our students finish their year feeling successful, celebrated, and supported. Your tireless work does not go unnoticed.

June is also Pride Month, a time to reaffirm our commitment to inclusivity and celebration of all identities. NSTU members continue to play a vital role in creating schools where every student feels seen, valued, and respected for exactly who they are. At a time when the rights of 2SLGBTQIA+ individuals continue to be challenged in some places, our message is clear: 2SLGBTQIA+ rights are human rights. We are proud to stand with our students and colleagues in advocating for safe, affirming, and equitable spaces for all.

In June, we also recognize and celebrate the rich history, heritage, resilience, and diversity of First Nations, Inuit, and Métis peoples during National Indigenous History Month. It's a time to reflect on the past and its ongoing impact on generations of Indigenous peoples, while also moving forward with meaningful reconciliation. This important month culminates in National Indigenous Peoples Day on June 21st, held on the summer solstice, the longest day of the year. The solstice holds deep spiritual and cultural significance for many Indigenous peoples, symbolizing renewal, connection, and celebration.

This month also marks an important milestone in the life of our organization. Our Executive Director, Steve Brooks, is stepping down after five years of leadership with the NSTU. It has been a true pleasure to work alongside Steve over the past year. His wisdom, steady guidance, and deep understanding of our organization have made a lasting impact. On behalf of our

entire membership, I extend our heartfelt thanks to Steve and wish him all the best as he returns home to Newfoundland with his wife Stefanie and their growing family.

As we say farewell to one leader, we warmly welcome another. I'm pleased to welcome our new Executive Director, Bethany MacLeod. Bethany brings with her a wealth of experience and a strong commitment to public education, honed through years of leadership in Prince Edward Island. I look forward to working closely with her in the months ahead to support our members and advocate for the future of public education in Nova Scotia.

This month also provides an important opportunity to amplify the voices of our members through the *Our Kids Can't Wait* campaign. I encourage you to view and share the powerful testimonials from six educators across the province. These stories speak to the very real challenges teachers, teacher specialists and students face daily and to the urgent need for positive, meaningful change in our schools. Your voices are vital in this conversation, and your experiences matter.

As we close out another school year, I hope you're able to step away from the busyness and focus on what brings you joy. Whether that's spending time with family, traveling, resting, or simply reconnecting with what fills your cup, take that time. You've more than earned it.

From all of us at the NSTU, thank you for your incredible work this year. Have a safe, restful, and memorable summer.

Best regards,

Peter Day

2025 NSTU Summer Hours

**The NSTU Summer Office Hours will be starting on Monday June 30th
and will conclude on Friday August 29th.**

Summer hours are Monday to Thursday 8:00am – 4:00pm and Fridays 8:00am – 12:00pm.

**The July Shutdown will be starting on Monday July 21st and the
office will re-open on Tuesday August 5th.**

Join the Nova Scotia Youth Climate Council



Apply by July 1, 2025

The NSYCC provides youth an opportunity to advise the Minister of Environment and Climate Change on the government's response to climate change.

Apply if you are:

- ☒ Between 14 and 24 years old
- ☒ Currently living in Nova Scotia
- ☒ Passionate about climate change



Apply at:
cleanfoundation.ca/ycc

 @youthclimate.ns

 YCC@cleanfoundation.ca

Rearview mirror and Windshield

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



As you are preparing to conclude your year, your Professional Learning team offers some ideas for reflection and potential seeds to plant for future potential growth.

Reflecting on your year can be an important part of your transition to summer mode. When I was a classroom teacher, I invited students to complete a learning reflection during each reporting period and at the end of the year. It was a great tool to inform my practice moving forward from that point in the year. In *The Well Teacher* article in May, there are ideas for looking back as you close your year. Here are a few questions you can use to guide your reflection. Choose a few that resonate with you and feel free to share with colleagues.

- How has your teaching practice grown this year?
- What actions did you take that strongly aligned with your beliefs and values? (Steve Barkley)
- Finish the sentence — The students really responded to . . .
- How has your thinking grown or changed this school year?
- What is something you accomplished this school year you are proud of?
- What have been some of your challenges this year, and how were you able to overcome them?
- What did you learn from your students this year?
- What did you learn about yourself this year? (Steve Barkley)
- What do our students need us to learn?
- Which coaching practices were most/least useful?
- What is something that makes you feel hopeful right now?
- What are you most curious about in your practice?
- If you could remind yourself of one important thing at the beginning of next year, what would it be?

These questions were borrowed from <https://blog.esc13.net/25->

[end-of-year-reflection-questions-for-teachers/](#). Visit the site to see the rest of the questions and engage with them as you look back on your year.

Your PL team is excited to share some updates from our department for the upcoming year.

Moving forward, our grant opportunities—conference grants, travel fellowships, education research awards and full-time study grants are now open to **reserve members**! What does that mean? That means that substitutes who are reserve members are now eligible to apply to these opportunities. Look for a new and updated application this fall. Information will be shared in late summer.

This year's 41st annual Professional Associations Conference Day promises to be one of our best yet. Our member volunteers—full time teachers just like yourselves, continue to plan and organize meaningful and growth-oriented professional learning opportunities for all members. Be sure to check out the list of offerings in this edition of *The Teacher*! Follow us on social media @NSTUAppl for important information and updates about upcoming opportunities!

The NSTU will be hosting the annual CONTACT conference in 2026! Keep your eye out for expressions of interest to be one of our workshop facilitators that will be shared in the fall.

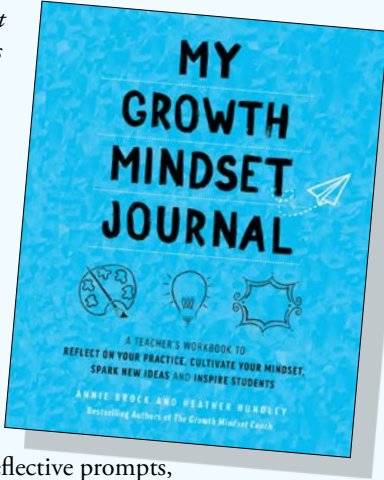
As you close this year, know you've done the best you could with the information, resources and support you've had. As you look forward to the next chapter, ensure you take forward what you've learned while looking in the rearview mirror for any important learnings that will help. As you gaze forward through your windshield, the possibilities are far-reaching. We wish you the energy and courage to embrace the opportunities that await.

pathways
FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with **PL** in the subject line to theteacher@nstu.ca by **August 30, 2025**, to be eligible for the draw.

My Growth Mindset Journal
by Annie Brock and Heather Hundley
published by Ulysses Press

My Growth Mindset Journal: A Teacher's Workbook to Reflect on Your Practice, Cultivate Your Mindset, Spark New Ideas and Inspire Students is a step-by-step journal for making growth mindset a part of every lesson plan, every class, and every day. Designed with the busy teacher in mind, this fully illustrated journal is packed with reflective prompts, creative exercises, fun activities and so much more.



TPA Update

Teachers' Provincial Agreement Changes to Teachers Pay Cycle

There has been an alteration in a recently negotiated change in the Teachers' Provincial Agreement regarding the pay year (Article 66 – Method of Payment and Letter of Understanding (LOU) 9 – Transition of Contract Year). As per the LOU, the contract and pay year for NSTU members would change from August 1 – July 31, to September 1 – August 31, effective July 31, 2025.

Several implementation issues have come to light that had not been anticipated. As such, the NSTU and EECd have agreed that it is in everyone's best interests to pause the work associated with implementing the change.

As a result of this, the pay year will not be changing in August 2025 as set out in the Teachers' Provincial Agreement. NSTU members will continue to be paid on the existing August 1 to July 31 pay year until further notice.

NSTU Research Repository

The NSTU is in the process of establishing a repository of academic research in education, comprising the accomplished thesis work of our members.

Have you completed a thesis in educational research? Willing to share your results to inform members' practice and understanding of public education in Nova Scotia? We would like to celebrate and promote your good work through our repository of academic research in education by NSTU members.



Members should contact
our Professional Learning
department via

appl@nstu.ca



You Matter: A Gentle Guide to Showing Up for Yourself This Summer

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

(Based on Mel Robbins' Podcast: *7 Habits... Fixes for a Tired Life.*)

As you get set to close another year in your learning spaces, and close the door on this chapter, a podcast I listened to came to mind for writing this article.

I didn't realize that there were seven habits—my favourite number, and one of the reasons I kept listening.

With full credit to Mel Robbins, who has introduced me to so many other professionals and ideas I incorporate now into my well-being practice, these ideas will help you open the door to your summer chapter while balancing your *teacher-tired*. I am sharing the habits that will resonate for the end of the school year. I encourage you to listen to the full podcast.

Robbins begins this podcast episode discussing automatic pilot and how this can impact our ability to be present, intentional and as thoughtful we can be. These habits are meant to start small and build from there. As always, I encourage you to take what resonates and leave what doesn't.

The first habit she introduces is *Replay the good stuff*. How many times have we found ourselves inside moments we wish could last longer or recall a time that we could go back to? Sometimes we can—in a way. When you're tempted to pick up your phone to "doomscroll" open your photos app instead and set a timer to look through some of your favourite photos. Set up a favourites album if you haven't already done so, and spend some time replaying some of your best memories. This could be a version of your "heavy day" or "good stuff" folder you can retreat to when your thinking and working brain needs a break. This is backed by science, according to Robbins: "Researchers at UCLA found that viewing photos of loved ones activates a sense of social support inside you that decreases your stress level." You can also add a few special photos around your workspace to take a complete screen break. I have always surrounded myself with photos and found it comforting many times.

The second habit is to make a playlist full of good music for dancing and use it when you're washing dishes, sweeping, or other household activities. I used to have a photocopier dance when I was waiting for a job to finish or the copier to reboot. We know the benefits of physical movement and it can be tough to find the time during our busy days. When we turn off automatic pilot and try to make chores fun, we help train our brain to make this activity easier. In long term studies on dancing and its effect on our brains, it was found to combat dementia because it links movement with memory for the steps and for pleasant memories. What songs would be on your playlist?

How do you usually show up in summer? How long does it take you to recover from the school year and enjoy your time away from work? This next habit is all about showing up. Think about a time when someone showed up for you. How did it

make you feel? What if you turned that power of showing up inwards and showed up for yourself? It can be so easy for us to buy a coffee for a friend, send a card for someone's birthday, or invite someone out for a meal. When was the last time you showed up for you—bought yourself a treat or treated yourself to an outing? What would tomorrow look like if you showed up for yourself. Think about a time when you truly felt that you mattered—because you do! What's something you can do for yourself to remind you of that every day?

The final habit I'm sharing is to get outside. Do something other than chores, like taking in a sunrise, sunset or looking at the clouds, hiking to a waterfall or visiting a new beach. The idea is to take time to take it in. Research shows that getting outside and walking barefoot on the ground helps you connect to the physical world and your place within it. Like the "you matter" reminder earlier, the steps you take, the times you show up, the soundtrack you add to your days—all help to make an impact on your world. The impacts that sitting in awe are significant—your mood is lightened, and you can get out of your head. For this "fix", Robbins references *The Breakfast Club* morning radio show by host, Charlemagne the God who speaks about going on an awe walk—taking in the world around you and feeling a release of what you've been holding. Try to recall a moment of awe that you've experienced. How did you feel and what did it look like?

As the school year comes to a close, I encourage you to create a playlist and take an "awe walk" through your memories. Reflect on your favourite moments, the lessons you've learned, and the hopes you're carrying into the future. As you begin to let go of the year behind you, take time to fully embrace the wonder of summer. Build a playlist that captures the energy, rest, and joy you want to experience in the weeks ahead. And consider making a "get-to" list—small, intentional ways you'll show up for yourself. It doesn't need to be long, just meaningful.

Consider sharing this article, and/or the podcast with colleagues, friends, and family members to help their summer chapter be one of intention and mattering.

Your Professional Learning and MAP team wishes you a restful, relaxing and rejuvenating summer.



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 30, 2025**, to be eligible for the draw.

Aujourd'hui sera Une Belle Journée by Erika Rossi et Ô Linda Vida published by Erika Rossi

With this journal, *Aujourd'hui sera une Belle Journée - Journal de Gratitude: Carnet pour Augmenter le Bien-être & la Confiance en Soi par la Pensée Positive en 5 minutes par Jour*, (Today will be a Beautiful Day - Gratitude Journal: Notebook to Increase Well-being & Self-Confidence through Positive Thinking in 5 minutes a Day), learn how to sow the seeds of gratitude to cultivate your joy of life. Why choose this journal? Research shows that a gratitude journal is an excellent tool for focusing on daily joys and increasing your happiness over the long term.



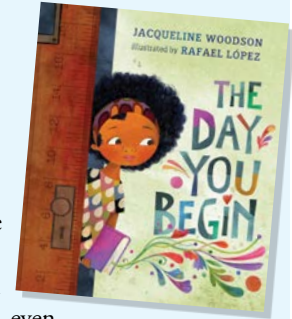
frèsh

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 30, 2025**, to be eligible for the draw.

The Day You Begin by Jacqueline Woodson Illustrated by Rafael López Published by Nancy Paulsen Books

Featured in its own episode in the Netflix original show *Bookmarks: Celebrating Black Voices!*, this book is about finding courage to connect, even when you feel scared and alone. Woodson's text and López's art reminds us that we all feel like outsiders sometimes and our bravery enables us to go forth anyway. When we reach out and begin to share our stories, others will be happy to meet us halfway.



EQUITY COMMITTEE

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **August 30, 2025**, to be eligible for the draw.

Goodnight Racism by Ibram X. Kendi illustrated by Cbabi Bayoc Published by Kokila

National Book Award winner and New York Times bestselling author Ibram X. Kendi (*How to Be an Antiracist*, *Antiracist Baby*) presents a new picture book destined to become a contemporary bedtime favorite.

Goodnight Racism offers powerful yet accessible messages about antiracism, justice, and equality, inspiring readers of all ages. With simple language and a hopeful tone, this book helps children imagine a more just world—making it an essential addition to any young reader's social justice library.



May Book Winners!



Nicholas Wilson — TCRCE



Adele Pellerin — HRCE



Pascale Landry — CSAP



Alanna Martell — HRCE

The Provincial Education Week Committee
congratulates all recipients of this year's

Education Week 2025 AWARDS



Educator Award

Andrew Seymour (AVRCE)
Nicholas Benjamin (AVRCE)
Kelly McKeage (APSEA)
Joan Fillmore (APSEA)
Susan MacLean (APSEA)
Dawn MacDonald-Gillis (CBVRCE)
Ryan Hawboldt (CBVRCE)
DeAnne Pelchat (CCRCE)
Jean Marc Rioux (CCRCE)
Kelly Timmons (CCRCE)
Clarissa Grover (CSAP)
Julie Mallet (CSAP)
Jasmine d'Entremont (CSAP)
Josette Therrien (CSAP)
Rhonda McLean (HRCE)
Diana Hatchette (HRCE)
Alicia Hennessey (HRCE)
Isabel (Ms. Issie) Patterson (SSRCE)
Brooke Connors (SSRCE)
Laurie Bloomfield (SRCE)
Lacey Phinney (SRCE)
Angie MacDonnell (SRCE)
Jason David (SRCE)
Leo Boudreau (TCRCE)
Kelli Wolfe-Enslow (TCRCE)
Benton Gallagher (TCRCE)

Public School Administrator Award

Laurie Bolland (AVRCE)
Melanie Dolan (CBVRCE)
Stephen Barker (CCRCE)
Pauline André (CSAP)
Rosaline "Rosie" Bona (HRCE)
Vicki Crozier (SSRCE)
Barbara Avery (SRCE)
Jeff Rankin (TCRCE)

Early Childhood Educator Award

Clarissa Allen (AVRCE)
Kim MacDonald (CBVRCE)
Elizabeth McArthur (CCRCE)

Dale Samson (CSAP)
Peta-Gay Clarke (HRCE)
Teresa Mulé (SSRCE)
Carolyn Webber (SRCE)
Lori Anne Henneberry (TCRCE)

Student Support Staff Award

Krista Steele (AVRCE)
Jennie Bovard (APSEA)
Jennifer Fancy (APSEA)
Sarah Lewis (APSEA)
Tanya McLeod (CBVRCE)
Joan Nickelo (CCRCE)
Monique Witzell (CSAP)
Kristin Welbourn (HRCE)
Travis Zinn Custodian (SSRCE)
Maureen Fraser (SRCE)
Chris Kenney (TCRCE)

African Nova Scotian/African Ancestry Educators/Student Support Award

Debbie Smith (AVRCE)
Joseph Desmond (CBVRCE)
Rebecca Britten (CCRCE)
Sharon Toukam (CSAP)
Phillip Jackson (HRCE)
Penney Brown (SSRCE)
Tamara Borden (SRCE)
Kayla Fells (TCRCE)

Mi'kmaq/Indigenous Educators/Student Support Award

Pam Durling (AVRCE)
Suzanne Bates (CBVRCE)
Simon Nevin (CCRCE)
Annie Doucette (CSAP)
Matthew Hughson (HRCE)
Tania Gould (SRCE)
Shantel Berry (TCRCE)
Kaylee Blair (TCRCE)

Partner Award

Fabie Simpson-Champagne (FPANE)

Empowering Futures: Innovation in Education

Proudly sponsored by:



Partners:



Exceptional Teachers, School Staff recognized During Education Week

Exceptional teachers and school staff from across the province were recognized as part of Education Week 2025, which took place May 11 to 17.

This year's theme, *Empowering Futures: Innovation in Education*, celebrated those who embrace innovation to meet the evolving needs of students and prepare them for a rapidly changing future. Seventy educators nominated by colleagues who felt they embodied the theme were recognized during a ceremony on May 12, at J.L. Ilsley High School in Halifax.

"I am filled with pride by the dedication of teachers, administrators and staff who work within our education system. Their leadership, perseverance and strong sense of purpose will live on in the next generation of citizens – who, in turn, will strengthen our workplaces, our province and our country," said Mike Savage, Lieutenant-Governor of Nova Scotia

Award winners included school staff from all regional centres for education and the Conseil scolaire acadien provincial. Minister Maguire and Lt.-Gov. Mike Savage presented winners with their award and a commemorative pin.

"Our schools are centres of creativity and innovation thanks to outstanding educators who are committed to the success of their students," said Brendan Maguire, Minister of Education

and Early Childhood Development. "This Education Week, we celebrate the remarkable efforts of everyone in our school system, especially those who are harnessing innovation to prepare students for the future."

Education Week involves these education partners:

Nova Scotia Department of Education and Early Childhood Development

Public School Administrators Association of Nova Scotia

Nova Scotia Teachers Union

Atlantic Provinces Special Education Authority

La Fédération des parents acadiens de la Nouvelle-Écosse

Council on African Canadian Education

Council on Mi'kmaq Education.

Additional Resources:

Education Week 2025 – Nova Scotia Teachers Union: <https://nstu.ca/the-nstu/information-items/education-week>

Education Week 2025 awards: <https://www.ednet.ns.ca/education-week>
<https://www.ednet.ns.ca/education-week-sv>



Education Week 2025 recipients



The family of Benton Gallagher (Yarmouth Local) was in attendance to accept his Education Week 2025 award posthumously. They are shown with the Lieutenant-Governor Mike Savage and Minister Maguire.



NSTU and South Shore Regional Centre for Education sign regional Agreement

On June 17, NSTU president Peter Day and South Shore Regional Centre for Education Regional Executive Director Angela Gladwin signed a new regional collective agreement. South Shore's approximately 560 public school members endorsed the tentative agreement reached between the NSTU and SSRCE on May 5, 2025. In an online vote, held on May 14, 42 per cent of members of the Lunenburg County and Queens Locals voted 90 per cent in favour of the new regional agreement.

The term of this agreement runs from May 16, 2025, until July 31, 2028. The agreement was reached with six days of bargaining. "This collective agreement reflects a productive and respectful process, and I commend both parties for their collaborative and constructive negotiations," says NSTU president Peter Day.

This new collective agreement included improvements include clarity and changes in staffing procedures and inclusion of leave for religious/holy days.

The negotiating team for the Union was: NSTU Executive Staff Officer Jack MacLeod; Mai-Ling Storm, South Shore Regional Representative Council Chair, and Lunenburg County Local president; Denise Burgess Lunenburg County Local past President; Laura Fryday, Queens Local President; Sarah Hillier, Lunenburg County Local 1st Vice-President; and Sarah Baldwin-Penny,

Queens Local 1st Vice-President.

Members of the SSRCE's team were Regional Executive Director Angela Gladwin, Director of Human Resources Charmaine Romkey, and Coordinator of Human Resources Jen McMullen.



Shown (left to right) back row: Sarah Hillier, Sarah Baldwin-Penny, Laura Fryday, Mai-Ling Storm, Charmaine Romkey, and SSRCE's Director of Programs and Student Services Joy King. Front Row Jack MacLeod, Peter Day, Angela Gladwin, and Jen McMullen.

The federal government announced further details on the Student Loan Forgiveness program. The main highlights are:

- Teachers who work in communities of 30,000 people or less (according to census figures) will be eligible for portions of their federal student loan to be forgiven. An eligible community is defined as a "population centre with a population of no more than 30,000, or a rural area". The CTF/FCE anticipates that closer to the implementation date, people will be able to confirm eligibility by putting in their postal code to a Government of Canada website.
- Teachers who qualify would be eligible for up to \$30,000 in loan forgiveness over 5 years. The annual forgiveness amount will be \$4,000 in year 1, \$5,000 in year 2, \$6,000 in year 3, \$7,000 in year 4, and \$8,000 in year 5.
- Loan forgiveness will begin on November 1, 2025.

More info: contact Mark Garcia, Advocacy and Government Relations Coordinator, at mgarcia@ctf-fce.ca.



Presidential Tours 2024–2025



NSTU president Peter Day continued meeting with NSTU Locals as part of his presidential tour for the 2024-2025 school year.

As part of the NSTU president's 2024-2025 presidential tour, Peter Day met with the Antigonish Local during its May 21st general meeting. The meeting took place at St. Andrew Junior School. During this meeting, there was a call for nominations and for positions on the Local's executive and elections for the 1st VP of Economic Welfare, VP of Professional Development and member-at-large. Day answered questions around ongoing issues and provided information for members about NSTU's new executive director, and highlights from Annual Council 2025. The Local also discussed the upcoming retirement dinner, honouring 12 members and the Celebrating Teachers program, in which two NSTU members from each of the six schools the Local serves are recognized.

This tour, organized by NSTU Locals, features a variety of events, including Q&A sessions, meet and greets, presentations at Local General Meetings, and social gatherings.



Shown with the president are: Jason Fraser, NSTU rep for St. Andrew Junior School, Dean Marchand, 1st vice president, Economic Welfare; Michelle Delorey, NSTU rep at East Antigonish Education Centre/Academy; Robin Hayne, treasurer; NSTU president Peter Day; Antigonish Local president Jerry Delorey; Janet O'Brien, provincial executive member (Antigonish-Guysborough); and Andrea Grant, NSTU member.

Pension Symposium 2025

The biennial NSTU Pension Symposium took place on May 23 and 24 at the Halifax Tower Hotel. The symposium provides NSTU Local presidents, provincial executive members, members, and RTO representatives with an update on the NSTU Pension Plan, including changes, structure, and valuation. NSTU's Coordinator of Pensions Jack MacLeod provided an overview of the 2024 Annual report. Mary Kate Archibald, Actuary and

Principal with Eckler Ltd., the actuarial firm engaged by the Nova Scotia Teachers' Pension Plan gave a presentation entitled: *Mortality – a Matter of Life & Death?* Other presentations were given by Ali Jaffery Senior Economist, CIBC and Steve Mahoney Chief Investment Officer, NS Pension Agency who presented on Asset Liability Modelling.



Steve Mahoney



Mary Kate Archibald

2025 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 24



Online Registration
Opens – Monday, Sept 15 (members)
Friday, October 3 (non-members)
Closes – Friday, October 10
(no refunds after October 10)

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

An NSTU email address is NOT required for registration. Members may register utilizing any email address. (NSTU Webmail accounts will be retired and active only until July 18, 2025)

Association des enseignantes et enseignants acadiens (AEA)

Theme *Repensons nos pratiques : inclure, innover, inspirer*
Location Virtuel
Fees NSTU Members: \$100
 Substitutes: \$50
 Pre-Service Teachers: \$30
 Retirees: \$50
 Affiliates/Other: \$75
Contact Stephanie MacLean
aeaconference@nstu.ca

Association of Science Teachers (AST)

Theme *Time for Science*
Location Halifax West
Fees NSTU Members: \$100
 Substitutes: \$50
 Pre-Service Teachers: \$100
 Retirees: \$100
 Affiliates/Other: \$100
Contact Shelley Walsh
astconference@nstu.ca

Art Teachers Association (ATA)

Theme *Make Your Mark: Handmade in Nova Scotia*
Location Sackville High School, and CB Centre for Craft & Design
Fees NSTU Members: \$100
 Substitutes: \$60
 Pre-Service Teachers: \$60
 Retirees: \$60
 Affiliates/Other: \$60
Contact Jessie Tasker
ata.nstu@gmail.com

Association of Teachers of Exceptional Children (ATEC)

Theme *Voices from the Heart of the Classroom*
Location Scotiabank Theatre Halifax (Bayers Lake, 190 Chain Lake Drive)
Fees NSTU Members: \$100
 Substitutes: \$80
 Pre-Service Teachers: \$60
 Retirees: \$80
 Affiliates/Other: \$100
Contact Theresa Jennings
ateconference@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme *Exploring Inquiry in the English Language Arts Context*
Location Lighthouse Arts Center 1800 Argyle St, Halifax
Keynote Trevor MacKenzie
Fees NSTU Members: \$100
 Substitutes: \$90
 Pre-Service Teachers: \$90
 Retirees: \$90
 Affiliates/Other: \$125
Contact Liam Timmons
atenspresident@nstu.ca

Association of Teachers of Young Adolescents (ATYA)

Theme *"ATYA"tude is Everything!*
Location Riverside Education Centre, 6 Riverside Drive, Milford, NS
Keynote Chris Gilham, PhD
Fees NSTU Members: \$100
 Substitutes: \$90
 Pre-Service Teachers: \$90
 Retirees: \$100
 Affiliates/Other: \$100
Contact Mary Barrington George
atyaconference@nstu.ca

Business Education Teachers Association (BETA)

Theme *Proudly Local : A closer look at some of the businesses that make us proud to be Nova Scotian*
Location Wolfville
Fees NSTU Members: \$100
 Substitutes: \$100
 Pre-Service Teachers: \$100
 Retirees: \$100
 Affiliates/Other: \$100
Contact Dionne Reid
beta@nstu.ca

Career & Technology Educators Association of NS (CTEANS)

Theme *Ed-YOU-cation: Supporting Your Innovation in CTE*
Location West Bedford School
Fees NSTU Members: \$100

Substitutes: \$20
 Pre-Service Teachers: \$20
 Retirees: \$20
Contact Sarah Barrette
cteansconference@gmail.com

Education Drama Association of Nova Scotia (EDANS)

Theme *Every Stage, Every Age*
Location Woodlawn High School
Keynote Logan Robins
Fees NSTU Members: \$100
 Substitutes: \$55
 Pre-Service Teachers: \$55
 Retirees: \$55
 Affiliates/Other: \$55
Contact Kasi Humber
kasihumber@gmail.com

Family Studies Teachers Association (FSTA)

Theme *Nurturing Skills, Inspiring Dreams*
Location St. Matthew's Church, Barrington Street, Halifax
Keynote Nova Scotia's Wandering Wilsons, Hope Blooms, and The EYM (Empower Youth Music) Project
Fees NSTU Members: \$100
 Substitutes: \$60
 Pre-Service Teachers: \$60
 Retirees: \$60
 Affiliates/Other: \$100
Contact Krista Slmm
FSTAConference@nstu.ca

Mathematics Teachers Association (MTA)

Theme *Making Connections: Ideas and Innovation*
Location Charles P. Allen High School
Keynote Pam Harris, and Dr. Marian Small
Fees NSTU Members: \$90
 Substitutes: \$50
 Pre-Service Teachers: \$50
 Retirees: \$50
 Affiliates/Other: \$90
Contact Erick Lee
mtaconference@nstu.ca

NO ONSITE REGISTRATION
Register Early!

2025 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 24



Online Registration
Opens – Monday, Sept 15 (members)
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Please bookmark this page for reference



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

Theme *Supporting Newcomer Students and their Families*

Location Hants North Rural High
Fees NSTU Members: \$85
 Substitutes: \$45
 Pre-Service Teachers: \$45
 Retirees: \$45
 Affiliates/Other: \$45
Contact Jeff Purchase
 nsateconference@nstu.ca

Nova Scotia Language Teachers Association (NSLTA)

Theme *Language Learning in Diverse Classrooms*

Location Dartmouth South Acadamey
Keynote Jeff Ward, Director of Community Culture and Heritage Wagmatcook First Nation
Fees NSTU Members: \$90
 Substitutes: \$50
 Pre-Service Teachers: \$50
 Retirees: \$50
 Affiliates/Other: \$90
Contact Caroline Higgins
 nsltaconference@nstu.ca

Nova Scotia Music Educators Association (NSMEA)

Theme *Inspiring Voices: Cultivating Leadership in Music Education*

Location Lockview High School Fall River
Keynote Dr. Tim Lautzenheiser
Fees NSTU Members: \$100
 Substitutes: \$60
 Pre-Service Teachers: \$15
 Retirees: \$60
 Affiliates/Other: \$60
Contact Noelle Wadden
 nsmeaconference@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme *Everyday Impact: Pragmatic Practices for School Counsellors*

Location Citadel High School
Fees NSTU Members: \$105
 Substitutes: \$65
 Pre-Service Teachers: \$65
 Retirees: \$65

Location Affiliates/Other: \$105
Contact Amy Barry
 nsscaconference@nstu.ca

Nova Scotia Teachers Association for Literacy and Language (NSTALL)

Theme *Beyond Words*

Location Cobequid Education Centre, Truro
Fees NSTU Members: \$85
 Substitutes: \$45
 Pre-Service Teachers: \$45
 Retirees: \$45
 Affiliates/Other: \$45
Contact Stephanie Deagle
 nstall@nstu.ca

Primary Elementary Teachers Association (PETA)

Theme *Mentor Texts Matter: Inspiring Stronger Writers*

Location Cedar Event Centre
Keynote Carl Anderson
Fees NSTU Members: \$120
 Substitutes: \$120
 Pre-Service Teachers: \$100
 Retirees: \$100
 Affiliates/Other: \$100
Contact Beth Lamb-Hamilton
 petaconference@nstu.ca

Psychologists in Schools Association (PISA)

Theme *Our Journey Through the Developing Nervous System as We Rewire Our Perceptions of Discipline*

Location MSVU
Keynote Dr. Lori Desautels
Fees NSTU Members: \$100
 Substitutes: \$100
 Pre-Service Teachers: \$80
 Retirees: \$80
 Affiliates/Other: \$100
Contact Chantal LeBlanc
 pisaconference@nstu.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme *Comprehensive Literacy for All: Supporting Diverse Learners*

Location Best Western Plus Dartmouth
Fees NSTU Members: \$100
 Substitutes: \$75
 Pre-Service Teachers: \$75
 Retirees: \$75
 Affiliates/Other: \$75
Contact Meghan MacNeil
 spaaconference@nstu.ca

Social Studies Teachers Association (SSTA)

Theme *Cultivating Creative Connections*

Location Saint Mary's University, Louisbourg, and Millbrook Centre
Fees NSTU Members: \$110
 Substitutes: \$50
 Pre-Service Teachers: \$50
 Retirees: \$50
 Affiliates/Other: \$50
Contact Holly Schaller
 hollyann323@gmail.com

Teachers Association for Physical and Health Education (TAPHE)

Theme *Strive to Thrive in 2025: Le bien-être et la santé est notre priorité!*

Location École secondaire du Sommet
Keynote Dr. Tina Atkinson
Fees NSTU Members: \$90
 Substitutes: \$35
 Pre-Service Teachers: \$35
 Retirees: \$35
 Affiliates/Other: \$35
Contact Kaelin Tingley
 tapheconference@nstu.ca

NO ONSITE REGISTRATION
Register Early!

NSTU Locals around the province celebrate retirees

NSTU President Peter Day joined retiring members, along with their colleagues and families, in celebrating their careers throughout May and June. Retirement events were held across the province, including for the Yarmouth Local on May 24, Queens Local on May 30, Cape Breton District Local on May 31, Kings Local on June 3, Pictou Local on June 5, Halifax County Local on June 6, Digby and Halifax City Locals on June 13, and Lunenburg County Local on June 14.

“Thank you for the years of dedication, the energy you brought into your classrooms, and the care you showed your students. You’ve helped shape generations of learners, and the ripple effects of your work will be felt for years to come,” says Day. “Your impact didn’t stop at the classroom door. Your colleagues benefited from your experience, your mentorship, and your institutional knowledge. I’m sure others leaned on you, learned from you, and appreciated having you around more than they ever said out loud.”



Peter Day with Premier Tim Houston

The Pictou Local had Premier Tim Houston join the celebration along with other Pictou County MLAs, Marco MacLeod, and Danny MacGillivray. He addressed retirees and their families and friends along with active teachers in the audience.

“We’re thankful for what you do. It’s so important—the contribution you’re making to our communities, to our kids. My kids went to school here and we’re thankful for the education that they



Pictou Local retirees

received,” said Houston. “We have some challenges, but some opportunities as well as a province, and we want to work with you. We know there’s work to be done and we’ll try to support you throughout everything you do.”

“To the retirees, thank you for your career of supporting families. I’m really honored to be here and congratulate retirees—thank you for your commitment to our communities.”

At the Halifax City event, former NSTU president Liette Doucet (2016 to 2018) and current Halifax City Local president was honoured for joining the ranks of retirees. In addressing the crowd, she mused about how things have changed over the careers of teachers.

“We have seen incredible changes over the decades. We didn’t use slates or ring the school bell to have students line up by gender—but we did have to create our own stencils to copy on the gestetner,” she said. We used chalk boards, white boards, smart boards and had to order movie reels and feed them through projectors for viewing. We used slide projectors; overhead projectors and caused great excitement when we rolled in that big TV/VCR cart. The photocopier was fairly new technology, and we fought with it just as much as we still fight with all of today’s technology when it decides not to work when we need it most.”

“We’ve read the best books to our students, and we are the only generation of teachers who had to wait for the next Harry Potter book. We had to balance our registers at the end of every year and could order furniture for our classroom—which would be being built with real wood by school board carpenters.”



Halifax City retirees

The changes we have experienced over the years are so numerous it's impossible to mention them all. When we started, we were handwriting our report cards and now AI will write them for us—mind boggling.”

She also pointed out what hasn't changed. “One thing that never changed was our commitment to our students. We will remember them—especially the ones who challenged and changed us. And we will never forget the families who trusted us and the colleagues who have become our lifelong friends.”

While Day was not able to attend every retirement celebration in the province he sends his congratulations to all of them. “Now, you have the gift of time—the freedom to do what *you* want to do, when *you* want to do it. Go ahead, stop and smell the roses, or stop and sip the rosé. On behalf of the NSTU and all its members, thank you for everything. We wish you joy, rest, and a whole lot of adventure in this new chapter. Congratulations!”

Volunteer NSTU members throughout the province, through their Locals, organize these special events to honour the careers of teachers and specialists.



Halifax City Local president Liette Doucet



Cape Breton District Local



Digby retiree Mary Turnbull



Kings Local



Halifax County Local



Queens Local



Lunenburg County retirees



Yarmouth Local

executive highlights

June 6, 2025

- Filed the Table Officers' Report;
- Appointed Shari MacGillivray to serve on the NSTU Group Insurance Trustees;
- Nominated members to CTF/FCE Advisory Committees;
- Appointed Standing/Other Committees for 2025-2026;
- Approved a recommendation that an advertisement be placed to fill three (3) vacancies on the Comité de programmation acadienne;
- Approved the granting of nineteen (19) Local Service Awards;
- Approved Conference Grants in the amount of \$600.00 each;
- Approved amendments to Operational Procedure 24– Awards, Fellowships and Grants, A – Conference Grants (excluding October Conference);
- Approved Full-Time Study Grants in the amount of \$2,000.00 each;
- Approved Travel Fellowships Belair Direct in the Amount of \$500 Each;
- Approved the recommendation from the Teachers' Pension Board to approve the *Teachers' Pension Act* Regulation Amendments (Retiree Substitution);
- Elected Second Vice-President: *Sarah Tutty*;
Elected Secretary-Treasurer: *Taunya Pynn Crowe*;
- Appointed Paula Landry to serve on the NSTU Group Insurance Trustees;
- Appointed Provincial Executive Members to serve on the Provincial Economic Welfare Committee: Line Murphy and Mark Savoury;
- Received the Audited Financial Statements for the NSTU Group Insurance Trustees Fund;
- Appointed Provincial Executive Members to serve as Executive liaisons to NSTU Standing Committees;
- Approved Signing Officers for 2025-2026;
- Adopted Annual Council Resolution 2025-51, that the NSTU ask the Department of Education and Early Childhood Development to collaborate with the Union to streamline, enhance, and expedite the teacher certification process;
- Defeated as amended Annual Council Resolution 2025-52, that the NSTU petition the Department of Education and Early Childhood Development to recognize a Red Seal Certification as a bachelor degree equivalent;
- Defeated Annual Council Resolution 2025-53, that the NSTU petition the Department of Education and Early Childhood Development to develop a Bachelor of Education pathway for Red Seal tradespeople without the requirement of obtaining a pre-B.Ed. Bachelor degree;
- Adopted as amended Annual Council Resolution 2025-54, that the NSTU request to meet with the Department of Education and Early Childhood Development to review the Guidelines for Supporting Transgender and Gender-nonconforming Students to ensure that students of all ages are equally protected;
- Adopted as amended Annual Council Resolution 2025-55, that the NSTU lobby the Department of Education and Early Childhood Development to conduct a Diversity, Equity, and Inclusion audit of French Immersion programs in the province and identify any potential barriers to inclusion and implement appropriate supports;
- Adopted Annual Council Resolution 2025-56, that the NSTU lobby the Department of Education and Early Childhood Development to provide teacher volunteers with funding to cover all costs associated with teacher coaching, volunteering, traveling with students for extracurricular endeavors affiliated with the school community;
- Adopted Annual Council Resolution 2025-57, that the NSTU Lobby the Department of Education and Early Childhood Development to create a provincial transition program for English/French Language Learners who are beginner-level English and/or who have interrupted learning/are possibly illiterate in their first language. The same applies to French learners in CSAP;
- Adopted as amended Annual Council Resolution 2025-61, that the NSTU lobby the Department of Education and Early Childhood Development to offer a vocational high school in each geographical region where all courses are taught by qualified teachers;
- Defeated as amended Annual Council Resolution 2025-62, that the NSTU lobby the Department of Education and Early Childhood Development to deliver voluntary training in non-violent crisis prevention and intervention to NSTU members during the instruction day;

Continued on page 19

executive highlights

continued from page 18

- Adopted Annual Council Resolution 2025-64, that the NSTU lobby the Department of Education and Early Childhood Development to ensure accessibility to Professional Learning Community time for School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors within and/or between their respective roles;
- Defeated Annual Council Resolution 2025-68, that the NSTU create a campaign to engage all NSTU members in the responsible Union member focus;
- Adopted Annual Council Resolution 2025-NB1, that the NSTU lobby the Department of Education and Early Childhood Development to reverse the decision to pause the Student Success Survey;
- Approved amendments to Operational Procedure 17 – Resolutions Procedure, D. I., H. I., and J. IV;
- Approved a recommendation that the Governance and Policy Committee develop Operational Procedures to support the translation of official communications;
- Approved a Provincial Executive by-election for the pending vacant seat in the Halifax City Region be set with the following timeline:
 - Nominations to open Monday, June 9, 2025, at 8:00 a.m.;
 - Nominations to close Thursday, June 26, 2025, at noon;
 - By-Election, if required, on Tuesday, September 9, 2025, from 6:00 a.m. to 8:00 p.m.;
- Ratified the 2025 Richmond Local Constitution.



NSTU Webmail



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



The NSTU Group Insurance Trustees want to make sure plan members are aware of the travel benefits available to them and are armed with the latest travel coverage information. The NSTU Group Insurance Plans offer to both active and retired members the NSED Group Travel Plan and the NSTU Trip Cancellation / Trip Interruption Plan insured by Medavie Blue Cross that provides year-round coverage.

NSED Out-of-Province/Canada Emergency Medical Insurance

A 35-day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days (starting the day you leave your home province) per trip during the policy year.

For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. The Supplemental Plan also includes a 40-day plan to provide more travel options for members.

Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

NSED Trip Cancellation / Trip Interruption Plan

This plan helps protect travelers against unforeseen circumstances that may prevent or interrupt a trip. This annual plan provides the following:

- Trip Cancellation - up to a maximum of \$5,000 per insured person per annual coverage period.
- Trip Interruption - up to a maximum of \$5,000 per insured person for each covered trip.
 - Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
 - Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
 - Personal effects – actual cash value or \$500, whichever is less.
 - Document replacement – up to a maximum of \$200.
 - Baggage Delay – up to \$400.

What if I have a medical emergency while outside of Canada?

If you or an eligible family member have an unexpected illness or injury (including COVID-19) and you are insured under the NSED Travel Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at **1-800-563-4444 in Canada and USA or collect at 1-506-854-2222 elsewhere in the world**. These numbers are on your ID card(s); therefore, it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family's provincial health cards when you travel. If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. The NSED Trip Cancellation / Trip Interruption plan does not cover any claims related to COVID-19.

Please note, Medavie Blue Cross as the underwriter of these plans will not cover, provide services, or pay claims, for expenses if you have any pre-existing conditions unless the condition is stable prior to travel, and when medical attention is not anticipated during the travel period.

To be considered medically stable you must not have, in the six months before the departure date:

- i) been treated or evaluated for new symptoms or new diagnosis; - had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened; - been prescribed a new treatment or change in treatment for the condition; - been admitted to or treated in a Hospital or referred to a specialist for the condition; - been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended).
- ii) This also does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, for example daily/weekly adjustments of blood thinners or insulin based on blood test results or a change to a generic product, unless the dosage is modified).

Preparation is the key to a smooth claims experience if you and/or an eligible family member have a medical emergency or have your trip cancelled or interrupted. Preparation should include the following:

1. Have all travel documents accessible.
2. Have your travel insurance ID card available and share its location with your family or travel companions.
3. Always call the travel assistance provider in the event of a claim.
4. Bring along your benefit booklet(s) for reference should you need them.

We trust the information outlined above is helpful. Please don't forget to visit our website at www.nstuinsurance.ca, to review the many benefits and programs available to you through the NSTU Group Insurance Plan.

NSTU Webmail

As you may be aware, the @nstu.ca email address will be phased out and go offline effective July 18, 2025. This will require those of you who use your @nstu email for this purpose to provide a new email address to Medavie Blue Cross as the insurer for your Total Care Medical and Total Care Dental benefit plans and Johnson Insurance as your group benefit plan administrator. The process to update your email address is as follows:

Medavie Blue Cross

As a NSTU plan member, you can update the email address for your existing MBC account by going through the Mobile App/ Member Services Site under "My Account". Please note, this is the only way to update your email address with Blue Cross, as calling them will require you to re-register / create a new account.

Johnson Insurance*

To change your email address with Johnson Insurance, you simply need to e-mail pbadminns@johnson.ca or call 1-800-453-9543 to advise of your new email address. Please note, if sending an email, please ensure to include your certificate number and name in the body of the email.

* As of July 1, 2025, your group benefits coverage administered by Johnson will be administered by belairdirect Agency Inc.

To change your email address with belairdirect, you simply need to e-mail GroupBenefitsNS@belairdirect.com or call 1-800-453-9543 to advise of your new email address. Please note, if sending an email, please ensure to include your certificate number and name in the body of the email.



As of July 1, 2025, your group benefits coverage administered by Johnson will be administered by belairdirect Agency Inc.

Who is belairdirect?

- belairdirect is a proud Canadian insurance provider who has been offering customers comprehensive insurance solutions for almost 70 years.
- belairdirect has the leading digital customer journey in Canada – members will benefit from advanced digital assets and platforms.

What changes can NSTU members expect with their Group Benefits after the rebrand on July 1, 2025?

- While Johnson Group Benefits has shifted to belairdirect group benefits, we continue to offer our Group Benefits Consulting and Third-Party Administration (TPA) services to the NSTU, just under a new name. There is no change or impact on any of your group benefits. For example, your team at belairdirect will continue to work with the insurance companies (Medavie Blue Cross, Manulife Financial, etc.) who underwrite the benefits (medical, dental, travel, life, etc.) for the NSTU Group Insurance program.

belairdirect values the partnership with the NSTU and looks forward to continuing to support members with their insurance needs.

Contact belairdirect

Group Benefits Administration

PO Box 4291 Station A,

Toronto, Ontario,

M5W 0N2

Tel: 902 453 9543

Toll Free: 1 800 453 9543

Fax: 902 453 8539

Email address:

GroupBenefitsNS@belairdirect.com

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 CCRCE Teacher looking for one year job exchange (potentially longer) with teacher in SRCE. Elementary qualified. Contact hollyv13@gmail.com.

Permanent HRCE Teacher looking for one year job exchange (potentially longer) with teacher in CBVRCE. French qualified, EAL qualified. Contact: ttpower@nstu.com.

Permanent HRCE Elementary Teacher looking for one year job exchange (potentially longer) with teacher in CBVRCE. French qualified. Possible housing swap. Contact: Hrcetocbce@gmail.com

Deals & Discounts

for NSTU members
(including retired members),
please visit the website at www.nstu.ca



Extra coverage is always a plus.

With the complimentary Affinity Plus endorsement, NSTU Members have exclusive access to enhanced home insurance coverages and add-ons.

belairdirect.
car and home insurance

Certain conditions, eligibility requirements, limitations and exclusions apply to all others. Visit belairdirect.com for more details. Offers may change without notice. We offer car insurance and home insurance in Alberta, Ontario, Quebec, New Brunswick, Nova Scotia, Newfoundland and Labrador and Prince Edward Island and home insurance only in British Columbia.

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Disposition of Annual Council 2025 Resolutions

Costed

2024-01 Defeated

BE IT RESOLVED THAT the NSTU hire two new Staff Officers, the positions to be based in both the east and west of the province, allowing the Staff Officers to work for locals in those ends of the province.

Richmond Local

2024-04 Withdrawn

BE IT RESOLVED THAT NSTU By-Laws be amended by inserting a new Article entitled "Union Caucus Governance".

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

- (a) Active Members and reserve members may, following the procedure laid out in Operational Procedures and with the consent of the Provincial Executive, form a Union Caucus.
- (b) The mandate of Union Caucus shall be to encourage and assist Members of specific identifying groups to advocate for their unique needs.
- (c) The objectives of Union Caucuses are to:
 - (i) improve member engagement;
 - (ii) represent groups that lack representation in the traditional union governance structure;
 - (iii) advocate interests of Union Caucuses, consistent with NSTU Policy and practice; and,
 - (iv) advise the Provincial Executive and NSTU Committees on matters special to the Union Caucus.
- (d) Membership in a Union Caucus is open to Active and Reserve Members of the NSTU, is voluntary, and is conditional on paying a Caucus Fee as set by the individual Caucuses at their Annual General Meetings.
- (e) The NSTU shall give financial assistance where necessary, in order to provide for meetings.

2. OFFICERS

- (a) A Union Caucus shall elect a Chair, and such other officers as the Caucus may determine.
- (b) The elected Executive of the Caucus shall be the governing body thereof.

3. GOVERNANCE

- (a) A Union Caucus shall be a committee of the NSTU, and shall be under the control of the Council and its Executive, subject to the Teaching Profession Act, these By-Laws, and NSTU Standing Orders.
- (b) A Union Caucus shall not deal directly in matters of policy with the Provincial Government, government departments, or other provincial organizations.
- (c) A Union Caucus shall determine the dates of its meetings and shall designate one (1) meeting each school year as its Annual General Meeting.

- (d) A majority of Officers will constitute a quorum of the Union Caucus Executive.

- (e) A Union Caucus shall have the right to submit resolutions to Council following the Resolutions Procedures outlined in the Standing Orders.

4. FINANCES

- (a) A Union Caucus shall submit to Central Office, by December 1st of each year, a budget for the current school year.
- (b) A Union Caucus shall submit to Central Office, by December 1st of each year, the information required for its internal review, which will be conducted out of Central Office.
- (c) A Union Caucus may not permit the use of any part of its funds for the purpose of conducting a campaign in respect to any election whether within the Union or outside of the Union.

Dartmouth Local

2025-01 Adopted as Amended

BE IT RESOLVED THAT the NSTU establish two additional Executive Staff officer positions, ~~with one position designated for a woman~~ **with both positions designated for women, one of whom is a BIPOC member.**

Provincial Executive

2025-02 Defeated

BE IT RESOLVED THAT the NSTU hire a 1-year term Executive Staff Officer in order to implement a pilot program to station a staff officer in the Cape Breton District Local Office for a 1-year trial period to evaluate its effectiveness in improving service delivery for members in a defined geographic area.

Cape Breton District Local

2025-03 Withdrawn

BE IT RESOLVED THAT the NSTU amend Section II of the by-laws, Article II, sub-Article 2 (a) as follows:

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

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
- (vii) **an equity caucus comprised of up to nine (9) equity seeking members, one (1) from each region; as determined by lottery of applicants to the caucus.**

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

Halifax City Local

2025-04 Adopted as Amended

BE IT RESOLVED THAT the NSTU amend By-Law Article III, with an effective date of August 1st, 2026, by:

1. **in 1 – Composition, (a) strike “and” before “twenty-one” and insert at the end of the sentence “, one (1) African Nova Scotian Member, and one (1) Indigenous Member.”;**
2. **in 1 – Composition, (a) insert a new second sentence to read “African Nova Scotian as self-identified and Indigenous as self-identified.”;**

3. **in 4 – Elections insert new (e) to read “The African Nova Scotian Member and the Indigenous Member shall be elected by a plurality vote conducted at Annual Council of the entire Active and Reserve membership who self-identify as African Nova Scotian or Indigenous respectively following the process outlined in Operational Procedures.”;**
4. **in 5 – Term of Office insert a new (c) to read “The term of office for the African Nova Scotian Member and the Indigenous Member shall be two (2) years starting August 1st and ending July 31st.”;**
5. **in 5 – Term of Office insert a new (d) to read “The Provincial Executive Member serving as the African Nova Scotian Member or the Indigenous Member shall not serve for more than two (2) consecutive terms as the African Nova Scotian Member or Indigenous Member respectively. An African Nova Scotian Member or an Indigenous Member may be re-elected to the same role once absent from the Provincial Executive in this capacity for a full term of office.” and re-letter the remainder of the sub-Article;**
6. **in 6 – Temporary Absence insert a new (e) to read “In the temporary absence of the African Nova Scotian Member or the Indigenous Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.” and re-letter the remainder of the sub-Article; and**
7. **in 7 – Vacancy insert a new (f) to read “When an African Nova Scotian Member or Indigenous Member position on the Provincial Executive becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by a by-election.”. The by-election shall be held at the next Annual Council to complete the term of office.**

The By-Law sub-Articles, as amended, would then read:

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members, **one (1) African Nova Scotian Member, and one (1) Indigenous Member. African Nova Scotian as self-identified and Indigenous as self-identified.**
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member

- (xiii) Lunenburg County/Queens 1 Member
- (xiv) Northside Victoria 1 Member
- (xv) Pictou 1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.

4. ELECTIONS

- (a) The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.
- (b) The First Vice-President shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.
- (c) The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.
- (d) Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.
- (e) **The African Nova Scotian Member and the Indigenous Member shall be elected by a plurality vote conducted at Annual Council of the entire Active and Reserve membership who self-identify as African Nova Scotian or Indigenous respectively following the process outlined in Operational Procedures.**

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 African Nova Scotian Member and the Indigenous Member shall be two (2) years starting August 1st and ending July 31st.**
- (d) **The Provincial Executive Member serving as the African Nova Scotian Member or the Indigenous Member shall not serve for more than two (2) consecutive terms as the African Nova Scotian Member or Indigenous Member respectively. An African Nova Scotian Member or an Indigenous Member may be re-elected to the same role 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 President or First Vice-President shall be two (2) years starting August 1st and ending July 31st.
- (f) 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.

- (g) 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.
- (h) 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.
- (i) 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.
- (j) 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.
- (k) 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.
- (l) A Provincial Executive Member may resign; such resignation shall be effective once provided in a written letter to the President.

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) **In the temporary absence of the African Nova Scotian Member or the Indigenous Member the Provincial Executive may select a sitting Provincial Executive Member to perform the provincial duties of the absent Member.**
- (f) 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.

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 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.
- (f) **When an African Nova Scotian Member or Indigenous Member position on the Provincial Executive becomes vacant in the event of removal, resignation, death, or other permanent inability to act, the vacated position shall be filled by a by-election. The by-election shall be held at the next Annual Council to complete the term of office.**

Halifax City Local

2025-05 Defeated

BE IT RESOLVED THAT the NSTU put \$125,000 per year towards continuing the *Kids Can't Wait* campaign over the next two years.

Halifax City Local

2025-06 Adopted

BE IT RESOLVED THAT the NSTU ensures all official communications are published simultaneously in both French and English.

Conseil syndical acadien de la Nouvelle-Écosse

Economic Welfare & Working Conditions

2025-07 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU Policy Section III – Economic Welfare & Working Conditions, Policy 16 School Psychologists, Letter B, be amended by striking “seven hundred (700)” and inserting in its place “two hundred fifty (250)”.

The Policy, as amended, would then read:

16. SCHOOL PSYCHOLOGISTS

It is the position of the NSTU that school psychologists are essential to the Public School System and the delivery of specialized mental health supports to students. Specifically, the NSTU believes:

- A. school psychologists working in the Public-School System should be NSTU Members;
- B. the responsibilities for a School Psychologist should not exceed a ratio of one (1) Psychologist to **two hundred**

- fifty (250) seven-hundred (700)** students (the student count to include the entire school populations from the School Psychologists' assigned schools); and,
- C. in order to successfully do their job, school psychologists require a private office with resources including, but not limited to: a cellular telephone, a lockable filing cabinet, and a secure portable computer (laptop) with appropriate technology capabilities.

Cumberland Local

2025-08 (Pre-C) Withdrawn

BE IT RESOLVED THAT the NSTU Policy Section III – Economic Welfare & Working Conditions, Policy 17 Speech Language Pathologists be amended to inserting a new D to read “additional allocation of SLP should be assigned at the elementary school age to aid in early intervention.” and re-lettering accordingly.

The Policy, as amended, would then read:

17. SPEECH-LANGUAGE PATHOLOGISTS

It is the position of the NSTU that speech-language pathologists are essential to the Public School System and the delivery of specialized supports to students. Specifically, the NSTU believes:

- A. speech-language pathologists working in the Public School System should be NSTU Members;
- B. speech-language pathologists are school-based specialists with training and competencies unique to a school setting; and,
- C. in order to successfully do their job, speech language pathologists require a private office with resources including, but not limited to: a cellular telephone, a lockable filing cabinet, and a secure portable computer (laptop) with appropriate technology capabilities; and,
- D. **additional allocation of SLP should be assigned at the elementary school age to aid in early intervention.**

Cumberland Local

2025-09 (Pre-C) Adopted

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to have the Respiratory Syncytial Virus vaccine added through our group insurance provider with an 80% reimbursement.

Northside Victoria Local

2025-10 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to achieve an increase in benefits for prescription eyewear.

Kings Local and Halifax City Local

2025-11 (Pre-C) Withdrawn

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to achieve a reduction in teaching days from 195 to 185.

Kings Local

2025-12 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to have all statutory holidays as paid days.

Northside Victoria Local

2025-13 (Pre-C) Defeated as Amended

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to clarify the operational requirements for Article 31.12.

Digby Local

2025-14 (Pre-C) Withdrawn

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU will seek to add spouses who are teachers as entitled to sub coverage for the pre-retirement seminars.

Halifax City Local

2025-15 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT in the next round of negotiations wherein a salary increase is agreed upon, the NSTU shall seek to achieve that all increases per the incremental steps owed will be calculated no more than thirty days after signing the contractual agreement between the two parties, so that the pay increase is reflected in the pay period immediately following.

Halifax City Local

2025-16 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT in the next round of negotiations the NSTU shall seek to achieve that, any retroactive monies owed will be distributed no more than thirty days after signing the contractual agreement between the two parties.

Halifax City Local

2025-17 (Pre-C) Defeated

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU will seek to create a monetary award for teachers applying for retirement and who have accumulated the equivalent of one (1) school year (195 days) of sick time.

Richmond Local

2025-18 (Pre-C) Referred to the Provincial Economic Welfare Committee

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve financial compensation for teachers who take on student teachers.

Halifax County Local

2025-19 (Pre-C) Referred to the Provincial Economic Welfare Committee

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve release time for NSTU members who volunteer to coach school teams or run school functions to attend events.

Digby Local and Teachers Association for Physical & Health Education

25-20 (Pre-C) Adopted

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve enforceable class caps.

Annapolis Local, Northside Victoria Local, and Richmond Local

25-21 (Pre-C) Adopted

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve in instances where class sizes exceed the hard cap and no space is available to create a new class, an additional teacher shall be hired to team teach in that classroom, ensuring adequate support for students and staff to provide equitable support for over-cap classrooms and to foster a more conducive learning environment for all students.

Cape Breton District Local

2025-22 (Pre-C) Defeated

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve that NSTU members receive data input and collection time, separate from marking and prep time that is currently embedded in the collective agreement, within the present instructional day to reflect daily increased workload onset by technological reviewing, recording, and reporting demands of TIENET, PowerSchool, and other data input and collection duties.

Northside Victoria Local

2025-23 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT in the next round of Provincial negotiations, the NSTU seek to include language to prevent recess from being tied to prep time in order to achieve the required percentage in our contract.

Kings Local

2025-24 (Pre-C) Withdrawn

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve reimburse for membership fees for the Canadian Counselling and Psychotherapy Association (CCPA).

Conseil syndical acadien de la Nouvelle-Écosse

2025-25 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT in the next round of Provincial Negotiations, the NSTU seek to achieve reimbursement for school psychologists, school counsellors, speech-language pathologists, and social workers for fees incurred for membership in regulatory bodies including Nova Scotia Board of Examiners in Psychology (NSBEP), Association of Psychologists in Nova Scotia (APNS), Nova Scotia College of Counselling Therapists (NSCCT), Canadian Counselling and Psychotherapy Association (CCPA), Nova Scotia College of Social Workers (NSCSW), Nova Scotia College of Audiologists and Speech-Language Pathologists (NSCASLP), Speech-Language Audiology Canada (SAC), and additional insurance required in the next round of Provincial Negotiations, the NSTU seek to achieve reimburse for membership fees for the Nova Scotia College of Counselling Therapists (NSCCT).

Conseil syndical acadien de la Nouvelle-Écosse

2025-26 (Pre-C) Defeated as Amended

BE IT RESOLVED THAT the NSTU review the current contract and identify issues of connection between the contract definitions and the expectations of the job of the teacher **and report back to Council 2026.**

Richmond Local

2025-27 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU investigate alternative models that take class complexity into consideration when setting class caps.

Cumberland Local

2025-28 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU discuss with other Nova Scotia Educational Bargaining Units the crisis of violence in schools.

Halifax County Local

2025-29 (Pre-C) Withdrawn

BE IT RESOLVED THAT the NSTU research the possible correlation between violence in early elementary associated with speech language discourse and emotional regulation to share with the Department of Education and Early Childhood Development.

Kings Local

2025-30 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT the NSTU investigate the correlation between violence in schools and the lack of rigorous “free play” during the school day ~~and share the results with the Department of Education and Early Childhood Development.~~

Annapolis Local

2025-31 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT the NSTU study the role that gender-based violence plays in the teaching profession, and report to Annual Council 2026.

Dartmouth Local

2025-32 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU investigate how other provinces handle compensation for lost prep time and report the findings to Council in 2026.

Colchester-East Hants Local

NSTU Governance

2025-33 Adopted as Amended

BE IT RESOLVED THAT NSTU By-Law Article II – The Council, 2 – Council Delegates and Observers, (b) be amended by inserting a second sentence to read: “Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an **equity-owed equity-deserving** group, **equity-owed equity-deserving** as defined in NSTU Operational Procedures.

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

2. COUNCIL DELEGATES AND OBSERVERS

- (a) Voting Delegates of Council shall be:
 - (i) the Provincial Executive;
 - (ii) Local Presidents as one (1) of the Locals' allotment of Voting Delegates;
 - (iii) Local Voting Delegates as determined by individual Local constitutions;
 - (iv) Chairs of Regional Representative Councils; (v) Chairs of Regional Economic Welfare Committees; and,
 - (vi) Professional Association Voting Delegates from individual Professional Associations.
- (b) Pursuant to 2. (a) (ii) and (iii), each Local is entitled to one (1) Voting Delegate for every fifty (50) Members or major fraction thereof. **Any Local Delegation with eight (8) or more Voting Delegates shall have at least one (1) of their Voting Delegate positions designated for an individual from an equity-owed equity-deserving group, equity-owed equity-deserving as defined in NSTU Operational Procedures.**
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;
 - (ii) Chairs or designates of NSTU Standing Committees; and,
 - (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (ii) 11 to 21 Voting Delegates are entitled to 2 Alternate Delegates;
 - (iii) 22 to 31 Voting Delegates are entitled to 3 Alternate Delegates;
 - (iv) 32 to 41 Voting Delegates are entitled to 4 Alternate Delegates; and,
 - (v) 42 + Voting Delegates are entitled to 5 Alternate Delegates.
- (g) Non-Voting Delegates may address Council with the permission of the Chair, permission shall not be unreasonably withheld.
- (h) Non-Voting Delegates may not move, second, or vote on any resolutions or motions.
- (i) In the unavoidable absence of a Local Voting Delegate, Council may permit a Local Alternate Delegate to act as a replacement. The Local Alternate Delegate, when replacing the Local Voting Delegate, has all the rights and responsibilities of a Local Voting Delegate.
- (j) Observers of Council may be:
 - (i) Local Observers as selected by individual Locals; and,

(ii) Members.

(k) Pursuant to 2. (i), each Local is entitled to select one (1) Local Observer.

(l) Local Alternate Delegates and Local Observers attend Council at the Local's expense or at the individual's expense.

Provincial Executive

2025-34 Adopted as Amended

BE IT RESOLVED THAT the NSTU amend By-Law Article III, 1 – Composition with an effective date of August 1st, 2026, by inserting a new (e) to read “Pursuant to 1 (b) where some regions elect more than one (1) member, one (1) of the two (2) elected Members shall be designated for an individual from an equity-owed equity-deserving group, equity-owed equity-deserving as defined in NSTU Operational Procedures. If no equity-owed equity-deserving Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.”.

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

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, twenty-one (21) Regional Members, one (1) African Nova Scotian Member, and one (1) Indigenous Member. African Nova Scotian as self-identified and Indigenous as self-identified.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) **Pursuant to 1 (b) where some regions elect more than one (1) Member, one (1) of the two (2) elected Members shall be designated for an individual from an equity-owed equity-deserving group, equity-owed equity-deserving as defined in NSTU Operational**

Procedures. If no equity-owed equity-deserving Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.

Halifax City Local

2025-35 Adopted

BE IT RESOLVED THAT NSTU Standing Order 1 – Union Membership Fees, (d) be amended by striking “two dollars and eighty cents per teaching day (\$2.80/day)” and inserting in its place “shall be as fixed from time-to-time by Council”.

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

1. Union Membership Fees

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

Provincial Executive

2025-36 Adopted

BE IT RESOLVED THAT NSTU Standing Order 18 – NSTU Province-Wide Voting be amended by striking “voting” in all incidences and inserting in its place “elections”.

The Standing Order, as amended, would then read:

16. NSTU PROVINCE-WIDE VOTING ELECTIONS

The results of all NSTU province-wide ~~voting elections~~ shall be published in The Teacher or another equivalent publication on a Local-by-Local basis within fifty (50) days of such voting.

Provincial Executive

2025-37 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU develop a framework that ensures all decisions are evaluated through the lens of equity.

Kings Local

2025-38 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT the NSTU Provincial Executive shall ~~take steps to ensure that~~ **make reasonable efforts to hold** all future Provincial NSTU conferences and committee meetings ~~are scheduled~~ outside of Professional Practice, PD, grading, and classifying days as outlined in the school calendar, allowing teachers to participate in both their professional responsibilities and Union activities without conflict.

Cape Breton District Local

Curriculum

2025-39 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to establish regular cycles of not longer than ten years to review and update all curricula.

Colchester-East Hants Local

2025-40 (Pre-C) Adopted

BE IT RESOLVED THAT the NSTU lobby the government to implement daily physical education time, taught by qualified physical education specialist teachers, in elementary schools.

Dartmouth Local

Government

2025-41 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 1 – Accountability Principles be amended by substitution.

The Policy statement, as amended, would then read:

1. ACCOUNTABILITY IN PUBLIC EDUCATION

Accountability in public education is a shared responsibility between all educational stakeholders (government, NSTU, education entities, public, school administrators, teachers, educators, school staff, parents/guardians, and students) to create an educational system that strives for improvement, transparency, equity, and inclusion.

A. To this end, the NSTU believes that any educational accountability model must adhere to the following principles:

- I. stakeholders have a responsibility for working collaboratively;
- II. parents/guardians and students themselves have a right to information regarding individual progress;
- III. standards of practice for both conduct and competence are established and well known;
- IV. professional educators are empowered to establish and uphold standards of conduct and competence; and,
- V. quality classroom-based assessment, using a broad range of indicators, plays a central role in demonstrating student learning.

B. Further, the NSTU believes that within any educational accountability model:

- I. professional educators are responsible for working collaboratively, maintaining currency, and engaging in ongoing professional learning; and,
- II. the government, regional employers, and the NSTU share responsibility in establishing programs to assist educators in pursuing professional growth and in establishing standards of professional practice.

Provincial Executive

2025-42 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 2 – Closure (or Restructure) of Educational Sites be amended by substitution.

The Policy statement, as amended, would then read:

2. CLOSURE (OR RESTRUCTURING) OF EDUCATIONAL SITES

The NSTU recognizes that the reorganization of a school district may be necessary for the efficient instruction of

students; however, the NSTU acknowledges that a local school is an essential part of a community's identity and as such school closure (or restructuring) will be disruptive to the community. The NSTU recommends consideration be given to the following during the school review process:

- A. public notice of a pending school review process should be given at least two years in advance;
- B. stakeholders should be consulted and receive regular communications throughout the school review process;
- C. schools should not be declared surplus solely based on declining enrollment;
- D. travel time and distance for students must be seriously considered;
- E. excess capacity may be temporary, both past and projected enrolment patterns should be examined;
- F. alternative educational purposes should be given serious consideration;
- G. modifications to accommodate alternative community purposes should be given serious consideration;
- H. support for school programs must be maintained during the review process; and,
- I. teachers should be provided with adequate time and support to transition from a closing school to a receiving school.

Provincial Executive

2025-43 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 4 – Early Childhood Education be amended by:

- in A. strike “(four-year old as of December 31 of the school year)”;
- in A. strike “and returning graduates”;
- in B. strike “Regional Centres for Education/Boards” and insert in its place “education entities”;
- in D. V. strike “appropriate staffing” and insert in its place “educational support personnel”; and,
- in E. insert at the end of the sentence “, that are NSTU Members”.

The Policy statement, as amended, would then read:

4. EARLY CHILDHOOD EDUCATION

The NSTU believes that early childhood education is a vital component of a quality, universal, public education system. Well-designed early childhood education programs enrich young children's lives and create a foundation for their growth and development throughout their education. Early Childhood Education programs should:

- A. be part of a high-quality, equitable, universal, inclusive, and accessible public education system from pre-primary ~~(four-year old as of December 31 of the school year)~~ to grade 12 ~~and returning graduates~~;
- B. fall under the jurisdiction of **education entities** ~~Regional Centres for Education/School Board~~;
- C. be appropriate developmentally in terms of:
 - I. following well-developed play-based, discovery-based, experiential, and interactive curricula,
 - II. meeting the children's needs academically, socially, emotionally, and behaviourally,

- III. responding to a range of individual developmental needs and learning styles, and
- IV. responding to cultural diversity;
- D. be appropriately funded to provide for:
 - I. early diagnosis and treatment of physical, behavioural, and learning disabilities,
 - II. teacher education programs for early years at both the preservice and inservice levels,
 - III. program supports such as library, guidance, and other student services,
 - IV. adequate physical resources to ensure a safe and healthy learning and teaching environment, and
 - V. **educational support personnel** ~~appropriate staffing~~ to accommodate all of the students' health and wellness requirements; and
- E. be delivered by qualified teachers, **that are NSTU Members**.

Provincial Executive

2025-44 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 9 – Integration and Inclusion be amended by substitution.

The Policy statement, as amended, would then read:

9. INTEGRATION AND INCLUSION

The NSTU holds the following beliefs regarding integration and inclusion in the Nova Scotian educational context:

- A. children with exceptional physical, intellectual, or emotional needs benefit from learning in the most enabling environment;
- B. regular classroom placement may best serve most children; however, self-contained classrooms or other learning spaces may best serve some children;
- C. teachers working in integrated classrooms require support services;
- D. teachers working in integrated classrooms require appropriate embedded time to participate in targeted professional learning as well as time to plan for, set up, assess, and complete documentation required for their students on Individual Program Plans, transitional plans, behavioural plans, etc.;
- E. integration should ensure the rights of all children to an appropriate education and an equitable distribution of resources among all students; and,
- F. schools and educational sites should be barrier free.

Provincial Executive

2025-45 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU create a new policy statement in Policy Section IV – Government, entitled Mi'kmaq Language.

The new Policy Statement to read:

MI'KMAW LANGUAGE

The NSTU recognizes and supports the Nova Scotia Mi'kmaq Language Act, which recognizes the Mi'kmaq language as the original language of Nova Scotia. Further, the NSTU believes

that the Nova Scotia Public Education System is ideally placed to support the preservation, revitalization, promotion, and protection of the Mi'kmaw language.

Provincial Executive

2025-46 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 11 – Professional Support be rescinded.

Provincial Executive

2025-47 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 15 – School Advisory Councils be amended by substitution.

The Policy statement, as amended, would then read:

15. SCHOOL ADVISORY COUNCILS

The *Education Act* allows for the establishment of school advisory councils or regional school advisory councils for a public school or a group of schools, in accordance with the *Regulations*. The duties of a school advisory council include:

- A. Assisting an education entity to ensure that the education entity's public schools and related services are meeting the needs of the communities and regions they serve; and
- B. Performing such other functions as are prescribed by the *Regulations* or assigned by the Minister of Education or the Entity.

School Advisory Councils are not parties to any collective agreements with the Education Entities or NSTU and as such are only advisory in nature.

Provincial Executive

2025-48 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT NSTU Policy Section IV – Government, 18 – Teacher-Librarians be amended by substitution.

The Policy statement, as amended, would then read:

18. TEACHER-LIBRARIANS

It is the position of the NSTU that school libraries and teacher-librarians are a necessary component to the Public School System and the delivery of the essential graduation competencies in Nova Scotia. Specifically, the NSTU believes:

- A. that school libraries are a specialized classroom that must be staffed by qualified teachers with professional training in library science who are NSTU members;
- B. every public school in Nova Scotia must have library services with access to a full-time teacher-librarian; and,
- C. essential graduation competencies must be delivered by qualified teachers.

Provincial Executive

2025-49 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to focus strongly on the **retention and recruitment** ~~recruitment and retention~~ of Speech Language Pathologists, ~~Guidance~~ **School** Counselors, **School** Psychologists, and **School Social Workers** ~~Occupational Therapists, and Physical Therapists.~~

Annapolis Local

2025-50 (Pre-C) Adopted as Amended

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to create more seats in Nova Scotia universities' **graduate level and PsyD** **School** Psychology programs, without lessening or fast-tracking credentials.

Annapolis Local

2025-51 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU ask the Department of Education and Early Childhood Development to collaborate with the Union to streamline, enhance, and expedite the teacher certification process.

Conseil syndical acadien de la Nouvelle-Écosse

2025-52 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to recognize a Red Seal certification as a degree equivalent.

Career and Technology Education Association Nova Scotia

2025-53 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU petition the Department of Education and Early Childhood Development to develop a Bachelor of Education pathway for Red Seal tradespeople without the requirement of obtaining a pre-B.Ed. Bachelor degree.

Career and Technology Education Association Nova Scotia

2025-54 (Pre-C) Referred to the Provincial Executive as Amended

BE IT RESOLVED THAT the NSTU lobby **request to meet with** the Department of Education and Early Childhood Development to review the Guidelines for Supporting Transgender and Gender-nonconforming Students to ensure that students of all ages are ~~treated~~ **equally protected**.

Colchester-East Hants Local

2025-55 (Pre-C) Referred to the Provincial Executive as Amended

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to conduct a Diversity, Equity, and Inclusion audit of French Immersion programs in the province ~~and examine any potential barriers to inclusion~~ **identify any potential barriers to inclusion and implement appropriate supports**.

Colchester-East Hants Local

2025-56 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide teacher volunteers with funding to cover all costs associated with teacher coaching, volunteering, traveling with students for extracurricular endeavors affiliated with the school community.

Annapolis Local and Teachers Association for Physical & Health Education

2025-57 (Pre-C) Referred to the Provincial Executive

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

Halifax City Local

2025-58 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development for a shift in terminology from “guidance counselor” to “school counselor”.

Kings Local

2025-59 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to provide landline phones in all classrooms.

Annapolis Local

2025-60 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to build more schools, based on projected population growth.

Colchester-East Hants Local

2025-61 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to offer a vocational high school in each geographical region.

Cumberland Local

Professional Development

2025-62 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to deliver voluntary training in non-violent crisis prevention and intervention to NSTU members.

Conseil syndical acadien de la Nouvelle-Écosse

2025-63 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development for equitable accessibility to quality professional development amongst School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors.

Nova Scotia School Counsellors Association

2025-64 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to ensure accessibility to Professional Learning Community time for School Psychologists, Social Workers, Speech Language Pathologists, and School Counsellors within and/or between their respective roles.

Nova Scotia School Counsellors Association

2025-65 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU implore the Department of Education and Early Childhood Development to provided targeted Professional Development during the school year to teachers who are assigned to multi-grade configurations.

Inverness Local

2025-66 (Pre-C) Adopted pre-Council

BE IT RESOLVED THAT the NSTU investigate a system of payment where members do not have to pay directly to cover the registration fees for members who attend Provincial Conference.

Colchester-East Hants Local

General

2025-67 (Pre-C) Withdrawn

BE IT RESOLVED THAT the NSTU develop a plan to increase membership engagement by NSTU members not attached to school sites.

Dartmouth Local

2025-68 (Pre-C) Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU create a campaign to engage all NSTU members in the responsible Union member focus.

Richmond Local

New Business

2025-NB1 Referred to the Provincial Executive

BE IT RESOLVED THAT the NSTU lobby the DoEECD to reverse the decision to pause the Student Success Survey.

Colchester-East Hants Local