



Provincial budget shows lack of commitment to addressing school violence, teacher shortage

The provincial budget released on February 18 was a missed opportunity to make schools safer and ensure students receive the support they need to reach their full potential, says NSTU President Peter Day.

While the 2025-26 Provincial budget includes additional funds to build new schools in Bedford and Dartmouth, the NSTU was anticipating a greater commitment to promoting healthier learning environments across the province, especially following the Auditor General's critical report into school violence released last spring.

"The Province took some incremental steps prior to the election to address school violence and a new code of conduct is expected soon, but in terms of new investments, Government isn't showing much resolve," says Day. "The Auditor General was clear that a province-wide strategy is required to keep students and their teachers safe at school, but no new money was allocated in the budget towards that end."

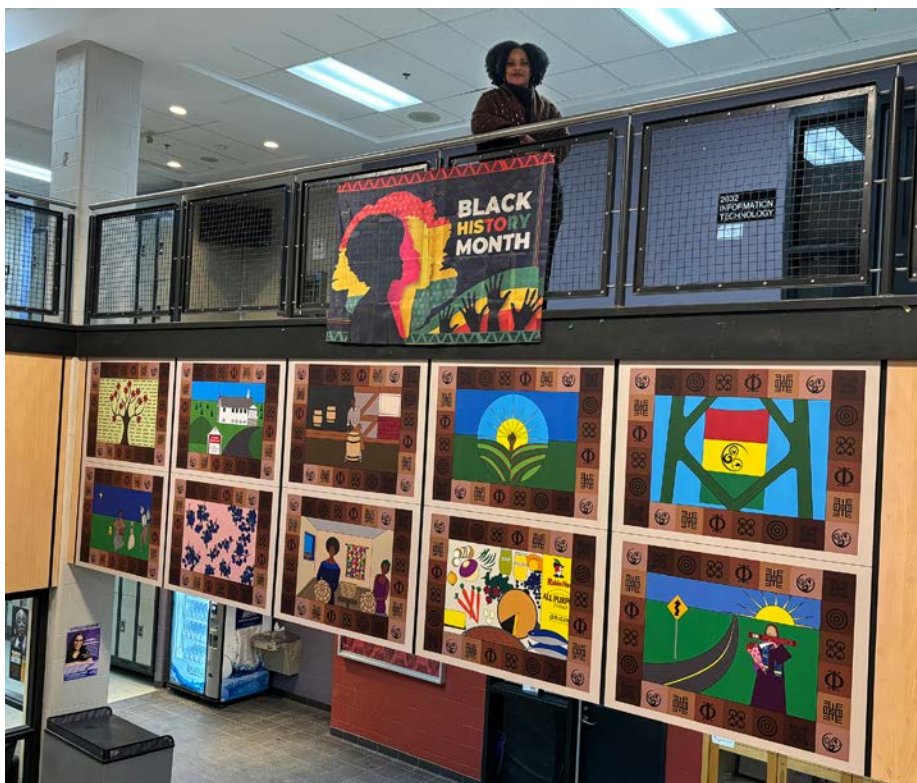
Day says that while he is encouraged the province is making investments to build new schools, funding for staff and human resources needs to keep pace with infrastructure.

"While additional buildings are needed to keep pace with population growth, buildings don't teach students or create meaningful learning experiences for our kids, teachers do that," he continues. "Nova Scotia's teacher

shortage is well established and unfortunately there isn't much in this budget to help retain and attract more teachers to our province."

Day is pleased with the expansion of the

school lunch program. "It's important for all students in all schools in the province to have access to lunch."



The official unveiling of Bay View High School's African Heritage Mural, created by NSTU staff officer Wendie Wilson, took place during the school's African Heritage Night on February 24th. See full story on page 13.



people

New Sister of the Year

NSTU president Peter Day attended the 10th Annual International Women's Day Breakfast on Friday, March 7 at the NSGEU building in Dartmouth. Organized by the Nova Scotia Federation of Labour's Women's Committee this event featured a panel of speakers that addressed topics related to gender-based violence. They also presented the 2025 Sister of the Year Award and New Sister of the Year Award for a person just beginning their union activism journey. NSTU member Eileen Hiltz (Kings Local) who is a Grade 8 teacher at Kings County Academy received this inaugural award. She received it for her recent dedication to the trade union movement and the advancement of women's voices.



Governance & Policy Committee

Shown are members of NSTU's Governance and Policy Committee during their meeting at the NSTU building on December 13, 2024. This committee, comprised of provincial executive members, develops and maintains an ongoing awareness, commitment to, and practice of good governance for the Provincial Executive and the Nova Scotia Teachers Union as a whole. Committee members develop and review policy and regularly review the governance relationships among NSTU members, Annual Council, Provincial Executive, Locals, Regional Representative Councils, standing committees, Professional Associations, and NSTU staff.



Clockwise from the left: staff liaison Louis Robitaille, NSTU president Peter Day, Line Murphy (CSANE), Janet O'Brien (Antigonish-Guysborough), Kim Dunning (Northside-Victoria), Melissa Deveau (Annapolis-Hants West-Kings), Andrew McCara (APSEA), Myla Borden (Pictou), John MacKinnon (Digby-Shelburne-Yarmouth), executive director Steve Brooks, Mark Savoury (Darmouth), Sarah Tutty (Lunenburg-Queens), and admin assistant Steve Sheppard.

INVOLVING | INFORMING | INSPIRING
the teacher
ISSN 0382-408X

Managing Editor: **Angela Murray**
Assistant Editor: **Mark Laventure**
Advertising & Circulation: **Nancy Day**

CEPA
ACPÉ
Canadian
Educational
Press
Association
Association
canadienne
de la presse
éducative

Published eight times a year
(September-June)
by the **Nova Scotia Teachers Union**
3106 Joseph Howe Drive,
Halifax, N.S. B3L 4L7
Phone: 902-477-5621
Fax: 902-477-3517
Toll free: 1-800-565-6788
Email: theteacher@nstu.ca
Website: www.nstu.ca

Submission deadlines for 2024-2025:

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

The opinions expressed in stories or articles do not necessarily reflect opinions or policy of the Nova Scotia Teachers Union, its staff or elected provincial representatives.

We welcome your comments and suggestions:
1-800-565-6788 or email theteacher@nstu.ca.

© Nova Scotia Teachers Union 2024

African Heritage Month Gala 2025

The NSTU was a bronze sponsor of this year's African Heritage Month Gala, which took place on February 22, at the Halifax Convention Centre. This celebration of African Heritage Month was a vibrant showcase of Black arts & culture featuring award-winning singer-songwriter, Reeny Smith. Emc'd by Jacob Sampson an esteemed leader in the Nova Scotian Theatre landscape, the evening included a pre-reception Cultural Village highlighting organizations that support and elevate Black Culture, Heritage and Art.

African Heritage Month traces back to 1926 when Harvard-educated Black historian, Carter G. Woodson, founded Negro History Week to recognize the achievements made by African Americans. He chose February because of the birthdays of Frederick Douglas and Abraham Lincoln who were both key figures in the emancipation of enslaved Blacks. In the 1950s the Week was celebrated in Canada, and in 1976 was expanded to Black History Month. Nova Scotia has been a leader in the promotion and recognition has of African heritage in Canada through African Heritage Month. Proceeds from the event support of the Black Cultural Centre's capital plan.



Shown clockwise from the left: Kim Cain a fine arts specialist and technology teacher at Woodlawn High School; NSTU's BIPOC Advocacy and Engagement executive staff officer Wendie Wilson; social worker Marsha Hudson-Ash, Auburn Drive High School; NSTU president Peter Day; provincial executive member Myla Borden (Pictou); NSTU's first vice-president Jo Leigh MacPhee, and Malik Adams, a school counsellor at Citadel High in Halifax.

Everyday Banking Bundle

Everyday Account

Member Referral

Collabria Mastercard®

Investment Account

Earn up to
\$600
in Cash + Points Bonus*

*See terms and conditions for full details



Our primary objective
is serving you.

CREDIT UNION
TEACHERS PLUS

From the NSTU President



Embracing Equity: Celebrating Women in Education

On March 8th, the NSTU, alongside people across the globe, celebrated International Women's Day, a day to honor the incredible contributions of women in our society. Every day, but especially on this occasion, we must take the time to recognize the vital role women play in shaping our communities, our schools, and our future.

I had the privilege of attending the Nova Scotia Federation of Labour's 10th Annual International Women's Day Breakfast, organized by the NSFL Women's Committee. This inspiring event highlighted the contributions of women in our province and featured a special recognition of NSTU Kings Local's own Eileen Hiltz, who was honored with the Nova Scotia Federation of Labour's *New Sister of the Year Award*. Eileen's dedication to education, advocacy, and leadership embodies the spirit of this important day, and we are proud to celebrate her achievements.

The impact of women in education is particularly significant, as approximately 78 per cent of NSTU members identify as women. Teachers and educational specialists are at the heart of our school communities, creating safe, inclusive spaces for students to learn and grow. Through both their lessons and their actions, educators reinforce the importance of gender equality, inspiring students to advocate for fairness, respect, and opportunity for all. The work they do in classrooms across Nova Scotia continues to influence society in a profoundly positive way, driving the progress that women have fought so hard to achieve.

But International Women's Day is about more than just celebration, it is also a call to action. It is a moment to raise awareness about discrimination, to challenge inequalities, and to accelerate progress toward true gender parity. This year's theme, *Accelerate Action*, acknowledges the strides that have been made while recognizing the work that still lies ahead. Women have long been at the forefront of advocating for gender equality, but this is a fight that must be carried by all of us. Men must also step forward as allies, amplifying the voices of women, advocating for systemic change, and working to dismantle the barriers that continue to hinder progress.

I want our students who identify as women and girls to grow up in a world free from discrimination, gender bias, and misogyny; to live in a world where women are valued, respected, and given the same opportunities as their male counterparts. While we have made tremendous strides, true gender equality must be a reality, not just an aspiration. That is why we must all commit to embracing equity every day, ensuring that we foster an environment where every student and educator, regardless of gender, can thrive.

Continued on page 5

Faire preuve d'équité : honorer les femmes dans le secteur de l'éducation

Le 8 mars, le NSTU, aux côtés de personnes du monde entier, a célébré la Journée internationale des femmes, une journée pour honorer les formidables contributions des femmes de notre société. Chaque jour, mais tout particulièrement à cette occasion, nous devons prendre le temps de reconnaître le rôle vital des femmes dans le façonnement de nos collectivités, de nos écoles et de notre avenir.

J'ai eu le privilège de participer au 10^e Déjeuner annuel de la Journée internationale des femmes de la Fédération du travail de la Nouvelle-Écosse (NSFL), organisé par le Comité des femmes de la NSFL. Cet événement inspirant a souligné les contributions de femmes de notre province. À cette occasion, Eileen Hiltz, de la section locale de Kings du NSTU, a fait l'objet d'une reconnaissance spéciale lorsqu'on lui a décerné la *New Sister of the Year Award* de la Fédération du travail de la Nouvelle-Écosse. Le dévouement de Mme Hiltz en matière d'éducation, de défense des intérêts et de leadership incarne l'esprit de cette journée importante et nous sommes fiers de célébrer ses réalisations.

L'incidence des femmes dans le secteur de l'éducation est particulièrement importante, puisqu'environ 75 % des membres du NSTU s'identifient comme étant des femmes. Les enseignants et les spécialistes de l'éducation sont au cœur de nos communautés scolaires, en créant des espaces sûrs et inclusifs pour que les élèves apprennent et s'épanouissent. Autant par leurs enseignements que par les gestes qu'ils posent, les éducateurs renforcent l'importance de l'égalité des genres, inspirant les élèves à préconiser l'équité, le respect et l'égalité des chances pour tous. Le travail qu'ils accomplissent dans les classes de la Nouvelle-Écosse continue d'avoir une influence positive considérable sur la société, stimulant ainsi le progrès pour lequel les femmes ont tant lutté.

La Journée internationale des femmes est toutefois bien plus qu'une simple célébration : il s'agit également d'un appel à l'action. C'est un moment propice pour accroître la sensibilisation par rapport à la discrimination, lutter contre les inégalités et accélérer les progrès vers une véritable parité entre les genres. Le thème de cette année, *Accélérer les efforts*, souligne les progrès accomplis tout en reconnaissant le travail qui nous attend encore. Les femmes sont depuis longtemps en première ligne pour revendiquer l'égalité des genres, mais il s'agit d'un combat que nous devons tous mener. Les hommes doivent également s'identifier comme des alliés, pour amplifier les voix des femmes, en revendiquant des changements systémiques et en travaillant pour éliminer les obstacles qui entravent toujours le progrès.

Suite à la page 5

continued from page 4

As we continue our work within the NSTU, we remain committed to recognizing and uplifting the contributions of women in education and beyond. Every day, female educators play an essential role in shaping young minds, advancing equality, and strengthening our society. Their work deserves to be acknowledged, appreciated, and supported—not just on International Women’s Day, but every day of the year.

Suite de 4

Je souhaite que nos élèves qui s’identifient comme des femmes et des filles grandissent dans un monde exempt de discrimination, de préjugés liés au genre et de misogynie; qu’elles vivent dans un monde où l’on valorise et respecte les femmes et où elles bénéficient des mêmes possibilités que leurs homologues masculins. Bien que nous ayons réalisé des progrès considérables, une véritable égalité des genres doit devenir une réalité plutôt qu’un souhait. C’est la raison pour laquelle nous devons tous nous engager à faire preuve d’équité au quotidien, en veillant à favoriser un milieu dans lequel tous les élèves et les éducateurs, quel que soit leur genre, peuvent s’épanouir.

Alors que nous poursuivons notre travail au sein du NSTU, nous demeurons déterminés à reconnaître et à encourager les contributions de femmes dans le secteur de l’éducation et au-delà de celui-ci. Chaque jour, les éducatrices jouent un rôle essentiel pour façonner de jeunes esprits, promouvoir l’égalité et renforcer notre société. Leur travail mérite d’être reconnu, apprécié et soutenu, pas seulement à l’occasion de la Journée internationale des femmes, mais bien tous les jours de l’année.

Enter to Win
Your chance to win one of
100
\$50 Sobeys gift cards

You have four chances to win
March 28 April 25 May 30 June 27

winner!

Login into the [NSTU Membership Registry](#) and provide a non-NSTU email address in your member registry profile.

* NSTU members who have already registered an email address are also eligible for the draws.

The NSTU Webmail system will be terminated on July 18, 2025.

Education Week
May 11-17 2025

**Empowering Futures:
Innovation in Education**

Educational innovation is key in preparing students for the complexities of today’s society. Integrating inclusive practices, global viewpoints, and technology helps to stimulate creativity, critical thinking, and collaboration in building dynamic learning environments that encourage students to become active participants in their education and in their community.

Proximately sponsored by: Partners:



Thriving begins with you!

by Dr. Kathy Toogood, Educator, Professor & Author of Women Thriving in Leadership: Practices for Cultivating Wholeness and Community

Though many argue that one day in March is insufficient for recognizing the contributions of women, International Women's Day does provide an opportunity for us to notice and celebrate the importance of women. Approximately 78 per cent of NSTU members are women and our schools would not function without their skillful work, faithful care, and perseverance.

For women working from an ethic of care, invested in the wellbeing of students, their families and the community, the work is never done. To sustain ourselves for the long haul, we must find ways to prioritize our wellbeing by practicing self-care.

Our education system continues to grow in complexity, and the people who have the greatest influence on the student experience are teachers. When teachers are thriving personally, they are better equipped to respond with wisdom and insight to the changing needs of students and discern the next best step to creating conditions for all students to thrive.

I define leadership as taking responsibility for the quality of your own life, and then sharing your gifts with others in community. Exercising leadership in your own life involves cultivating wholeness so you can offer your gifts from a position of self-awareness and strength. We cultivate thriving communities by empowering everyone to contribute their gifts.

Cultivating Wholeness

Cultivating wholeness means taking the time to understand your strengths, tendencies, and preferences. Our definition of thriving changes over time with our age, health, and family situation. Reflection is essential to discerning how to live your best life right now. If you have a good day, take the time to ask why. Was it because you ate breakfast, got a good night's sleep, or chose to do something that you love and are good at? When you notice what contributes to a good day, you can adjust your actions to create those conditions more consistently. If you have a bad day, figure out what contributed to the bad day. How much of that was within your circle of control or influence?

We thrive by focusing our energy on what we can control, and that is our thinking, our being and our doing. You can shape your thinking by feeding your mind with inspiring reading or podcasts, by meditating or repeating a helpful affirmation. Try monitoring how much time you spend consuming news or browsing social media and consider the impact it is having on your wellbeing.

You get to choose your being—or how you show up. When you choose kindness, curiosity, and presence, over distraction, or judgement, you may be surprised by the difference it makes in

your interactions and relationships.

You get to choose what you do. When you decide how to spend your time and energy, do you consider what you **want to do**? Or are you driven by what you think you **should do**, shaped by other people's spoken and unspoken expectations? The world needs what only you can offer. When you choose to invest time in activities that light you up, you can be energized rather than drained by your efforts.

Cultivating wholeness also means prioritizing self-care. I learned the hard way that nobody could care for me but me. You are the only one who can determine what food you eat, whether you move your body, and what time you go to bed. It is up to you to determine which actions and conditions help you to be your best, and then choose to invest in your wellbeing. You have more agency than you think you do.

Cultivating Community

Another powerful choice that you have is to choose your companions. You can choose to be around people who encourage and see the best in you. And you can choose to be that kind of friend and colleague for others. Cultivating community is all about living a life in reciprocity, giving and receiving, working together toward big goals, asking for what you need, and offering what you can.

I love the sense of community that is part of life in Nova Scotia. Whenever I have needed a drive, a cat sitter, or an expert sewing buddy, people have stepped up. I have been a person who has tried to do it all, often to my detriment. What I have learned with age and experience is that there are many benefits to asking for help. The other person feels like they belong and have made a difference, and our relationship is strengthened. When we share the load for big projects, it increases the sense of ownership and commitment. If no one is willing to help, it may be a sign that it is not an activity worth investing in at this time. We can accomplish so much more with the strengths and insights of many than we can on our own.

You are what you consistently do. I invite you to incorporate practices into your life that bring you joy, increase your wellbeing, and strengthen your resilience. Spend time with people who believe in you and support you to live your best life. It is a great day to thrive, and thriving starts with you.

You can connect with Dr. Kathy Toogood through her website KanopyConsulting.ca, and be informed about ongoing learning opportunities. Her book, *Women Thriving in Leadership*, provides

many resources to support your personal and leadership development, including narratives from female leaders, practices to support thriving, and reflective exercises to enhance learning.

Dr. Kathy Toogood has been an educator for over 30 years. She is an adjunct professor for the University of Portland and worked for Edmonton Public School as a high school teacher, elementary principal, and district consultant; and then Alberta Education as a system leader. Her Doctor of Education (EdD) from the University of Calgary focused on the lived experiences of female principals and their paths and approach to leadership. She has a Master of Education from the University of Portland and a BEd and BSc from Dalhousie. She currently resides in Nova Scotia.

Status of Women Committee Book Giveaway

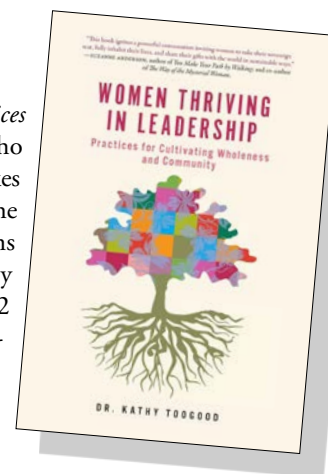


The Teacher has four copies of this book for the giveaway.

*Email your name, home address, and the name of your school with **STATUS OF WOMEN** in the subject line to theteacher@nstu.ca by **April 11, 2025**, to be eligible for the draw.*

Women Thriving in Leadership by Dr. Kathy Toogood

Published by Friesen Press, *Women Thriving in Leadership: Practices for Cultivating Wholeness and Community*, is for all women who lead, aspire to lead, or wonder if they can lead. Dr. Toogood takes a holistic approach to leadership development, encouraging the reader to reflect on their experience and question assumptions about themselves and the male-dominated leadership norms they may have witnessed. It features stories from Kathy's life and her 12 female participants, allowing women to see themselves through real-world examples. Combined with research and reflective prompts, this book supports you to envision a life of leadership that is influential, sustainable, and uniquely yours.



Semaine de l'éducation du 11 au 17 mai, 2025

Construire l'avenir: l'innovation en éducation

L'innovation en éducation est essentielle à la préparation des élèves aux complexités de la société actuelle. L'intégration de pratiques inclusives, de perspectives internationales et de technologies contribue à stimuler la créativité, la pensée critique et la collaboration dans la création de milieux d'apprentissage dynamiques, qui encouragent les élèves à participer activement à leur éducation et dans leur collectivité.



est fier de commander:
la Semaine de l'éducation



Les partenaires:



Making a Break of it: Episode 3

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

We hope you are enjoying your March Break. This month, we would like to make connections to our Pathways for PL Article written by Dr. Kathy Toogood, the author of *Women Thriving in Leadership*.

The month of March brings several [causes](#) to mind: it's Nutrition and Brain Health Awareness Month, International Women's Day is recognized on March 8th, and World Down Syndrome Day takes place March 21st where we proudly don our mismatched socks and, to name a few. In considering the intersectionality of these causes, let's explore how we can make time for our wellness during March.

Let's first explore the concept of thriving. Many of us feel we are working on and/or in survival mode as opposed to thriving from day-to-day. The number of external pressures can be overwhelming and heavy. Taking ideas from both Kathy Toogood and author of *Atomic Habits*, James Clear, thriving can only happen if we take small, intentional steps towards that goal. Thriving is a big word and can seem overwhelming.

How can we strive to thrive in our everyday lives? How do we wake up? What's the first thing we do and how does that impact how we show up throughout our day? Mornings can be hectic, in particular depending on how well we've slept the night before. In the list of causes recognized during the month of March, sleep is one of them. If we get good sleep, taking on the day is undoubtedly easier. A few habits that are scientifically shown to support maintaining our morning energy are:

- Natural light before blue light: neuroscience tells us that the more natural light we get in the morning, the more we can set out to maintain the dopamine stores built up by our brain and body overnight during sleep. This might mean not looking at your phone right away and use voice commands instead.
- Feed your body: Drinking water first thing in the morning gets your body ready to take on the day. If you include lemon, it helps this process even more.
- If you're going to use your phone, use it as a tool to help with getting your body ready for the day. Stay off news sites or the intake of any stressful or negative information right away. Set a timer for five minutes while your coffee brews and listen to a podcast or find a five-minute exercise routine. Getting your body moving—even for five minutes every morning—can lead to a significant improvement in our mood and our cognitive health.
- After your five minutes of activity, make sure to try to have something to eat that consists of whole foods—eggs, avocado, almonds, and kiwi are some whole foods that

can contribute to a healthy start to the day. Caffeine, in moderation, can also support maintaining our energy levels.

During the day, how do we try to avoid that midday slump? Keep moving, keep thriving. How can you incorporate movement into your day. This will look different for all of us, although our roles may have similarities, our actual work demands vary. Here are some potential ideas:

- Park farther from the entrance: whether it's at work or running errands, this simple action can support your movement goal.
- Try to get outside during the day. Sometimes, your routine incorporates outside supervision. You can try to use this time to be as active as possible—even if you're stepping in place. You could walk around your supervision area with a student(s) while also being present to the larger group. Discuss options with your supervision partner(s)/admin. If you don't have outside supervision as part of your role, look at ways to incorporate movement, inside or outside. If we are looking for opportunities to incorporate wellness, we are more likely to find them.

When we think of wellness, much like teaching, learning and supporting students, our approach is towards the whole individual. We need to turn that focus on wholeness inwards. How can we do that? When we take care of our physical body, there are direct connections to our brain. For instance, exercise releases feel-good chemicals in our brains. So does engaging in favourite creative activities. Try creating a [dopamine menu](#) for yourself. You can choose activities of different lengths, like appetizers, main courses, desserts and takeout—physical activity and creative activities can prompt our brains to release those positive-feeling chemicals. The different menu categories correspond to how long the activity will take and how often it can and will happen. Clicking on the words “dopamine menu” will take you to an article in Psychology Today that explains different ways to explore this idea.

Community Connections

We can't action any of the previous suggestions in isolation. We need to create and cultivate a circle of support to help us navigate all that our lived experience brings our way. Whether it's a trusted colleague, mentor, spiritual leader or guide, community elder(s), friends or family; we all have times that we need to draw on others for encouragement, knowledge and strength. So, what could this look like in terms of implementing our movement goals.

Perhaps we start a wellness buddy system at work with step challenges, a walking club or join a fitness group together. Perhaps you volunteer within your community for an organization that incorporates wellness and/or creativity.

Continued on page 9



Email your name, home address, and the name of your school with **EQUITY – English** or **EQUITY – French** in the subject line to theteacher@nstu.ca April 11, 2025, to be eligible for the draw.

**Swift Fox All Along/
Wowgwis de la tête aux pieds**
by Rebecca Thomas
pictures by Maya McKibbin

Published by Annick Press and a shortlisted First Nation Communities Read, *Swift Fox All Along* is a poignant story about identity and belonging that is at once personal and universally resonant. It follows Swift Fox who is on a journey of discovery of what it means to be Mi'kmaq. This Indigenous story is full of universal themes including family, connection, identity and self-acceptance.

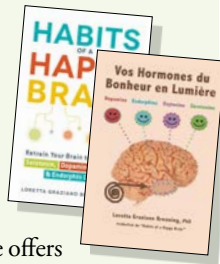


the
well
teacher

Email your name, home address, and the name of your school with **WELL TEACHER – English** or **WELL TEACHER – French** in the subject line to theteacher@nstu.ca by April 11, 2025, to be eligible for the draw.

**Habits of a Happy Brain/
Vos Hormones du Bonheur en Lumière**
by Loretta Graziano Breunin
published by Adams Media, an
Imprint of Simon & Schuster
Inc.

Habits of a Happy Brain: Retrain Your Brain to Boost Your Serotonin, Dopamine, Oxytocin, & Endorphin Levels shows you how to retrain your brain to turn on the chemicals that make you happy. Each page offers simple activities that help you understand the roles of serotonin, dopamine, oxytocin, and endorphin. It's filled with dozens of exercises to help reprogram your brain.



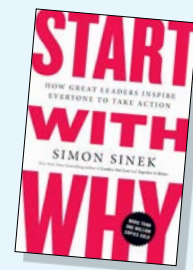
frèsh

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 April 11, 2025, to be eligible for the draw.

START WITH WHY
by Simon Sinek

Published by Penguin, *START WITH WHY: How Great Leaders Inspire Everyone to Take Action* explores the ideas of Simon Sinek, who started a movement to help people become more inspired at work. His influential TED Talk *START WITH WHY* is the third most popular TED video of all time. *START WITH WHY* shows that the leaders who've had the greatest influence in the world think, act, and communicate the same way. Sinek calls this The Golden Circle, and it provides a framework for building organizations, leading movements and inspiring people. And it all starts with WHY.



**February
Book Winners!**



Amanda Bright — TCRCE



Rachel Gertridge — AVRCE



Vickie Marks Morrow — CCRCE



Lori Jane MacIntosh — CCRCE

continued from page 8

Holding yourself accountable is a necessary element to setting and working towards any goals you have for yourself. This can be tough, and that's why having a circle of support and being willing to draw on those individuals is so important.

As you move through this month of March (see what I did there), I encourage you to consider trying some of these ideas. Whether it's a focus on physical wellness, starting small habits or creating a dopamine menu, you can embrace the opportunity to take a more active role in your wellness.

Until next time, take care of yourselves and one another!



Re-Elect ~ Réélie

JO-LEIGH MACPHEE

FOR

NSTU FIRST VICE-PRESIDENT

*Knowledgeable
Experienced
Dedicated*

*Bien Informé
Eprouvé
Dédié*

Hello NSTU members – *Salutations aux membres de l’NSTU,*

It has been my privilege and passion to serve as your Provincial First Vice-President for the past two years. Council Delegates, I am once again asking for your support as I reoffer for this position. I have been an active, engaged member of the NSTU since my first year of teaching; I have spent my entire career as a classroom teacher in the Annapolis Valley. My experiences have been varied as I have held many positions locally, regionally, and provincially. I have been a part of regional and provincial negotiating teams and I continue to work to ensure that members know their rights and what their contracts can do to support them. That has always been a focus of my NSTU involvement.

As ever, we face challenges to public education. With a government that now holds a supermajority, the next few years are stacking up to be yet another demanding time in education. As we prepare to enter negotiations again next spring, we still face the compounding realities of our increased workloads and difficult working conditions, struggling with a widening range of needs – those of our students and our own.

La lutte pour notre avenir et la pérennité de notre profession se poursuit. Je vous réoffre mes compétences, mes connaissances et mon dévouement. Si vous me réélisez, je serai honorée de continuer à porter votre voix à la table provinciale, avec la même détermination et l’énergie nécessaire pour défendre nos intérêts.

Our profession and public education as a whole continue to be under attack. Our schools are unsafe for us and our students. The pace and demands being placed on education are unsustainable. We all deserve better. Ensuring fair, equitable collective agreements with provisions for a safe, sustainable profession that encourages members to stay, means that the NSTU will continue to have its work cut out for it and I am ready, willing, and able to continue working for you.

On Saturday, May 3rd, I ask for your support to continue to serve as your First Vice-President

Merci – Wela’lin – Thank you

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.

He attended the APSEA Local general meeting virtually on February 5. The APSEA Local is made up of teachers working for APSEA in New Brunswick, Nova Scotia and Prince Edward Island. APSEA (Atlantic Provinces Special Education Authority) is an interprovincial agency among the four Atlantic Provinces: New Brunswick, Newfoundland, Nova Scotia and Prince Edward Island. APSEA teachers work with children from birth to 21 in the public school system who are Blind/Visually Impaired and/or Deaf/Hard of Hearing. During a Q & A session with the president, APSEA members had the opportunity to share their perspectives on the uniqueness of their Local and discuss issues around their current contract negotiations. Day will be attending the Local's rep training in Moncton on April 6



APSEA members from Nova Scotia, New Brunswick, and PEI are shown with NSTU president (bottom right corner) during its general meeting hosted by APSEA's Local president Lisa Brett (top left corner).



Peter Day hosts trivia at the CE-H Local's new teacher event.

The president also attended the Colchester-East Hants Local's New Teacher's event held in Truro on February 21 and 22. Members of the Colchester-East Hants executive hosted the event, organized by the Local's vice-president of professional development Katrina Murphy. Sixteen new teachers attended the professional learning and networking opportunity which included a presentation by executive staff officer Tim MacLeod about member rights and benefits. CEHL's Vice-president PA/PR Kasi Humber shared her journey in becoming an active member of the Local and opportunities for engagement with the NSTU. Member-at-Large member Rénelle John shared her trajectory in being able to serve on her executive. "We have a strong union," she said. The end of the evening featured a Trivia session hosted by the NSTU president. The Saturday morning session was with the CCRCE's HR director Jessie Taggart.

This tour, organized by NSTU Locals includes events ranging from question and answer sessions, meet and greets, presentations at Local General Meetings, and social events.



Colchester-East Hants Local president Nadine Arnold welcomes new teachers to the New Teachers' Night and introduces Tim MacLeod.



Above are attendees to the CE-H Local's event on February 21.

Do Your Students Love to Laugh?

Then sign your class up for **Funny Pages** -- Canada's only festival celebrating books that crack kids up! Kids in Grades 3 through 6 will enjoy hilarious presentations by some of the country's best-loved authors, including Paul Gilligan, Mitali Ruths, Anna Humphrey and more! Tickets are free but seating is limited.

For more info, go to www.funnypages.ca

Halifax Central Library -- Friday, April 25



Autism Nova Scotia's 2025 Summit

Together We Thrive: **Building Inclusive Learning Spaces**

Learn up-to-date strategies that will become the best practices in supporting all learners in classrooms and beyond.



APRIL 10TH & 11TH 2025

Cedar Event Centre, Halifax

EARLY BIRD REGISTRATION:

\$350 per ticket / \$2,500 table of 8

Early bird pricing available until January 31ST

REGISTER AT:

autismnovascotia.kindful.com/e/the-summit OR scan here



Daydreaming about March Break already?

Have resort-ready skin by March by beginning your series of vacation-friendly treatments today. We use safe, effective technology to deliver:

- Hair removal
- Tattoo removal
- Skin rejuvenation
- Cellulite reduction

NSTU
Discount
15%

Upper Tantallon, NS

IG @starrysky.aesthetics
starryskyaesthetics@gmail.com

Bay View High's African Heritage Night

Bayview High School celebrated African Heritage Month honouring its students of African descent on February 24. The evening's events included food, special guests and performances by students.

A new mural, created by NSTU's BIPOC Advocacy and Engagement Staff Officer Wendie Wilson was also highlighted. She thanked Shauna Wright, the school's African Nova Scotian Student Support worker at BVH who reached out to her about 18 months ago to engage her in creating a mural for the school. The school already has a Mi'kmaq mural created by Mi'kmaq artist Alan Syliboy.

"She wanted some representation of African Nova Scotian culture at the school, and it was a challenge to be able to represent African Nova Scotian art and for people to be able to see it and realize that this is part of our culture," says Wilson. "Indigenous

propel us to where we are today—so I wanted to pay homage to Harriet Tubman." Tubman was an American abolitionist and social activist who rescued enslaved people including her family and friends through what is known as the Underground Railroad.

"The second panel features a traditional church and also represents the African United Baptist Association which is an integral part of who we are," she continues. The other scene is blueberry themed. "As African Nova Scotians, blueberries are part of our roots representing the ability to forage for our food, and welcoming friends and families to our homes and sharing our blueberry grunt or blueberry duff recipes."



The third panel features craft and art important to the culture, basket making which is very central to The Prestons, and barrel making, which is prevalent in Hammonds Plains. Wilson depicts Black food sovereignty in the scenes of the fourth panel, which includes ingredients for African Nova Scotian cuisine. "The last panel features the African Nova Scotian flag on the bridge, paying homage to my community in Uniacke Square," she comments.

The last scene in the panel is a graduation scene in which a young person is holding their grad certificate with a road that leads to the horizon with a sunset. "The curve ahead sign featured implies that things might not be linear for us, that our journey might be a little curvier," she adds. "We are not linear people, and I wanted to pay tribute to that." Surrounding each of the scenes are West African Adrinka symbols created by the Akan people. This includes Sankofa, also featured in the African Nova Scotian flag, which represents the importance of bringing past knowledge to the present. Other symbols present are emancipation or freedom,

Continued on page 15



Global History and Mi'kmaq Studies teacher Amanda Winsor is shown with Wendie Wilson and Bay View's Youth Health Centre Coordinator Nancy Snow.



Student MCs for the event Nickayla Randall, Ruth Motsapi, Danika Ash and Madden Ross are shown.

art is more recognizable."

She decided to create her piece through story, with five panels featuring two separate scenes, representing a quilt—a symbol of African Nova Scotian oral history and story telling.

The first scene in the first panel features a family tree with a maple tree. "The red maple tree is very significant for African Nova Scotian and Mi'kma'ki culture," says Wilson. "It grows plentiful and is used for fuel and shelter and in our arts and crafts. Around the tree are African Nova Scotian family names."

The scene below features someone she really admires. "I am astonished by our ancestors and the space they have held to



BVH Dancers.

HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?

We can help you turn
your idea into a useful
practical program!

If you, your class, or your colleagues have ideas to share with other teachers and classrooms in Nova Scotia, get a Sheonorail Project Application Form from sheonorail.nstu.ca.

Our Mandate

is simple. The Sheonorail Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor(s).

Our purpose

is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools initiatives.

Our Pledge

is to award funding grants for peaceful school programs that have a direct and immediate impact on public school classrooms, students, administration and community.



Check out the Sheonorail
web page
sheonorail.nstu.ca

PROJECT APPLICATION MAILING ADDRESS

Sheonorail Foundation Project
Review Committee
3106 Joseph Howe Drive, Halifax,
NS B3L 4L7

DEADLINES

November 8, 2024
April 11, 2025

SHEONORAIL
FOUNDATION

Participez au concours!

Courez la chance de gagner l'une de

100 cartes-cadeaux de 50\$ de Sobeys

Vous aurez quatre chances de gagner :

28 mars 25 avril 30 mai 27 juin



Connectez-vous au [Registre des membres du NSTU](#) et inscrivez une adresse de courriel, autre que celle du NSTU, dans votre profil.

*Les membres du NSTU qui ont déjà fourni une adresse de courriel sont aussi admissibles aux tirages.

**On mettra fin au système de messagerie Web
du NSTU le 18 juillet 2025.**

CONTACT 2025

CONFERENCE ON NEW TECHNIQUES AND CLASSROOM TEACHING
hosted by NBTA

Voices of the world



Navigating Diverse Classrooms Together

An opportunity for teachers from Atlantic
Canada to come together to share ideas,
to reflect on experiences, and to celebrate
all that is best about teaching.

August 5-8
UNB Saint John

ARE YOU INTERESTED IN FACILITATING A WORKSHOP AT CONTACT 2025?

If so, please email your proposal
based on the theme above to
amarchand@staff.nstu.ca by
January 10, 2025.

All proposals will be considered
by the CAPTTO Professional
Development Officers and the
successful facilitator will be notified
by the end of January.



NBTA
New Brunswick
Teachers' Association



continued from page 13

leadership, knowledge, wisdom, and heartiness. “The colours are very intentional—vibrant and more earth tones like mud cloths, and relevant to our skin tones as well.”

The African Nova Scotian communities featured in this mural are Beechville, Hammonds Plains, The Prestons and the inner city of Halifax because of where Bay View High school is located. Wilson hopes that African Nova Scotians feel that this mural, this installation belongs to them.

The artwork in the mural is being developed into an annotated colouring book based on the African Nova Scotian experience.

The event also featured former BVH student Felicity Wright, who is a co-founder of the Concrete Garden Association. She spoke about the mission of her non-profit organization based in Halifax and Truro. Created in the summer of 2024 with her cousin Sheldon Morris, Concrete Garden supports African Nova Scotian artists on all platforms, whether that be audio works, visual, or performing arts. The CGA aims to help emerging and established artists experiment, grow their practice and gain recognition for their work with support from others.

Emo Ikede, Founder of EjiTech Group and author shared his knowledge and expertise for students as they enter the post high school world through his *Power of Imagination* presentation. BVH students provided a dance performance during the African Heritage Night, and student Rhoda Dosu closed the night with a vocal performance.



CTF/FCE

CTF/FCE Advisory Committees

2025-2026

Nominations Requested

The NSTU has been invited to submit nominations to the following committees for 2025-2026:

- Advisory Committee on Diversity and Human Rights
- Advisory Committee on French as a First Language
- Advisory Committee on Indigenous Education
- Advisory Committee on the Status of Women
- Advisory Committee on the Teaching Profession

Attached are:

[Terms of Reference - CTF Advisory Committees](#)

Please note that a curriculum vitae and a rationale (up to 500 words & preferably in both official languages) as to why you would merit this position on the committee must accompany this nomination.

Further information can be found here: <https://nstu.ca/the-nstu/structure/committees/ctf-advisory-committees>

Please return **no later than Friday, May 30, 2025** to:

Shelly Landry by email at: shlandry@staff.nstu.ca

milk
SPORT FAIR
So many sports, so little time!

MAY 8 - 9
WEST HANTS SPORTS COMPLEX
Visit: **sport** nova scotia.ca

DAIRY FARMERS OF CANADA QUALITY MILK
LES PRODUCTEURS LAITIERS DU CANADA LAIT DE QUALITÉ

TeachNutrition.ca
By Dairy Farmers of Canada's Registered Dietitians

NOVA SCOTIA

GLOBAL COMMUNICATION SERVICES LTD.
www.globalcommservices.ca

rewind 89.3

West Hants
something inspiring awaits

NOVA SCOTIA YOUTH CLIMATE SUMMIT

MAY 21-22, 2025

DALHOUSIE UNIVERSITY

Get inspired to address climate change in your community at the Nova Scotia Youth Climate Summit.

Apply if you are:

- Between 14 and 24 years old
- Living in Nova Scotia
- Passionate about the environment

Attendance is on a first-come, first-serve basis; 50 spots are available.

**SCAN TO
LEARN MORE:**



**REGISTRATION OPENS:
12:00 P.M., APRIL 4, 2025**



NSTU supports LOVE Nova Scotia

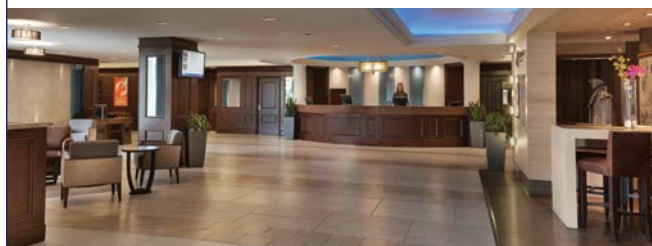
NSTU was a partner for LOVE Nova Scotia's *Give The Gift Of LOVE* awareness campaign which took place on Valentine's Day. LOVE is a charity focused on helping and mentoring disadvantaged youth from equity-deserving communities. Celebrating 25 years, LOVE Nova Scotia now serves over 300 youth every year through eight programs in Halifax, North Preston, Sipekne'katik, and Membertou First Nation. Every youth enrolled has access to a Youth Worker and Registered Social Worker 24/7.

LOVE's staff and youth went to the Halifax Shopping Centre on Valentine's Day and handed out 150 roses to passers-by and spoke about LOVE's mission. These little acts of kindness made so many people's day, and the NSTU was happy to participate in this awareness. LOVE believes in kindness and care in everything they do, and this event is one of many ways they share love and kindness.



HOTEL HALIFAX

www.hotelhalifax.ca • 833.357.8155



THE BARRINGTON HOTEL

www.thebarringtonhotel.ca • 833.357.8155

NSTU LEISURE RATE

\$114.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate Between January-April.

\$149.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between May-June.

\$169.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between July-September.

\$119.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between October-December.

*The rates quoted above are net non-commissionable and do not include the current 3% Halifax Regional Municipality Marketing Levy nor 15% HST. In high occupancy periods, a multiple night booking may be required.

*Please note that only one room per NSTU member can be booked per night which includes one NSTU parking pass.

Hotel Halifax <https://reservations.travelclick.com/108084?RatePlanId=6674807>

The Barrington Hotel <https://reservations.travelclick.com/108025?RatePlanId=3546305>

"NSTU23" – Rate code under 'Rate Access/Corporate Code'

resources

Mauril in the Classroom

Mauril is a free digital platform that allows users to learn French and English with varied, stimulating and entertaining content from CBC/Radio Canada. Mauril is the perfect companion to traditional techniques like books and in-class learning. By using authentic CBC and Radio-Canada content, learners are able to be immersed in the myriad ways people in Canada speak.

For more information visit mauril.ca and download the app and get started today.



The deadline for the April issue
of *The Teacher* is April 11

Contact Nancy at 902-477-5621 or theteacher@nstu.ca

Nova Scotia Youth Climate BURSARY



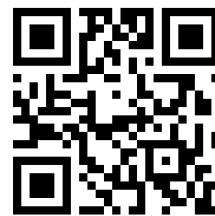
Are you pursuing education or training related to climate change? You could be eligible for one of four **\$2,500** bursaries.

Apply if you are:

- ☑ Between 14 and 24 years old.
- ☑ Currently living in Nova Scotia.
- ☑ Pursuing an education program, course or training opportunity that will help to address climate change.

Apply by March 16, 2025

To apply:



Visit our website at
cleanfoundation.ca/ycc



Follow us on Instagram
@youthclimate.ns

Email us at
YCC@cleanfoundation.ca

notices

CBC Music Class Challenge

The spring edition of the CBC Music Class Challenge presented by MusiCounts is open and you can now [register here](#).

Educators from across Canada are invited to teach their students [a Canadian song from our list](#) for a chance to win prizes for their classes.

The top 10 will be announced on Monday, June 2, and the winners and runners-up will be announced on Monday, June 9.

How the Challenge works

It's easy to get your class to participate. We've pre-cleared a list of Canadian songs; all you need to do is choose one and do a cover version with your class or community group. You can create any arrangement you like.

Send us a video performance of your cover version and we'll post it on our [YouTube channel](#).

Video performances must be submitted by **Monday, May 5 at 8 p.m. ET**.

Who can enter?

First, classes who entered the fall 2024 edition are welcome to enter again as long as the same students submit a different song from our list. Or, teachers can enter the same song, but it must be with a different group of students.

The contest is open to public schools, private schools and community programs alike. Check out our [FAQs](#) for more details.

We encourage teachers to enter the Challenge no matter the playing level of their students. We have prizes for all abilities.



Core categories

These categories are open to all public schools and non-profit community organizations. They are judged by overall quality of performance, creativity of interpretation, and level of participation.

Category 1: Elementary Instrumental (grades 4-6)

Category 2: Junior Instrumental (grades 7-9)

Category 3: Senior Instrumental (grades 10-12)

Category 4: Elementary Vocal (grades 4-6) (a capella or instrumental accompaniment)

Category 5: Junior Vocal (grades 7-9) (a capella or instrumental accompaniment)

Category 6: Senior Vocal (grades 10-12) (a capella or instrumental accompaniment)

Category 7: Elementary/Junior Contemporary Ensemble (grades 4-9)

This category is for pop/rock ensembles and technology-forward performances.

Category 8: Senior Contemporary Ensemble (grades 10-12)

This category is for pop/rock ensembles and technology-forward performances.

Category 9: Non-Live-Off-the-Floor Performance (all grades)

This category is for fully produced multi-track or mixed music video style performances.



Seeking early childhood professionals across Canada who work in education, health, or recreation!

- Does your current job involve spending at least 5 hours per week with young children who are 8 years or younger?
- Do some or all the children you work with have neurodevelopmental disabilities?

If yes, please consider joining this study!



We are looking for professionals who work with young children (aged 0 to 8) to provide their perspective on practice recommendations that can be used to affirm the rights of disabled young children. We want to hear from people who work in:

- Education settings such as schools and preschools,
- Health settings such as child development clinics and treatment centres, and
- Recreation settings such as sports clubs, drop-in programs, and camps.

In this study, you will be asked to participate in a 90-minute focus group with other professionals who work in similar settings and share your perspective about the recommendations we present. You will be asked to discuss how easily the recommendations would fit into your current workplace and how relevant they feel to your work. Each participant will receive \$15 as a token of appreciation for your time.

For more information, please contact Marianna Healey at mhealey@wlu.ca.

This study has been reviewed by and received ethics clearance through the Wilfrid Laurier University Research Ethics Board (REB #8514).

coming events

20 MARS / MARCH 20

Journée internationale de la Francophonie 2025 (International Francophonie Day)

La Journée internationale de la Francophonie, célébrée chaque année, met en lumière la diversité et la vitalité de la Francophonie à travers le monde. Cette date fait référence à la naissance, le 20 mars 1970 à Niamey (Niger), de l'Agence de coopération culturelle et technique, qui allait devenir ensuite l'Organisation internationale de la Francophonie.

La thématique choisie cette année, "Je m'éduque, donc j'agis", fait référence à l'éducation au sens général : un accès à une éducation de qualité pour toutes et tous, notamment dans un monde où les avancées technologiques redéfinissent nos repères, contribue au développement durable et à la paix, en formant des générations engagées et responsables. Le 20 mars 2025 sera l'occasion de lancer cette thématique riche qui recouvre plusieurs champs qui seront déclinés dans les communications de toute l'année.

Les différents acteurs de la Francophonie (représentations diplomatiques, centres culturels, universités et établissements scolaires, associations) sont encouragés à inscrire leurs événements organisés dans le cadre du 20 mars au lien suivant: <https://openagenda.com/fr/20mars2025>

Tous les événements dans le monde seront ensuite affichés sur la plateforme dédiée: <https://20mars.francophonie.org>.

MARCH 21

International Day for the Elimination of Racial Discrimination

Guided by the [International Convention on the Elimination of All Forms of Racial Discrimination](#), the International Day for the Elimination of Racial Discrimination recognizes that the injustices and prejudices fueled by racial discrimination take place every day. Observed annually on March 21, it commemorates the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. The massacre drew international attention to the brutality of apartheid and the urgent need for global action against racial discrimination.

This day serves as a call to action for individuals, organizations, and all levels of government to actively work to eliminate all forms of racial discrimination, injustice, systemic racism and hate.

Since its establishment, the International Day for the Elimination of Racial Discrimination has been an integral part of the UN's wider efforts to promote racial equality and foster global harmony.

For more info: <https://www.canada.ca/en/canadian-heritage/campaigns/federal-anti-racism-secretariat/international-day-elimination-racial-discrimination.html>. Learn more about the [International Day for the Elimination of Racial Discrimination](#).

March is... [National Nutrition Month](#); [Epilepsy Awareness Month](#); [Liver Disease Awareness Month](#); [Red Cross Month](#); [Kidney Health Month](#); [Engineering Month](#).

Sondage du 23 avril au 14 mai

Exprimez-vous!

Parachute.

Série de sondages menés auprès du personnel de l'éducation

Clean WATER SCHOOL

**TAKE YOUR LEARNERS
OUTSIDE THIS SPRING!**



Clean Water School covers:

- Human impacts on coastal areas and watersheds.
- Scientific careers paths.
- Lab and field skills, scientific observation methods and the concept of two-eyed seeing.



Curriculum aligned
for grades 7-8.



FREE, field-based program
(access to equipment is provided).



Easy online booking.



Running April 1-June 20.



BOOK YOUR CLASS AT:

cleanfoundation.ca/education

Foundation
Clean



NSTU STANDING & OTHER COMMITTEES

Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

**NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

- | | |
|--|---|
| <ul style="list-style-type: none"><input type="checkbox"/> COMITÉ DE PROGRAMMATION ACADIENNE: studies the curriculum of Acadian public schools (those schools under the authority of the Conseil scolaire acadien provincial) and reports its findings to the Provincial Executive.<input type="checkbox"/> CURRICULUM COMMITTEE: studies the curriculum of public schools and reports its findings to the Provincial Executive.<input type="checkbox"/> DISTRIBUTED LEARNING COMMITTEE: addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCEs).<input type="checkbox"/> EQUITY COMMITTEE: assists in planning the biennial Equity Conference; studies matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice and reports its findings to the Provincial Executive.<input type="checkbox"/> FINANCE AND PROPERTY COMMITTEE: is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.<input type="checkbox"/> MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE: coordinates the Member Services and Health and Safety biennial Conferences; reviews programs aimed at educating leaders regarding working conditions and welfare; identifies and prepares background information on bargainable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent Provincial and Regional contract bargaining.<input type="checkbox"/> POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE: assists in planning the biennial Political Action and Public Relations Conference; recommends to the Provincial Executive opportunities for involvement in | <ul style="list-style-type: none">political action for NSTU members (and others) regarding government positions pertaining to public education and reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same. Members appointed to the Committee shall represent each of the RRC's and the CSANE Local.<input type="checkbox"/> PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE: assists in planning the annual Professional Associations Leaders Conference; reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations. Members appointed to the Committee shall be Members of a Professional Association Executive.<input type="checkbox"/> PROFESSIONAL DEVELOPMENT COMMITTEE: assists in planning the biennial Professional Development Conference for Local Leaders; makes recommendations to the Provincial Executive regarding recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants; and reviews and develops programs intended to improve the effectiveness of teachers as professionals.<input type="checkbox"/> SHEONOROIL BOARD OF DIRECTORS: is an arms-length charitable agency created to fund school-based projects and research directed at reducing violence in schools; as the governing body of the Foundation, the Board develops policy, mandate initiatives, and approves project funding.<input type="checkbox"/> STATUS OF WOMEN COMMITTEE: assists in planning the biennial Status of Women Conference; studies matters pertaining to the current practices, attitudes, and research regarding the status of women in the teaching profession and in society in general and reports its findings to the Provincial Executive.<input type="checkbox"/> SUBSTITUTE TEACHER COMMITTEE: advises the Provincial Executive on issues affecting and of concern to substitute teachers.<input type="checkbox"/> I would be willing to serve on any committee. |
|--|---|

**Applications must be received in Central Office by
Wednesday, May 28, 2025**

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<https://nstu.ca/the-nstu/structure/committees>

The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.

executive highlights

February 27 & 28, 2025

- Filed the Table Officers Report.
- Selected members for the John Huntley Memorial Internship Program for a 2-day session:
- Appointed members to the Annual Council Elections Committee:
- Appointed members to the Council Steering Committee:
- Approved a recommendation that Bill Redden serve as Independent Chair for Annual Council 2025;
- Approved a recommendation that the Audited Financial Statements from Doane Grant Thornton as of July 31, 2024 be filed and forwarded to Annual Council 2025;
- Approved the actuarial assumptions for the 2024 actuarial valuation as recommended;
- Approved a resolution be forwarded to Annual Council 2025 regarding the establishment of two additional Executive Staff Officer positions with one position designated for a woman;
- Approved Education Research Grants in the amount of \$500 each:
- Approved an amendment to Operational Procedure 24 – Awards, Fellowships and Grants;
- Approved the recommended candidate for the term replacement Executive Staff Officer Contract effective August 1, 2025 to July 31, 2026. If necessary, the alternate candidate be offered the term replacement Executive Staff Officer Contract effective August 1, 2025 to July 31, 2026;
- Approved a motion that the NSTU update the NSTU Group Insurance and LTD Trust Agreements to ensure inclusive language and to clarify Trustee Roles and Responsibilities;
- Approved an amendment to Operational Procedure 6 – Boards, Foundations, and trustees of the NSTU, A – NSTU Group Insurance Trustees;
- Approved, as per the authority provided in the NSTU Trust Agreements, that the selected trustee be removed without cause or notice as NSTU Group Insurance Trustee, effective immediately;
- Approved, as per the authority provided in the NSTU Trust Agreements, that Sharon Midwinter be appointed as an NSTU Group Insurance Trustee, effective immediately;
- Approved an amendment to Operational Procedure 26 – Professional Learning Support, B – NSTU Biennial Conferences;
- Approved a motion that Annual Council 2028 be held at the Halifax Convention Centre;
- Approved Provincial Executive meeting dates through 2025-2028;
- Adopted a position paper on School Violence as submitted;
- Approved a motion that the NSTU write a letter to the Department of Education and Early Childhood Development urging the Minister to give an update on the safety of schools built prior to 2000;
- Approved a Provincial Executive by-election for the upcoming vacant seat in the Tri-County Region, term commencing August 1st, 2025;
- Approved a recommendation that the proposed draft Budget for August 1, 2025 to July 31, 2026 be forwarded to Annual Council 2025;
- Approved a recommendation that an alternate draft balanced Budget for August 1, 2025 to July 31, 2026 be forwarded to Annual Council 2025;
- Approved a resolution be forwarded to Annual Council 2025 regarding NSTU Standing Order 1 – Union Membership Fees;
- Ratified the 2025 Hants West Local Constitution;
- Ratified the 2025 Chignecto Regional Representative Council (CRRC) Constitution;
- Ratified the 2025 Pictou Local Constitution;
- Approved a motion that the NSTU develop a strategy for ongoing member mobilization;
- Approved amendments to Operational Procedure 9 – Election Procedures, A – Election of the NSTU President, III – Promotion of the Vote;
- Approved amendments to Operational Procedure 14 – Professional Associations;
- Approved the rescinding of Operational Procedure 15 – Provincial Executive, L – Web Account Mailing Lists;
- Approved amendments to Operational Procedure 18 – Staffing & Human Resources, C – Secondment of Staff, V;
- Approved amendments to Operational Procedure 29 – Communication Protocol, A;
- Approved that the NSTU Operational Procedures be amended to insert a new Procedure in Section VI – General entitled Webmail Accounts.

coming events

MARCH 31

Transgender Day of Visibility

The International Transgender Day of Visibility is an annual event occurring on March 31 dedicated to celebrating trans people and raising awareness of discrimination faced by transgender people worldwide. Each year the world observes TDOV to celebrate the lives and contributions of trans people, while also

drawing attention to the poverty, discrimination, and violence the community faces.

International TDOV was created in 2010 by trans advocate Rachel Crandall in response to the overwhelming majority of media stories about transgender people being focused on violence. She hoped to create a day where people could re-focus on celebrating the lives of transgender people, empowering them to live authentically, while still acknowledging that due to discrimination, not every trans person can or wants to be visible.

There has been a growing backlash from anti-LGBTQ activists who are targeting trans people, especially children. Now more than ever, trans and non-binary people need support. They are more likely to attempt suicide, to self-harm and to experience homelessness compared to their cisgender counterparts. And now, with the rise of anti-trans sentiment in Canada and the introduction of anti-trans legislation, the threat of violence is even greater.

For more information visit

<https://glaad.org/tdov/>

MARCH 22

World Water Day

This year's theme for World Water Day 2025 is *Glacier Preservation*. Glaciers are critical to life—their meltwater is essential for drinking water, agriculture, industry, clean energy production and healthy ecosystems.

Rapidly melting glaciers are causing uncertainty to water flows, with profound impacts on people and the planet. Global reductions in carbon emissions and local strategies to adapt to shrinking glaciers are essential. This World Water Day, we must work together to put glacier preservation at the core of our plans to tackle climate change and the global water crisis.

World Water Day is a United Nations (UN) observance coordinated by UN-Water. Every year, it raises awareness of a major water-related issue and inspires action to tackle the water and sanitation crisis.

Be part of the global campaign on *Glacier Preservation*. Learn more, share content and take action [here](#).

GRENFELL
CAMPUS

MEMORIAL
UNIVERSITY

Chaires pour l'inclusion
en sciences et en génie
Chairs for inclusion in
science and engineering

CISE

we are

HIRING!

Curriculum Development Specialist

Grenfell Campus - Memorial University is seeking a Curriculum Development Specialist to lead the development of the Physics in the Rural Classroom (PiRC) curriculum—an initiative enhancing science education across rural Atlantic Canada.

This role is part of the Chairs for Inclusion in Science and Engineering (CISE) Atlantic Program. The PiRC initiative focuses on bridging gaps in physics education for grades 7-12, particularly in rural communities across Atlantic Canada.

Apply by 27 March 2025 → bit.ly/4ikWITW





Seasonal Affective Disorder (SAD)

Seasonal Affective Disorder (SAD), or Depression with Seasonal Pattern, is a condition that comes and goes based on seasonal changes, usually appearing in the fall and going away in the spring/summer. You can also get a mild version of SAD known as the “winter blues.” It’s normal to feel a little down during colder months. You may be stuck inside, and it gets dark early.

In Canada, SAD affects around 3% of Canadians each year, with approximately 15% experiencing milder forms of SAD. Canadians are particularly at risk, as we have decreased sunlight during the winter months.

Those who experience Seasonal Affective Disorder often deal with the following symptoms:

- Appetite changes, including increased cravings for sugary or starchy foods
- Avoidance of people or activities previously enjoyed
- Difficulty in concentrating
- Daytime fatigue
- Feeling tense or stressed
- Irritability
- Sense of hopelessness
- Weight gain

There are many ways to minimize the effects of SAD, including some of the following treatment and preventative methods to support yourself or family and friends dealing with Seasonal Affective Disorder symptoms.

Meet with a Healthcare Practitioner – SAD is a treatable disorder, so discussing medical treatment or support from a qualified healthcare practitioner can be a useful first step in identifying the ideal treatment option(s).

Light Therapy – Using light therapy has provided relief for 60% to 80% of people who suffer from SAD. Sitting for 30 minutes in front of a special fluorescent light that simulates natural outdoor light can help improve mood and energy levels.

Cognitive Behavioral Therapy – This therapy works to replace negative thoughts with positive thoughts. It can be used in conjunction with light therapy.

Self-help – Some self-help strategies include regular exercise, good sleeping habits, and healthy diet. It is also important to stay connected with family and friends to improve mood.

Some other everyday tips to ease winter SAD symptoms include:

- avoiding alcohol and being aware of your caffeine intake
- finding some time to get outside during the day
- keeping a journal to help you deal with any negative feelings
- resisting the urge to eat unhealthy, sugary or high carbohydrate foods
- taking vitamin D supplements or eating foods high in vitamin D.

For additional help and support, the following programs and services offered through the NSTU Group Insurance and Member Assistance Program (MAP) are available:

NSTU Member Assistance Program	Contact Information
NSTU Counselling Services	(902) 477-5621 1-800-565-6788
Employee and Family Assistance Program	1-877-955-6788 www.homeweb.ca
Carepath – Mental Health Program	1-844-453-6788 www.carepath.ca
Total Care Medical Plan – Psychologist Services – 80% of the usual and customary charges to a maximum of 20 visits per year.	Johnson Inc. (902) 453-9543 or 1-800-453-9543 (toll-free)

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 14, 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.**

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



No student should go to school hungry

That's why we've partnered with Breakfast Club of Canada since 2018.



Scan this code to learn more
or visit us at: belairdirect.com/breakfastclubschools

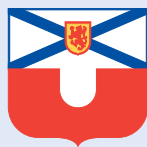


belairdirect.



© 2025, Belair Insurance Company Inc. All rights reserved.

NSTU CAMPAIGN GUIDELINES



The 2023 deadline for candidates' information is **February 28th** for the **March 2025** issue or **April 11th** for the **April 2025** issue. This information should be given or sent directly to The Teacher office at theteacher@nstu.ca

Election guidelines for Annual Council Elections are found in NSTU Operational Procedures 9 - Election Procedures, D - Elections Conducted at Annual Council - First Vice-President, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegate.

OPERATIONAL PROCEDURE 9 - ELECTION PROCEDURES

D. ELECTIONS CONDUCTED AT ANNUAL COUNCIL – FIRST VICE-PRESIDENT, DISCIPLINE COMMITTEE, PROFESSIONAL COMMITTEE, RESOLUTIONS COMMITTEE, AND CTF DELEGATES

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of First Vice-President,
 - ii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iii. members serving on the Discipline Committee,
 - iv. members serving on the Professional Committee, and
 - v. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.
- f. Nominations for the office of First Vice-President shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.

- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

II. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for elections held at Annual Council may begin no sooner than the open of nominations.
- c. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all known candidates contending for that specific office/delegation/committee.
- d. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. prior to Annual Council, suspected violations shall be reported to the Executive Director or designate, in a timely manner, for resolution;
 - ii. during Annual Council, suspected violations shall be reported to the Chair of the Annual Council Elections Committee;
 - iii. the Executive Director and/or Chair of the Annual Council Elections Committee will attempt to resolve the issue informally;
 - iv. if an informal resolution can be found no further action is required;
 - v. if no informal resolution is possible, the Executive Director or designate will make a ruling, the ruling shall be final, and the ruling may be announced to Annual Council; and,
 - vi. rulings may include but are not necessarily limited to:

1. a written warning,
2. a notice of censure to other candidates,
3. a public notice of censure to the membership, or
4. removal from ballot.

III. Eligibility to Vote

- a. Only Voting Delegates (including Local Alternate Delegates replacing Local Voting Delegates) are eligible to vote.

IV. Electronic Ballot

- a. The electronic ballot shall have candidates listed in alphabetical order on the screen at the front of Council Chambers. Unless otherwise instructed by a candidate, the full legal name of the candidate shall be posted on the ballot.
- b. Voting will be conducted by electronic key pad.
- c. Notwithstanding a. and b. above, if the electronic key pad system is not working, paper ballots will be used and scrutineers will count the ballots.

V. Financial

- a. Campaign spending by or on behalf of each First Vice-Presidential Candidate may not exceed one thousand five hundred dollars (\$1,500).
- b. Campaign spending by or on behalf of each committee or CTF delegate candidate may not exceed one hundred dollars (\$100).
- c. Candidates are solely responsible for all campaign spending.
- d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
- e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
- f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
- g. First Vice-Presidential Candidates' financial statement reports shall be published in *The Teacher*.

VI. Candidates' Publicity

- a. Each Candidate shall be permitted to have an insert in an issue of *The Teacher*

prior to council. The insert to include:

- i. one (1) head and shoulder photograph;
 - ii. a one hundred and fifty (150) word biography of personal, educational, and career achievements; and,
 - iii. a platform of objectives, not to exceed six hundred (600) words for First Vice-Presidential Candidates and not to exceed three hundred (300) words for all other Candidates.
- b. The Candidate's material for the insert must be forwarded to *The Teacher* at least fifteen (15) business days prior to publication.
 - c. Inserts will appear in *The Teacher* in alphabetical order by office.
 - d. First Vice-Presidential Candidates shall have two (2) opportunities to have inserts in *The Teacher* in subsequent issues.

VII. Election of First Vice-President

- a. A candidate must obtain a majority of the votes cast to be elected as the First Vice-President of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.
- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of First Vice-President, the decision shall be by lottery. (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Independent Chair of Council)

VIII. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, First Vice-Presidential Candidates may attend Annual Council at the expense of the Union.
- b. A Provincial All Candidates' Forum shall be held during the Opening Session of Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to twenty (20) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.

Continued on page 31

continued from page 30

- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

General campaign guidelines for all NSTU elections are found in NSTU Standing Orders 8 – Campaign Guidelines.

STANDING ORDER 8 – CAMPAIGN GUIDELINES

- (a) These guidelines apply to any election campaign within the NSTU.
- (b) Active campaigning within Council Chambers is prohibited except for the normal address to Delegates by Presidential and First Vice-Presidential Candidates. Passive campaigning within Council Chambers is permitted.
- (c) Active or passive campaigning for elections or activities not related to the structure or operations of the NSTU are prohibited within Council Chambers.
- (d) Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of Delegates to avoid. Examples of such active campaigning include, but is not limited to, the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council Chambers including the placing of campaign materials anywhere within Council Chambers prior to, during, or following a Council session, and demonstrations in support of a given candidate.
- (e) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of written materials containing references to a candidate, the wearing of campaign clothing, buttons, or ornaments, and the presence of a single copy of a candidate's campaign literature at delegates' seats and table spots.
- (f) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council Chambers prior to the start of the session. This

- would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council Chambers.
- (g) Paid advertisements in any medium (press, radio, TV, The Teacher) are prohibited.
- (h) The use of employer email is prohibited for campaigning purposes.
- (i) The use of the Membership Registry is prohibited for campaigning purposes by individual candidates.
- (j) The number of campaign posters/banners on display in the hotel(s) at Annual Council may be controlled by the hotel(s). If the hotel(s) do limit the number of posters/banners candidates will be informed of such limitations the week prior to the start of Council. A campaign poster shall include any poster, banner or sign posted by or for a Member running for an elected position that makes a reference to the candidate and/or the position being sought.

2025 REGIONAL PROVINCIAL EXECUTIVE ELECTIONS UPDATE

Voting Day, if required, is set for Wednesday, April 16, 2025

Electoral Region	Election Pending or Member Acclaimed
Annapolis/Hants West/Kings	Election Pending Melissa Deveau Peter MacDonald
Atlantic Provinces Special Education Authority (APSEA)	Andrew McCara – Acclaimed
Cape Breton District	Peter Murphy – Acclaimed
Cumberland	Lindsay Crossman Wheaton – Acclaimed
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	Sue Larivière-Jenkins – Acclaimed
Digby/Shelburne/Yarmouth	Vera Ryan – Acclaimed
Halifax City	Nancie de la Chevotiere – Acclaimed
Halifax County	Election Pending Angela Ewing Dionne Reid Jessica Wells
Northside-Victoria	Kim Dunning – Acclaimed
Pictou	Doug Read – Acclaimed

as of February 28, 2025

classifieds

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

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

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

Permanent HRCE 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



Retired Teachers Organization

<https://rto.nstu.ca/>

notices

Call for applications for the Teachers Institute on Canadian Parliamentary Democracy

The Library of Parliament is now accepting applications for the 26th edition of the Teachers Institute on Canadian Parliamentary Democracy, set to take place from 2 to 7 November 2025. Hosted by the Speaker of the Senate and the Speaker of the House of Commons, and organized by the Library, the Teachers Institute brings 85 educators from across Canada to the capital each year to learn about Parliament, governance and citizenship.

The Teachers Institute has established a reputation among Canadian educators as a rewarding professional development opportunity that offers them an in-depth view of Parliament.

The application deadline is 4 May 2025. For more information, please visit the Teachers Institute website.

If you have any questions about the Teachers Institute, please contact the Library at 613-995-1166 or by email at library@parl.gc.ca.



Teachers Institute on Canadian Parliamentary Democracy

Participate in a week-long intensive training opportunity for educators at Parliament

learn.parl.ca/teachers

Apply by
May 5, 2025

As per the *Teaching Profession Act*, the NSTU is obligated to give at least 30 days notice to its members prior to any proposed amendments to NSTU by laws. The following Resolutions, being forwarded to Annual Council 2025 could potentially result in changes to the NSTU's Constitution.

ANNUAL COUNCIL RESOLUTIONS 2025

COSTED

2024-04 was referred to the Governance and Policy Committee.

2024-04 *Constitutional* *Amend* *Costed* *\$45,000* *2/3s*

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

The New Article to read:

ARTICLE (New) — UNION CAUCUS GOVERNANCE

1. UNION CAUCUS

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

Brief:

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

Cost:

\$45,000 – The Finance and Property Committee based this cost on five Union Caucuses at a cost of \$9,000 each.

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee reviewed this Resolution at their May 24, 2024, September 27, 2024, December 13, 2024, and February 7, 2025 meetings. The Committee recommends that this Resolution be withdrawn or defeated. The NSTU has a robust and democratic governance structure where members have multiple levels to engage with their Union. As outlined in the proposed by-law, these Union Caucuses would not be limited to equity-deserving groups; these caucuses would be open to any groups with special interests. The NSTU must be live to the risk of government (or others) attempting to remove distinct special interest groups from our bargaining unit as witnessed recently regarding our specialists and administrators. Unionism is based on the commonality of interests, together NSTU Members hold common interests in their working conditions. This Resolution risks carving the Union into pieces that are more easily attacked from the outside and are not necessary to making the Union a more diverse and equity-friendly organization. These types of additional governance structures could undermine the influence and/or authority of NSTU Locals.

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

Brief:

The NSTU advocates equitably for all members' needs. Currently, members from equity-seeking groups only have a dedicated way to bring their concerns to the council if they can attend with their local delegation. Including a caucus will allow issues facing marginalized members to be presented before the council promptly and accurately. This will increase unity and cohesion among the union as it will more efficiently address barriers to engagement with union governance, making the annual Council more accessible for Black, Indigenous, Educators of Colour, Educators who are new to Canada, 2SLGBTQIA+ educators, and educators with disabilities.

Cost:

\$7,515

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee recommends that this Resolution be withdrawn or defeated. The Provincial Executive has submitted Resolution 2025-33 for Council's consideration that has similar intent but many advantages over this Resolution. Resolution 2025-03 has the following shortcomings:

1. There is no definition of equity seeking.
2. There is no definition of region, though it may be assumed to mean each RRC plus APSEA and CSANE.
3. Selection of the delegate is left to chance as opposed to comprehensive selection processes outlined in Local Constitutions.
4. Locals are in the best position to support delegates attending Annual Council so having delegates attached to Locals is the best practice.
5. There is an assumption that individuals from different equity-deserving groups hold similar values and concerns.
6. The adoption of this Resolution would increase the number of individuals at an already crowded venue.

The Governance and Policy Committee urges the sponsoring Local to withdraw this Resolution and urges all of Council to support Resolution 2025-33.

BE IT RESOLVED THAT the NSTU amend Article III of the bylaws to read as follows:

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

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

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

Halifax City Local

Brief:

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

Cost:

\$19,500 – The Finance and Property Committee based the cost on two additional Provincial Executive Members with expenses for meeting travel, communications allowance, honoraria, in-local meeting travel, and equipment.

Recommendation:

The Finance and Property Committee do not have a recommendation regarding this Resolution; however, the Committee would like to advise that adopting this Resolution would increase expenditures and require an amendment to the budget.

Recommendation:

The Governance and Policy Committee agrees in principle with the intent of this Resolution but wishes Council to be aware of the following shortcomings to this proposed By-Law amendment that must be considered prior to Annual Council fully considering the addition of two (2) new categories of Provincial Executive Members:

1. Most importantly, the adoption of this Resolution as written would replace an entire NSTU By-Law Article (which contains nine (9) sub-Articles) with one (1) single sub-Article. This would result in the removal of eight (8) sub-Articles that outline the definition of Table Officers, governance procedures, election procedures, definition of terms of office, procedures for temporary absences and vacancies, duties of the office, and committees.
2. The adoption of this Resolution would create two (2) new categories of Provincial Executive Members – one (1) African Nova Scotian Member and one (1) Indigenous Member without creating language for their term of office, election procedures, conditions to follow in the event of absence, or conditions to follow in the event of a vacancy. If adopted as written there would be no method to elect these individuals to these newly created seats, etc.
3. The adoption of this Resolution would create two (2) new categories of Provincial Executive Members without a defined constituency for these Members.

If Council truly wishes to implement the intent of Resolution 2025-04 the Governance and Policy Committee recommends that the Resolution be amended by substitution to read:

The Resolution, if amended, would then read:

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 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 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.**

NSTU GOVERNANCE

2025-33 *Constitutional Amend NSTU Governance* 2/3s

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-deserving group, 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-deserving group, equity-deserving as defined in NSTU Operational Procedures.**
- (c) Notwithstanding 2. (b), each Local is entitled to a minimum of three (3) Voting Delegates.
- (d) Pursuant to 2. (a) (vi), each Professional Association is entitled to one (1) Voting Delegate.
- (e) Non-Voting Delegates of Council shall be:
 - (i) Local Alternate Delegates as determined by individual Local constitutions;

- (ii) Chairs or designates of NSTU Standing Committees; and,
- (iii) an invited Retired Teachers Organization representative as selected by the RTO.
- (f) Pursuant to 2. (e) (i), each Local is entitled to determine Alternate Delegates on the basis of a sliding scale where Locals entitled to:
 - (i) 3 to 10 Voting Delegates are entitled to 1 Alternate Delegate;
 - (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

Brief:

The Ad Hoc Committee on Inclusion of Equity-Seeking Members filed their final report with the Provincial Executive in the spring of 2023 with 7 recommendations, all of which were adopted by the Executive. One part of recommendation 7 was to allow for designated seats for equity-deserving members to attend Annual Council. Such action would require amendments to NSTU By-Laws as outlined in this resolution. Designating seats in this way would have the following advantages:

- Guarantee designated seats at Annual Council for equity-deserving members while not increasing the overall number of delegates to Council.
- Locals are in the best position to select appropriate delegates; further, they are in the best position to support delegates while at Council.
- Equity-deserving Council delegates would hopefully begin accepting leadership roles within their Local and beyond.

Currently equity-deserving is defined in NSTU Operational Procedures to mean “an individual who self-identifies as being Mi'kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.”

BE IT RESOLVED THAT the NSTU amend Article III of the bylaws to read as follows:

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

ARTICLE III — THE PROVINCIAL EXECUTIVE

1) COMPOSITION

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

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough County	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton District	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne County/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member
- (c) A Provincial Executive Member must be an Active Member of the NSTU.
- (d) A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.
- (e) **Pursuant to 1 (b) where some Regions elect more than one (1) member these Regions will designate one (1) of the two (2) elected member positions for equity seeking members only; should candidate(s) offer for the position.**

Halifax City Local

Brief:

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

Recommendation:

The Governance and Policy Committee agrees in principle with the intent of this Resolution; however, recommends that Council consider the following shortcomings prior to making any decisions on amending this NSTU By-Law.

1. The adoption of 2025-34 as written would replace an entire NSTU By-Law Article (which contains nine (9) sub-Articles) with one (1) single sub-Article. This would result in the

removal of eight (8) sub-Articles that outline the definition of Table Officers, governance procedures, election procedures, definition of terms of office, procedures for temporary absences and vacancies, duties of the office, and committees.

2. There is no definition of equity seeking given in the Resolution. Please note that currently in NSTU Operational Procedures the following statement “an individual who self-identifies as being Mi’kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.” is used to define equity-deserving.
3. Resolutions adopted at Council come into force immediately unless otherwise indicated in the resolution; Provincial Executive elections are conducted leading up to Annual Council, this would mean that newly elected Members may no longer be eligible to hold office.
4. If Council were to adopt both resolutions 2025-03 and 2025-34 as written in this order (i.e., Council first adopting Resolution 2025-03 and then later adopting Resolution 2025-34) the adoption of the second Resolution would negate the amendments approved in the first Resolution. Meaning, adoption of Resolution 2025-03 would amend the By-Law as indicated but subsequently adopting Resolution 2025-34 would amend the By-Law while removing the earlier amendment.

If Council truly wishes to implement the intent of Resolution 2025-34 the Governance and Policy Committee recommends that the Resolution be amended by substitution to read:

The Resolution, if amended, would then read:

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-deserving group, equity-deserving as defined in NSTU Operational Procedures. If no 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 By-Law sub-Article 1, as amended, would then read:

(please note, (a) below may be different from what appears here depending on Council’s decision regarding Resolution 2025-03)

ARTICLE III — THE PROVINCIAL EXECUTIVE

1. COMPOSITION

- (a) The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.
- (b) The number of Regional Members and the regions from which they shall be elected are as follows:
 - (i) Annapolis/Hants West/Kings 2 Members
 - (ii) Antigonish/Guysborough 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-deserving group, equity-deserving as defined in NSTU Operational Procedures. If no 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.**

2025-35 *Constitutional* *Amend* *NSTU Governance*

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

Brief:

Having a specific dollar amount for the substitute teacher Union Membership Fee in the NSTU constitution means the constitution has to be amended each time a different fee amount is being considered during the budgeting process. Not only does this add an extra unnecessary step, it also creates the awkward situation if the budget is adopted by Council with the assumption of a substitute teacher Union Membership Fee increase but the Resolution adjusting this increase is defeated. This change in wording still maintains Council’s authority to set the Union Membership Fee for members, the intent is that this would be done through the adoption of a budget where the Fee increase is clearly indicated in the budgetary assumptions.

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

Brief:

Currently, as written this Standing Order would be interpreted to mean that voting results from a strike vote would be published on a Local-by-Local basis. There are strategic disadvantages to informing individuals outside of the Union regarding potential weaknesses to the solidarity of the NSTU. Government, as well as other anti-union pundits, may attempt to divide the Union through such inadvertent disclosure. It would be prudent to close off this unnecessary publication of results.