

PRESIDENT'S MESSAGE:



Now that we have completed our first full week of school and you are settling into your daily routines, please remember that I am here to support you with any Union related questions or concerns.

Site Reps - Please reach out to invite me into your schools. I look forward to connecting with members in their spaces! Have a great week ahead.

IMPORTANT DATES

Sept 16 [NSTU Professional Associations Conferences Registration Opens](#)

Sept 25 General Meeting

Sept 27 Orange Shirt Day

Sept 30 [National Day for Truth and Reconciliation](#)

Oct 1 [Treaty Day](#)
(Culturally Significant Day) All Schools OPEN

Oct 4 Member Engagement Day

Professional Associations Conferences ~ October Conference Day ~

On the fourth Friday in October of each year, NSTU members from around the province are invited to attend professional development conferences organized by our Professional Associations. The program offerings demonstrate a breadth of

curriculum-based and other professional development opportunities that are designed to ensure Nova Scotia's students benefit from the latest pedagogical advances.

Many of the Conferences have filled quickly in the past so be sure to register early to avoid disappointment!

***No refunds will be given after Friday, October 11, 2024



“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”
~ Maya Angelou”

2024 NSTU Professional Associations Conferences
 FRIDAY, OCTOBER 25

Online Registration

Opens - Monday, Sept 16

Closes - Friday, October 11

(no refunds after October 11)

<p>Nova Scotia Association of Teachers for Equity in Education (NSATEE)</p> <p>Theme: <i>Shaping the Future</i></p> <p>Location: J. Sney High School</p> <p>Keynote: A panel of local teachers, students, and community members.</p> <p>Fees: NSTU Members: \$50.00 Subscribers: \$45.00 Per Session: \$45.00 Refunds: \$45.00 Affiliate/Other: \$45.00</p> <p>Contact: Susan Knappling sknappling@nstu.ca</p>	<p>Nova Scotia Teachers Association for Literacy and Language (NSTALL)</p> <p>Theme: <i>Engagement Through Collaboration</i></p> <p>Location: Colquhoun Educational Centre, Truro</p> <p>Fees: NSTU Members: \$50.00 Subscribers: \$45.00 Per Session: \$45.00 Refunds: \$45.00 Affiliate/Other: \$45.00</p> <p>Contact: Susan Lee-Jacobs sljacobs@nstu.ca</p>	<p>Speech, Language Pathologists and Audiologists Association (SPLAA)</p> <p>Theme: <i>Hope 21: Executive Function: More than Just Attention</i></p> <p>Location: Scot Westwood Place, 15 Spectacle Lake Dr, Dartmouth, NS</p> <p>Fees: NSTU Members: \$140.00 Subscribers: \$120.00 Per Session: \$120.00 Refunds: \$120.00 Affiliate/Other: \$120.00</p> <p>Contact: Anne Rafter arafter@nstu.ca</p>
<p>Nova Scotia Language Teachers Association (NSLTA)</p> <p>Theme: <i>The Language of Association</i></p> <p>Location: Malcolm Maclean Memorial Middle School, 10 Kings St, Sydney, NS B1P 1K8</p> <p>Keynote: Dr. Sue Roth (she/her) is an Assistant Professor of Cape Breton University</p> <p>Fees: NSTU Members: \$60.00 Subscribers: \$50.00 Per Session: \$75.00 Refunds: \$50.00 Affiliate/Other: \$90.00</p> <p>Contact: Caroline Higgins chiggins@nstu.ca</p>	<p>Primary Elementary Teachers Association (PETA)</p> <p>Theme: <i>Empowering Mind Through Writing, Joy, and Positivity</i></p> <p>Location: Cedar Grove Centre</p> <p>Keynote: Allison Gier: Reading and Writing Power Authors & Big Doodle Day</p> <p>Fees: NSTU Members: \$100.00 Subscribers: \$70.00 Per Session: \$80.00 Refunds: \$80.00 Affiliate/Other: \$80.00</p> <p>Contact: Jennifer MacLennan jmac@nstu.ca</p>	<p>Speech, Language Pathologists and Audiologists Association (SPLAA)</p> <p>Theme: <i>Hope 21: Executive Function: More than Just Attention</i></p> <p>Location: Scot Westwood Place, 15 Spectacle Lake Dr, Dartmouth, NS</p> <p>Fees: NSTU Members: \$140.00 Subscribers: \$120.00 Per Session: \$120.00 Refunds: \$120.00 Affiliate/Other: \$120.00</p> <p>Contact: Anne Rafter arafter@nstu.ca</p>
<p>Nova Scotia Music Education Association (NSMEA)</p> <p>Theme: <i>Empowering Musicians</i></p> <p>Location: Lockhart High School</p> <p>Keynote: Cyle Matthews</p> <p>Fees: NSTU Members: \$100.00 Subscribers: \$60.00 Per Session: \$110.00 Refunds: \$60.00 Affiliate/Other: \$60.00</p> <p>Contact: Tammy Lasky tlasky@nstu.ca</p>	<p>Psychologists in Schools Association (PISA)</p> <p>Theme: <i>The Impact of Social Media on the Developing Brain...</i></p> <p>Location: Mount Allison University</p> <p>Keynote: Dr. Simon Swales, PhD Assistant Professor and Co-Editor of the Neuroscience and Learning Disorders</p> <p>Fees: NSTU Members: \$100.00 Subscribers: \$80.00 Per Session: \$100.00 Refunds: \$80.00 Affiliate/Other: \$100.00</p> <p>Contact: Pamela Brinkley pbrinkley@nstu.ca</p>	<p>Social Studies Teachers Association (SSTA)</p> <p>Theme: <i>Charting our Course: Mapping Social Studies for Modern Learners</i></p> <p>Location: SFAO</p> <p>Keynote: NSTU Members: \$100.00 Subscribers: \$80.00 Per Session: \$100.00 Refunds: \$100.00 Affiliate/Other: \$100.00</p> <p>Contact: Holly Schaller hschaller@nstu.ca</p>
<p>Nova Scotia School Counsellors Association (NSSCA)</p> <p>Theme: <i>Pathways to Wellbeing</i></p> <p>Location: Clarendon High School</p> <p>Keynote: We have a lot and a lot more to see on the Conference Program Information Form</p> <p>Fees: NSTU Members: \$100.00 Subscribers: \$45.00 Per Session: \$45.00</p>	<p>Teachers Association for Physical and Health Education (TAPE)</p> <p>Theme: <i>Building Community Through PHE</i></p> <p>Location: Northumberland Regional High School</p> <p>Fees: NSTU Members: \$60.00 Subscribers: \$35.00 Per Session: \$55.00 Refunds: \$55.00 Affiliate/Other: \$55.00</p> <p>Contact: Laura Wilson lwilson@nstu.ca</p>	

NO ONSITE REGISTRATION
 Register Early!

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Membership Registry

NSTU reps should be updating the Membership Registry online and in real time. When an NSTU rep updates the site list, the changes are immediately made to the database ensuring the Union's membership information is current and accurate.

How To: Click on "Edit Site" you will be presented with the site list.

If the listed member is no longer at the site, click on "Employment Status" and select the reason. If the member has retired please check the "Retired" box. If you are uncertain of the reason they are no longer at the site you may select "Unknown" from the dropdown list.

If you select "New Site" from the dropdown list, another field will appear. Once you begin to type a site name into the field it will present you with options. Click on the name of the site and it will populate the field.

If a member is **MISSING** from the site:

- enter their professional number into the field above the list that says "start typing to search".
- The system will present you with a list of names which will narrow down to a single name once all the digits have been input.
- When you see the name to be input, select it. Once it replaces the number in the box select "Add". This will add the member to the bottom of the list. Will move to alphabetical order when saved.

If a member is **NOT** in the system (no match found):

- please ensure that the member completes a "Membership Information" form ([English/French](#)) and submit it to Central Office so that the member is put them into the system.
- Once they have been entered they will automatically appear on your site.
- **Until the member completes and submits the "Membership Information" form, that person will not be included in the membership database and; therefore, not in the Local's membership numbers.**

To save any changes, you **must click the "Save" button** at the top of the page. When satisfied that all the necessary changes have been made to the list simply select the box for "submit completed information" then click the "Save" button. Changes **MAY** be made after these steps.

Registry cont...

Membership figures are pulled from the Registry on the **first Monday in December** and the **first Monday in March** each year. NSTU representatives are responsible for ensuring the accuracy of the site information within the Membership Registry. All site updates should be completed at **least one week prior to each of the above-mentioned dates** and may be completed any time prior to that point. Should you require additional information please contact NSTU Central Office by phoning (902)-477-5621, or toll free at (800) 565-6788 or by emailing registry@nstu.ca



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GENERAL MEETINGS:

General Meetings are held at the Royal Canadian Legion located at 45 Sackville Cross Rd, Lower Sackville, NS B4C 2M2.
Arrival 5:30pm (dinner) for 6:00pm start.

September 25
October 23
November 27
January 15
March 5
April 9
May 7
June 4



Rep Forum @ General Meetings

This is the time to ask questions that may be affecting multiple schools or to gather information from other reps – general issues, questions or concerns.

CHANGE IN FORMAT

Questions are to be **e-mailed** to the President **the Wednesday prior to each General Meeting**. Anything that has arisen after this date can still be brought before the membership at the General Meeting.

Calendars and Agendas

Please know the number of required desk calendars and/or agendas for your members before you arrive at the Sept 25th meeting. Numbers are limited so please take only the required amount.

There will be a variety of “retro” County swag available at the September General Meeting. Please bring back to your schools and share with your members.



Do you have new NSTU members at your site? Knowing how many there are at your site will be helpful so you can pick up a little Welcome to the NSTU gift for each.



Medical and Dental

Under the TPA, the Employer pays for 100% of the NSTU Total Care Policy (Medical) for each active member, both single and family policies.

NEW MEMBERS - this is not automatic. Coverage begins the first month after receipt of application.

The deadline for Dental Plan enrollment for the year is October 15th. Additionally, any new teachers hired after October 1st have 31 days to enroll. Those who were enrolled last year will be automatically renewed.

Highlights for New Members:

- Provincial Master Life - 100% Employer paid
- Provincial Master Accidental Death & Dismemberment (AD&D) - 100% Employer paid
- Long Term Disability - cost shared with the Employer at 50%

If you have any questions about the above information, please contact the Administrator at Johnson Inc. by calling (902) 453-9543 or 1-800-453-9543 (toll-free). Additionally, for more details on these and other available benefits and programs, you can visit the NSTU Group Insurance website <https://nstuinsurance.ca/>

Deals & Discounts

Student Mental Health and Wellness Grant

The NSTU Group Insurance Trustees, with support from Johnson, have established a grant for members to support innovative initiatives that promote the mental health and well-being of students in the schools across Nova Scotia.

As education professionals, we do everything we can to support our students. If you have an idea for an activity, program, etc. that would boost the well-being of students, applying for the Student Mental Health and Wellness grant is your opportunity to bring that idea to life.

Information and application available [HERE](#)

Applications must be submitted on/or before 11:59pm on October 15/24.

NSTU
GROUP
INSURANCE
TRUST



Teachers' Professional Agreement (TPA) **Other Absences 31.12**

Beginning this school year Article 31-Other Absences provides each teacher with one day of paid leave each school year for personal use. A teacher accessing this leave is not required to justify the need for the day or identify what activities they have planned. Teachers are required to appropriately plan for a substitute teacher to work with their students for the day they access this leave. This leave may be denied by the employer, but only where that teacher's presence is an operational requirement for that day. The employer cannot arbitrarily deny the leave, nor can it deny the leave without being able to demonstrate that the teacher's presence would be an operational necessity. Unused personal leave days cannot be carried over to the following school year.

KNOW YOUR CONTRACT(S)

Regional Agreement (HRCE) **Special Leaves 4.05**

Teachers shall be entitled to temporary Leave of Absence for a maximum of ten (10) days with pay in each school year for serious illness in the teacher's immediate family or the teacher's spouse as defined in Article 4.01. The Regional Centre may grant two (2) additional days for travel.

"Immediate family" shall include grandparents, parents, husband or wife, brothers, sisters, children, grandchildren, co-habiting partner in a recognized relationship and common-law spouse.

Special Leaves Article 4.06

Upon approval from the principal/supervisor (or designate), teachers shall be entitled to use up to a maximum of three (3) days each year from the teacher's Serious Illness Leave in Article 4.05 to attend to a member of the teacher's immediate family who is ill and the teacher is required to provide them with personal care. Such approval shall not be unreasonably denied. For the purpose of this article, immediate family is defined as mother, father, children, and an individual for whom the teacher is a legal guardian. For greater clarity, these three (3) days will be deducted from the maximum ten (10) days contained in Article 4.05.