

Substitute Teacher Committee Year-End Report 2008-2009

The mandate of the Committee is to advise the Provincial Executive on issues affecting and of concern to substitute teachers, to consider such resolutions as may be referred by Annual Council and make appropriate recommendations; and to participate as required in the NSTU Policy Review Process by providing recommendations for the provincial Executive's consideration.

The composition consisted of five active/active reserve members, a provincial executive member and a NSTU staff liaison. This years members were Colin Donegani, Pamela Langille, Leanna Poirier, Michael Stewart, Debby Trask-Cushing (Chair), Amanda Marchand (Executive) and Gerard Cormier (Staff Liaison).

Due to weather warning the Nov. Sub. Liaison Conference and the first committee meeting were postponed to January 9/10, 2009. There we looked at the minutes from the April 19th, 2008 meeting, reviewed the 2007-2008 Year-End Report and set the dates for the remaining two committee meetings.

At the March 28th meeting we reviewed the Annual Council 2009 Resolutions. As 2009-42 was headed for cluster we moved on to a review of the comments from the January 9/10th Sub. Liaison Conference. Concerns were expressed about the usual late fall date so we decided to plan the conference for October 23/24th, 2009. Also, a motion was passed that the NSTU Locals be encouraged to send a substitute teacher to this conference at the Local's expense. Next the plans for the conference were brainstormed. Gerard was requested to check with Betty-Jean Aucoin regarding a motivational keynote on the Friday evening. Saturday morning an Article 32 session with Janine Kerr was discussed as well as a series of Bell ringer sessions including Insurance, Communications/website kits and Best Practices for subs. The Conference will finish with a regional networking session. A discussion on AESOP took place and motion was passed that the NSTU ask the school boards permission to advertise substitute teacher events on AESOP. Committee members were asked to visit the STEDI website and report to the next meeting. Contractual concerns from an area of the province were discussed and we decided to ask a member services staff officer to our next meeting. Zone responsibilities were assigned to committee members and we were to connect with the Local Sub. Liaisons and remind them of one item, inquire of them concerning two items and inform them of two additional pieces of information.

At the final committee meeting on June 13th it was noted that the chair had attended Annual Council and had spoken to Resolution 2009-42 which was successfully passed. The resolution directs NSTU to seek in the next round of negotiations pay for subs based on certification and years of service. Grant MacLean Member Services presented information on contract articles as they apply to subs and responded to questions and concerns from committee members. Much information was discussed and possible avenues for continuing concerns were explored. Final preparations for the Sub. Liaison conference were reviewed. Feedback from Committee Members on the STEDI website was taken and it was decided not to use it at the conference. AESOP use for advertising sub meetings or info was a no-no in one area of the province and committee members were asked to check in their areas to see what was happening and let Gerard know. Committee members had some success in getting a response from sub. Liaisons in a few areas of the province but overall the reply rate was low.

The amount budgeted for the 2008-2009 year was \$6,282.00 and as of July 2, 2009 the actual expenses were \$4,473.74.

Thanks to all members for their efforts and time to serve on this committee to better understand and improve the working conditions for substitutes.

Debby Trask-Cushing, Chairperson
Substitute Teacher Committee