

## **YEAR END REPORT      NSTU SUBSTITUTE TEACHER COMMITTEE**

### **MANDATE**

To craft resolutions on behalf of substitute teachers, and bring them forward to council at the May AGM.

To organize the annual Substitute Teacher Delegates Meeting in November.

### **MEMBERS**

Rae Brown (chair)

Natalie Dorshenko

Alison Egelhoff

Scott Hagell

Sara Lockerby

Mark MacPhee (NSTU)

Ben Sichel (Provincial Executive)

### **FREQUENCY AND DATES OF MEETINGS**

1. November 23, 2013
2. January 11, 2014
3. May 24, 2014

### **ACTIVITIES, ACCOMPLISHMENTS, MAJOR INITIATIVES**

The committee crafted 4 resolutions to bring forward at council. Three were deemed redundant as the Department of Education had already investigated these issues and provided a response.

**BE IT RESOLVED THAT all substitute teachers be provided with a board-issued identification card upon approval of their substitute application.**

**BE IT RESOLVED THAT all schools provide substitute teachers with the keys necessary to gain access to, and secure, their assigned classroom(s).**

**BE IT RESOLVED THAT substitute teachers be given access to students' health, academic, and social notices on the PowerTeacher substitute login.**

**BE IT RESOLVED THAT where possible, each local commit to send at least one new member to Annual Council each year.**

### **RECOMMENDATIONS ADOPTED BY THE NSTU PROVINCIAL EXECUTIVE**

The fourth resolution went forward to council and (to my knowledge) was not adopted. We are hopeful that it can be revised and brought forward again next year.

### **RECOMMENDATIONS ENDORSED BY THE COMMITTEE**

The committee recommends that a stronger focus be placed on crafting resolutions and on informing these resolutions by gathering input from the body of substitute teachers in the NSTU. To increase the visibility and accessibility of the committee within the body of substitute teachers we need access to the email addresses of all NSTU substitute teachers. This is an important step towards professional development and information sharing (of best practices, etc.) in the future.

Committee members feel that the Mandate may need expansion beyond the organization of substitute liaisons.

Engagement of substitute teacher initiatives will be reviewed by Ben and another committee member.

Conflict between locals and use of Board with use of AESOP to notify subs.

Discussion of general difficulty of the committee to communicate with the population of subs. Ben suggested that Substitute Liaisons compile lists of substitute teachers. Scott and Rae suggested putting Liaisons with committee at the next conference to build relationships and connection.

### **RECOMMENDATIONS FOR THE INCOMING COMMITTEE**

We hope the incoming committee will continue the effort to improve policy affecting substitute teachers by increasing our presence at NSTU council.

Suggested a PD session could be organized to enlighten people about putting forward resolutions. Also, an app is in the works not launched yet to keep subs in touch with NSTU. A dedicated section related to issues faced by subs in the paper “The Teacher” would help unite substitutes and give us a voice.

At the conference, there really should be a dinner offered because many people leave directly from school and travel several hours, arrive tired and hungry.

Also, to increase member engagement with the NSTU it might be smart to have a union table at the Job Fair at MSVU.

We had some discussion around the subtle hostility between young subs and old (retired) subs. There might be some potential for dialogue or pairing young and old together in a mentorship relationship there.

### **EXTERNAL CONSULTATIONS, CONFERENCES, STUDIES OR REPORTS**

In November, the committee participated in the annual Substitute Teacher Delegate conference. The committee participated in two professional development workshops.

The theme in January was How to Write a Resolution. The theme in May was Homophobia in the School System.

### **AMOUNT BUDGETED, AMOUNT SPENT**

The amount budgeted for the Committee was \$4,950 and the amount spent was \$1,583.