

**Joint Committee for the Administration of the 17th Collective Agreement
Memorandum of Agreement**

**Transition of Nurse Practice Educators from Cape Breton University School of Nursing to
Acadia's School of Nursing**

Whereas the 2026–2027 academic year marks Acadia University's transition to a standalone School of Nursing, separate from its satellite partnership with Cape Breton University ("CBU");

Whereas Acadia University will continue delivering the CBU Nursing program for currently enrolled students as part of a planned teach-out;

Whereas this transition would benefit greatly from the migration of the current Nurse Practice Educators ("NPEs") to launch the standalone program;

And whereas the parties wish to outline the proposed migration of the current NPEs associated with Acadia University's School of Nursing without a hiring process, to support becoming a standalone program, effective 1 July 2026;

Without prejudice or precedent, the parties agree as follows:

1. The following CBU Nurse Practice Educators, after each meeting with the Dean or delegate, the President or the Provost, and a representative of the Association, will be issued employment offers under the terms of Acadia's 17th Collective Agreement and transition fully to Acadia University as of 15 August 2026:

- Tori Dawson
- Kerri Mason
- Laura Lowe
- Courtney Rawding
- Sarah Belliveau
- Jill MacKenzie
- Kayla Ackerson
- Kayla Gillespie

The Parties agree that the offer of employment will guarantee that:

1. There will be no loss of salary, rank, or step from where the faculty members would be if they remained at CBU on August 15, 2026;
2. Faculty members will not be placed lower on the salary grid than if they had been placed using the Initial Grid Step Placement formula in 46.54 of the Seventeenth Collective

Agreement between the Board of Governors of Acadia University and the Acadia University Faculty Association;

3. If points 1 and 2 above would result in a salary higher than the top step of their current rank, the difference between the salary earned at CBU in their current rank and the salary assigned at Acadia at the designated rank shall be given as an additional stipend for as long as they remain in the same rank. When promoted, following point 4 of Appendix C Grid Principles, after first computing the new salary in the old rank as of the effective date of promotion, they will move to the closest point of the rank which exceeds the combined total of their step and stipend before getting the annual step increase.
4. Full credit will be given towards sabbatical, review for continuing appointment, and promotion for time worked in the Nursing program at Acadia/CBU as if they had been given a probationary appointment at Acadia on their original date of appointment at CBU;
5. The terms of any accepted and current leaves will be honoured;
6. Service work, teaching, and scholarly activity done as Employees of CBU will count towards continuing appointment and promotion as if done at Acadia;
7. Faculty members will continue to have access to existing grants, unspent research, professional development funds, and/or start-up funds;
8. Program leadership and development of the Nursing Program while Employees of CBU will be fully acknowledged and credited when applying for promotion at Acadia University;

Dated at Wolfville, NS, the 6 day of August, 2026.

Anthony Pash

AUFA

Anthony Pash

Stephen Ahern

AUFA

Stephen Ahern

Ashlee Cunsolo

Board of Governors

Ashlee Cunsolo

Erin Beaudin

Board of Governors

Erin Beaudin