



NSTU back at negotiating table for public school contract

NSTU's negotiating team met with the Department of Education and Early Childhood Development's negotiating team January 17 and 18 for the first time since both sides reached a tentative agreement on November 12, which NSTU's public school members rejected on December 1.

A previously scheduled negotiation date of January 16 was cancelled, to allow the Provincial Bargaining Team and government side to meet individually to review information for negotiations.

Both parties did agree to keep specific discussions at the table confidential. "We will continue to keep our talks confidential," says Morse. "We will also continue to let public school members know as much as possible about important issues and matters as they arise throughout the process using negotiations bulletins."

Morse says that this round of talks is unusual because of Bill 148, which received Royal Assent on December 18, but has yet to be proclaimed by Cabinet. Government's Bill 148, the Public Services Sustainability Act, imposes a four-year agreement for all public sector workers in Nova Scotia, and includes a two-year wage freeze, followed by annual raises of one per cent and 1.5 per cent, with a half per cent at the end of the agreement, along with the elimination of service awards. "If this Bill is proclaimed, which the premier has

said will happen once a public sector union seeks arbitration, it essentially imposes a wage package on teachers," says Morse. "We will continue to hold a fulsome discussion on the proposals from both

sides." Active public school members can refer to the confidential document distributed to members titled, *Opening Proposals Provincial Contract Negotiations 2015* for reference to items to be discussed at the table.

At press time, the medical residents and crown attorneys have ratified their agreements, with the wage package that was previously offered to teachers. The Nova Scotia Government & General Employees Union are holding meetings with members in January with a vote to follow, and highway workers are currently in conciliation.

Further negotiation dates are also scheduled for February 10, 11, and 12, 2016. The current provincial agreement expired July 31, 2015 and remains in full force and effect until a new agreement is reached in accordance with the Teachers' Collective Bargaining Act.

Important updates and information for public school members during this negotiation process will be distributed to NSTU members through NSTU email; uploaded to the NSTU website through the public school negotiations FAQ site, which gives members an opportunity to ask questions about the process and raise concerns they may have; and through NSTU official social media channels.



Above are members of NSTU's negotiating team. **Seated:** Alex Oickle (Lunenburg County Local), first vice-president Wally Fiander (Yarmouth), and Jane Dorey (Richmond Local). **Standing:** Executive staff officers Pam Langille and Jack MacLeod, NSTU legal counsel Ron Pink, and NSTU president Shelley Morse. **Missing from the photo:** NSTU executive director Joan Ling.



NSTU president Shelley Morse is shown at the NSTU's protest against Bill 148 on December 16.

Canadian School Counselling Week—February 1 to 5, 2016

Canadian School Counselling Week will be celebrated February 1 to 5, 2016. This week is organized through the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association (CCPA) and supported by regional school counselling professional associations across Canada. Canadian School Counselling Week is part of a North American focus on the school counselling profession.

"This week recognizes the important contributions of the school counselling profession and our school guidance counsellor members to the personal, social, educational, career development, mental health, and well being of students," says NSTU President Shelley Morse. "Their role is becoming increasingly necessary for student success."

The Nova Scotia School Counsellors Association (NSSCA), a professional association of the NSTU, promotes the week in Nova Scotia. "The goal of Canadian School Counselling Week is to increase the public's awareness of the scope of programs and services that characterize the school counselling profession in Canada within the 21st century and beyond," says Janice Graham-Migel, NSSCA President. "This special week not only highlights the role school counsellors play in supporting student success, but also builds a sense of national identity within the school counselling profession."

Various templates of promotional materials are available from the CCPA School Counsellors Chapter's website: <http://www.ccpa-accp.ca/en/chapters/schoolcounsellors/>. Resources may be downloaded by school counsellors to advertise and organize plans for Canadian School Counselling Week. Resources include a press release and proclamation, sample posters, certificates, and suggested activities. Links to the resources are also provided on the NSSCA Moodle and website: <http://nssca.nstu.ca/>.

For further information, please contact Janice Graham-Migel, President, Nova Scotia School Counsellors Association at 902-876-4381, ext. 103, jgraham@nstu.ca or Belinda Josephson, President, CCPA School Counsellors Chapter at 902-541-8234 or bjoseph@nspes.ca



people

CCRSB and NSTU Sign New Local Collective Agreement



The Nova Scotia Teachers Union and Chignecto-Central Regional School Board signed a new regional collective agreement on January 19 at the Chignecto-Central Regional School Board (CCRSB) office in Truro. The signing of the agreement was the culmination of eight days of negotiations and two days of conciliation that took place from March 2014 to June 2015. It was ratified by 56.17 per cent of eligible voters, NSTU members from the Colchester-East Hants, Cumberland and Pictou Locals who work for CCRSB. They voted 85.5 per cent in favour of the agreement in an online vote on December 15 and 16, 2015. The term of the agreement runs from January 19, 2016 to July 31, 2018.

Shown in the photo, front row: Gary Adams, CCRSB superintendent; Shelley Morse, NSTU president; Trudy Thompson, CCRSB Chair; and Gerry Alley, Chignecto RRC Chair. **Standing:** Wade Van Snick, Cumberland Local president; Myla Borden, Pictou Local president; and Christine Caudle, Colchester-East Hants Local president.

Rally against Bill 148



It was a family affair during a march and rally on Province House in opposition to Bill 148 on December 16, 2015. NSTU members were joined by other public sector workers from CUPE, NSGEU, and NSNU to protest the Government's Bill 148, the Public Services Sustainability Act.

NSTU president Shelley Morse is shown

with NSTU members Christopher Dawson and Ron Nugent and their son Quentin.

Progress Women of Excellence award winner Sandra Starratt



On November 18, Halifax City Local member Sandra Starratt, who is the French department head of Halifax West High School was one of 19 women honoured at the 26th annual Progress Women of Excellence Awards. This event, which is the signature fundraising event of the Canadian Progress Club Halifax Cornwallis Charitable Foundation honours exceptional women in various fields for the powerful impact that they have on our community. Starratt, a 30+ year teacher is also the student government advisor who oversees 19 committees that fundraise \$50-100,000 annually for various worthwhile organizations. Through this work she encourages kindness and giving in young leaders. She was also the driving force behind the Canadian Student Leadership Conference that was held in Halifax in September and hosted by Halifax West.

New Registered Nurse joins our Member Assistance Program



The NSTU would like to welcome Registered Nurse, **Nancy MacDonald**, to our expanding Member Assistance Program (MAP) Team.

Nancy has 24 years of nursing experience in the areas of: case management; care coordination; program management and development; client, staff, adolescent counselling and education; crisis management; community mental health; community health nursing and education; oncology; clinical practice; and acute and ambulatory care.

MacDonald will be providing intake needs assessments, member education, and referrals to NSTU members for our various Member Assistance Programs. She will act as a Nurse Liaison and Wellness Navigator to determine which of our programs and services best meets our members' needs.

Passionate about health and wellness, she will strive to treat our members in a compassionate, respectful, and professional manner.

NSTU appoints Acting Assistant Executive Director

NSTU executive staff officer Simon Wilkin has been appointed as NSTU's Acting Assistant Executive Director effective January 1, 2016 for a three month term, replacing recently appointed Assistant Executive Director Janine Kerr, who is currently on parental leave.

Wilkin has been NSTU's Coordinator of Technology and Communications since August 3, 2010. In this position he was responsible for coordinating the NSTU's technology initiatives, including the NSTU website and database. He has also coordinated public affairs and communications initiatives; edited the professional magazine, *Aviso*; and dealt with member services inquiries since he first joined the NSTU.

As acting Assistant Executive Director he will be responsible for coordinating legal services, regional and provincial executive elections, and Community College services.

Wilkin was a teacher with the Halifax Regional School Board for 13 years, including an assistive technology specialist for eight years. He was a member of the NSTU's provincial executive, serving six years in that capacity from 2004 to 2010. He was also president of the Dartmouth Local from 2002 to 2004.

He holds a BSc in Physical Education from St. Francis Xavier University and a Masters of Education in Curriculum from Mount Saint Vincent University.



Education Week 2016

April 17-23, 2016

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Cultural Education, Empowering our Future was the theme for Nova Scotia's December 10, 2015 International Human Rights Day celebration, which was held at Citadel High. The event featured guest speakers, student presentations of spoken word, song and dance, and a live art painting of the event as it unfolded.

North Preston native and former amateur boxer and hockey player, Perry Kane, provided the keynote address for the celebration. “We cannot be a diverse society without knowing about each other,” he said. “If you don’t let fear stop you, you can achieve great things.”

The day's program included a harmony breakfast, speakers, and performances by students from Citadel High, Rocky Lake Junior High, Bedford South among others who participated in the morning event, which included a special screening of the Citadel High student film: *Cultural Education, Empowering our Future*.

Hosted by a different Nova Scotian community each year, the event is a partnership between the Nova Scotia Human Rights Commission

and Partners for Human Rights. The non-profit Partners for Human Rights committee, made up of organizations including the NSTU and the Human Rights Commission, and community groups, is dedicated to working towards respectful and inclusive communities. Partners organize events to promote

racial harmony and awareness of human rights issues in the community.

Human Rights Day is an annual celebration in Nova Scotia commemorating the signing of the United Nations Universal Declaration of Human Rights. The Nova Scotia Teachers Union has been a long-time supporter of this event.



Above are members of the Partners for Human Rights committee along with participants and hosts of the December 10 event.

The deadline for nomination forms for the position of President of the Nova Scotia Teachers Union is February 19, 2016.

Forms are available through the NSTU Executive Director, Joan Ling by calling the NSTU office at 902-477-5621 or via email at jling@staff.nstu.ca.

Any active NSTU member is eligible to run for NSTU president.

Potential candidates need signatures of 25 active or active reserve members of the NSTU and each nomination form must also be signed by the candidate.

The nomination forms must be received by the office of the NSTU Executive Director, on the official nomination form, by 4:00 p.m. on February 19, 2016. Forms must be delivered via mail, courier, or in person. Nominations received by telephone, facsimile, or other electronic means will be considered invalid.

Official campaigning for the NSTU presidential candidates will begin on March 21. Voting day will be Wednesday May 25, 2016. Provision has also been made for a run-off election, if required.

The next NSTU president elected will begin his or her term on August 1, 2016. On July 31, 2016 current president, Shelley Morse, will have completed her second and final two-year term.



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 RESP's
 RRSP/RRIF
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 Seniors Accounts
 Student Loans
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 Account
 Teleservice
 US\$ Chequing Accounts
 Youth Accounts

RRSP Deadline for 2015 is February 29, 2016

from the nstu president

Ashley Moore



NSTU members inspire

For a fourth year, the NSTU has run its highly effective campaign to create awareness of the substantial work teachers, APSEA, and Community College members undertake in schools and campuses across the province.

Using various means—posters, social media, the NSTU website, online, print, radio and television ads—parents and students in Nova Scotia were asked to nominate a NSTU member who has contributed greatly to their school/campus community, and has/had an inspiring impact. There were 308 submissions received, and a total of 277 members nominated. The responses from the public were genuine, and delineated the many ways NSTU members have touched their lives, currently or in previous school years!

NSTU members were eligible to be nominated from schools in each of the regional school boards, the Atlantic Provinces Special Education Authority (APSEA), Conseil scolaire acadien provincial (CSAP) schools, and the Community College campuses. Ten members will be awarded certificates and \$300 will be donated to the member's school or campus for their breakfast program, food bank, or library. Everyone nominated, including some retired teachers, received letters of congratulation to ensure they were aware that someone had recognized them for their work, inside and outside the classroom. CTV also produced vignettes with elementary, middle, and high school students to showcase the efforts of our members. We received many positive comments about the vignettes.

Teachers and Community College members across the province contribute to their school and campus communities in many encouraging ways, and these thoughts and feelings were echoed in the comments we received about the nominees. Each member of the NSTU volunteers their time to students in many different ways, inside and outside the classroom, to make certain activities and school/campus events are available: lunch programs; breakfast clubs; coaching; band trips; camps; chaperones for dances; social justice groups; graduation committees; proms; open gym nights; GSAs; activity groups; concerts; book clubs; drama; running clubs; dance clubs; fitness groups; and elementary art clubs; to name a few. Members also volunteer time to give extra support to students at lunch time to assist with their academic success. They buy lunches, clothing and footwear for students, drive them to sporting events if necessary to ensure they can participate like others, fundraise for summer camps, etc. Often the public does not realize these activities are not part of our job description.

The adjectives used to describe teachers/members included: engaging; patient; inclusive; kind; nurturing; helpful; positive; motivational; and inspirational. Some parents and students described their teachers as someone who – makes us feel good about ourselves; creates a supportive environment; cares about the WHOLE child, not just curriculum outcomes; helps students learn in many different ways; is like a second Mom; and just truly cares!

NSTU members make education work. They contribute to the school community financially, educationally, and emotionally, with enthusiasm and fervor. They are devoted to their students and approach their individual assignments with the utmost of professionalism and commitment to academic success.

Above all else, teachers, APSEA, and Community College members have their integrity despite government rhetoric, media suggestion, and corporate agendas. We do change lives and make a difference for our students. *“One hundred years from now it will not matter what my bank account was, the sort of house I lived in, or the kind of car I drove. But, the world may be different because I was important in the life of a child”* (Author Anonymous).

Each day, through different methods, members of the NSTU contribute to the lives of their students in many positive ways. Thank you for your caring nature, passion and dedication to the profession. Thank you for all you do to support students on a daily basis.



Above are members of NSTU's Status of Women standing committee who attended the second meeting of the school year on January 15. **From left to right are:** Deborah Walker (Digby) and Shari MacGillivray (Antigonish).

Les membres du NSTU sont une source d'inspiration

Pour la quatrième année consécutive, le NSTU a géré sa campagne très efficace pour sensibiliser le public au travail considérable réalisé par les enseignants, les membres de la CESPAs et du Collège communautaire dans les écoles et les campus partout dans la province.

Par le biais de divers moyens – affiches, médias sociaux, site du NSTU, annonces en ligne, dans la presse, à la radio et à la télévision – les parents et les élèves de la Nouvelle-Écosse ont été invités à désigner un membre du NSTU qui a grandement contribué à la communauté de leur école ou de leur campus et qui a été une source d'inspiration. Nous avons reçu 308 soumissions et un total de 277 membres ont été nominés. Les réponses du public étaient authentiques et illustraient les nombreuses façons dont les membres du NSTU ont touché leur vie, que ce soit aujourd'hui ou lors de leurs années scolaires antérieures!

Les membres du NSTU appartenant aux écoles de chacun des conseils scolaires régionaux, à la Commission de l'enseignement spécial des provinces de l'Atlantique (CESPA), aux écoles du Conseil scolaire acadien provincial (CSAP) et aux campus du Collège communautaire étaient éligibles à être nominés. Dix membres se verront décerner des certificats et un montant de 300 \$ sera versé à leur école ou campus pour le programme de petits déjeuners, la banque alimentaire ou la bibliothèque. Toutes les personnes nominées, y compris plusieurs enseignants à la retraite, ont reçu une lettre de félicitations afin de leur faire savoir que quelqu'un avait rendu hommage à leur travail, à l'intérieur et à l'extérieur de la salle de classe. La chaîne CTV a également produit des vignettes avec des élèves du primaire et du secondaire de premier et de deuxième cycle pour mettre en valeur les efforts déployés par nos membres. Nous avons reçu de nombreux commentaires positifs au sujet de ces vignettes.

Les enseignants des écoles et les membres du Collège communautaire dans toute la province contribuent à la communauté de leur école ou de leur campus de nombreuses manières très encourageantes et ces réflexions et sentiments ont trouvé un écho dans les commentaires reçus au sujet des personnes nominées. Tous les membres du NSTU consacrent bénévolement du temps à leurs élèves de bien des manières différentes, à l'intérieur et à l'extérieur de la salle de classe, pour faire en sorte que certaines activités et événements soient mis à la disposition des élèves dans l'école ou le campus : programmes de repas, clubs de petits déjeuners, entraînement sportif, tournées d'orchestre, camps, chaperonnage pour les soirées dansantes, groupes de justice sociale, comités de remise des diplômes, soirées portes ouvertes au gymnase, alliances gais-hétéros, groupes d'activités, concerts, clubs de lecture, théâtre, clubs de course, clubs de danse; groupes de conditionnement physique; clubs d'art à l'élémentaire, pour n'en citer que quelques-uns. Les membres offrent aussi bénévolement leur temps pour apporter un soutien additionnel aux élèves à l'heure du déjeuner afin de favoriser leur réussite scolaire. Ils achètent des déjeuners, des vêtements et des chaussures pour les élèves, ils les conduisent au besoin à des rencontres sportives afin qu'ils puissent y participer comme les autres, ils collectent des fonds pour les camps d'été, etc. Souvent, le public ne réalise pas que ces activités ne font pas partie de notre description d'emploi.

Les adjectifs utilisés pour décrire les enseignants et les membres étaient les suivants : dynamique; patient; inclusif; gentil; bienveillant; serviable; positif; motivant; et passionnant. Certains parents et élèves ont décrit leur enseignante ou enseignant comme suit : elle nous donne un sentiment de fierté; il crée un environnement solidaire; elle se soucie de l'enfant LUI-MÊME, et pas seulement des résultats du programme d'études; il aide les élèves à apprendre de différentes manières; elle est comme une deuxième maman; et se soucie vraiment de nous!

Ce sont les membres du NSTU qui font fonctionner l'éducation. Ils contribuent à la communauté scolaire au plan financier, éducatif et affectif, avec enthousiasme et ferveur. Ils sont dévoués à leurs élèves et exercent leurs fonctions individuelles avec un grand professionnalisme et un grand engagement à l'égard de la réussite scolaire.

Par-dessus tout, les enseignants et les membres de la CESPAs et du Collège communautaire ont conservé leur intégrité en dépit de la rhétorique du gouvernement, des insinuations des médias et des priorités du monde des affaires. Nous changeons des vies et nous faisons toute la différence pour nos élèves. « Dans cent ans, le montant de mon compte en banque, le genre de la maison que j'habitais, ou le type de voiture que je conduisais n'auront absolument aucune importance. Mais, le monde pourrait être différent parce que j'aurais joué un rôle important dans la vie d'un enfant » (auteur anonyme).

Chaque jour, par différentes méthodes, les membres du NSTU contribuent à la vie de leurs élèves de nombreuses manières positives. Je vous remercie de votre bienveillance, de votre passion et de votre dévouement à la profession. Merci pour tout ce que vous faites pour soutenir quotidiennement vos élèves.

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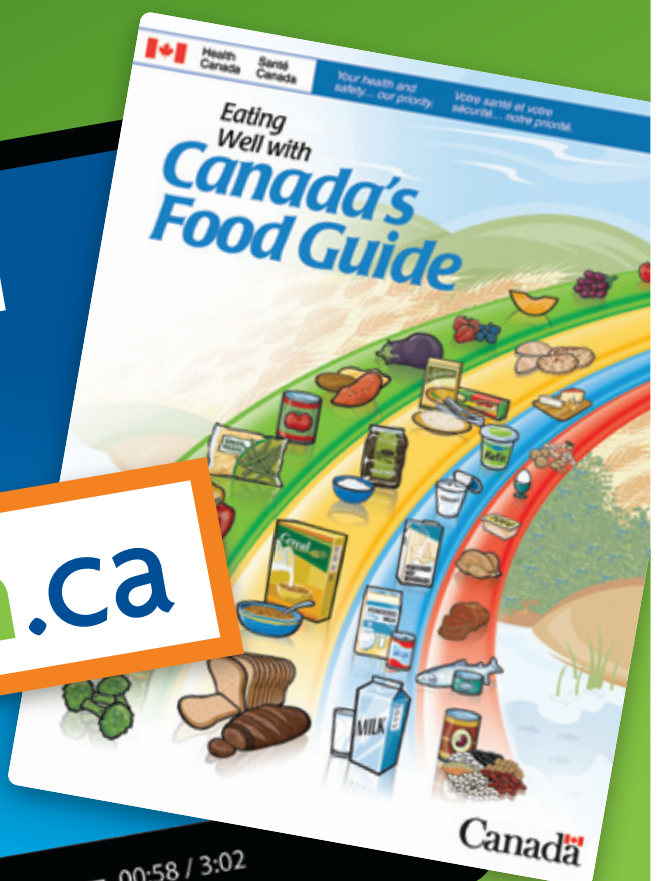


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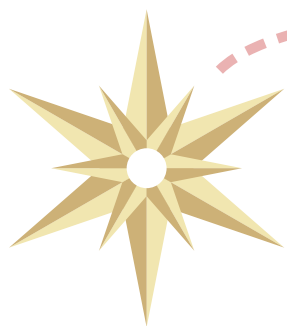
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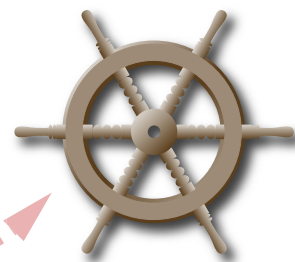


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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



NSMTA - Promoting mathematics education & PD for over 50 years

by Joe MacDonald, President, Nova Scotia Mathematics Teachers Association

The Nova Scotia Mathematics Teachers Association (NSMTA) was established in 1962 as a Professional Association of the Nova Scotia Teachers Union (NSTU). Since then the Association has been active in promoting mathematics education and professional development throughout the province.

The NSMTA has the following goals stated in its constitution:

- To improve practice in mathematics by increasing members' knowledge and understanding;
- To act as a clearing house for ideas and a source of trends and new development;
- To advocate for the particular special interest represented by the association, within bounds consistent with overall NSTU on matters affecting mathematics;
- To furnish recommendations and advice to the provincial executive and other committees of the NSTU on matters affecting mathematics.

The NSMTA executive is a dedicated group of mathematics educators from across the province who volunteer their time and energy. The Executive is made up of a president, vice-president, secretary, past president, treasurer, and members-at large representing Nova Scotia's school districts. Meetings are held throughout the year to examine current issues in mathematics and to plan for the NSTU October Provincial Conference.



Above are some of the volunteer MTA teachers and MTA executive members from Conference 2013 (left to right): Maureen MacInnis, Patti Kennedy (member-at-large Chignecto), Robin Harris, Anne Pentecost (Webmaster), Elinor Cameron (Registrar), Darlene MacKeen Hudson, Keith Partridge (member-at-large, CSAP), Anthony Grover, Marlene Urquhart (past president), David MacFarlane (president), Joe MacDonald (vice-president), Jocelyn Procopio (secretary), Leslie Cunningham (member-at-large, Tri-county), and NSTU president Shelley Morse.



Some 800 teachers attended more than 100 workshops and sessions offered by the MTA during its annual conference held on October 2008 at Central Kings Rural High School in Cambridge. Paula Steffen Moeller, from Texas Instruments, delivered the opening address, "Changing Opportunities, Changing Lives, By Moving Math Forward," Thursday evening. Above, Steffen Moeller discusses some of the technology used in an innovative model for math improvement, which her company developed in partnership with US school districts, with Elinor Cameron, on-site chair of the MTA conference.

Mathematics Matters is a regular publication of the NSMTA. The newsletter is distributed to all active members as a means of keeping them informed of current issues in mathematics education. Members are encouraged to contribute to the newsletter.

The NSMTA strives to give back to its membership by making funding available for special projects developed by classroom teachers. Information on funding can be obtained by contacting any member of the executive.

The Nova Scotia Mathematics Teachers Association is an affiliate of the National Council Teachers of Mathematics (NCTM), the world's largest mathematics education organization. One executive member serves as a liaison with NCTM and keeps members informed of NCTM developments through the NSMTA newsletter and website. The NSMTA provides financial assistance for its members to attend the Annual NCTM Conference and Exposition held at various locations in the United States.

The Annual NSMTA Conference is held every October on NSTU Provincial Conference Day. The 2015 Conference at C.P. Allen High School in Bedford, N.S. was an overwhelming success with close to 900 attendees participating in over 80 workshops and presentations. The NSMTA makes every effort to respond to the needs of its members in providing meaningful professional development that aligns with current curriculum and best practices. The implementation of new Mathematics curriculum at all grade levels has been the focus of recent conferences. The vast majority of workshop presenters are classroom teachers who volunteer their time and expertise to provide quality learning experiences for all in attendance. Planning is already under way for the 2016 Conference which will again be held in Bedford.

To learn more about the Nova Scotia Mathematics Teachers Association visit <http://mta.nstu.ca/> or follow the MTA on Twitter @MTA_NS.

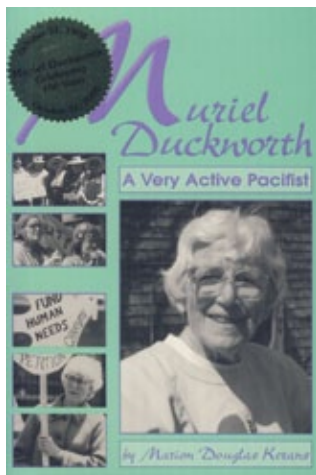


Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by March 1 to be eligible for the draw.

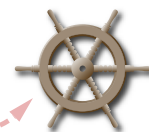
Muriel Duckworth —A Very Active Pacifist

By Marion Douglas Kerans

This is a fascinating biography of the late Muriel Duckworth, written by Marion Douglas Kerans. Duckworth was a Canadian feminist, pacifist, and community and social activist. Through Douglas Kerans research and interviews, she recollects Duckworth's impressive life; from her early years growing up in Quebec to her work as an ambassador for peace.



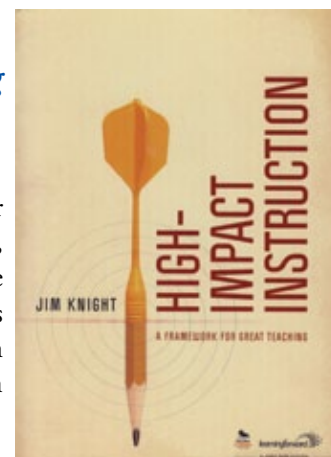
Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus with FRESH in the subject line to theteacher@nstu.ca by March 1 to be eligible for the draw.

High-Impact Instruction —A Framework for Great Teaching By Jim Knight

High-Impact Instruction, a resource written for educators by best-selling author, Jim Knight, provides strategies that make the biggest difference in student learning. It features a toolkit of checklists and online resources to help you improve your own practice and promote great teaching every day in every class!



fresh

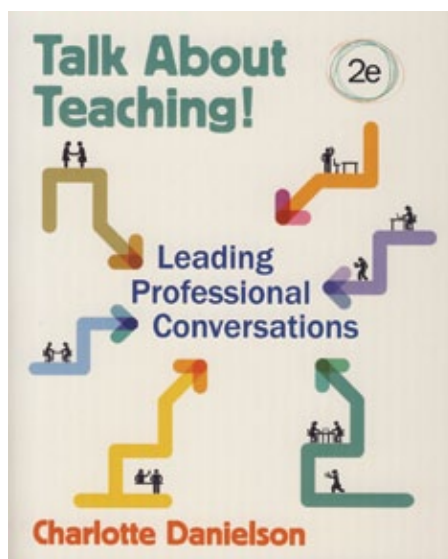
Putting new members in the KNOW!

Email your name, home address, and school or campus with FRESH in the subject line to theteacher@nstu.ca by March 1 to be eligible for the draw.

Talk About Teaching! Learning Professional Conversations

By Charlotte Danielson

Corwin recently published a new, 2nd edition of *Talk About Teaching!* by Charlotte Danielson, an internationally-recognized expert in the area of teacher effectiveness. Readers will learn how to conduct meaningful, informal conversations about teaching to promote teacher learning, improve classroom teaching, and increase learner achievement. The book also provides a virtual roadmap and practical tools for leading your own professional conversations.



The winner of the book *Beyond Five Paragraphs: Advanced Essay Writing Skills*, NSTU member, Dr. Steven Van Zoost, senior author is **TRACY WALSH** of the HRSB. Congratulations!!

The NSTU Presidential Election date is incorrect in the 2015-16 Member Diary (May 3, 2016).

The date has been changed to **Wednesday, May 25th, 2016.**

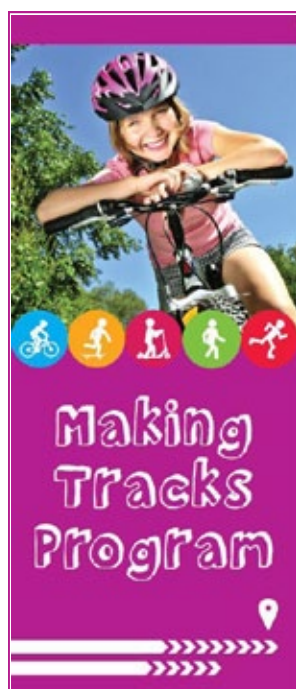
Sorry for any inconvenience this may have caused.

Congratulations to our Book Winners from December!

FRESH - SUE PURNEY, APSEA

EQUITY - KAREN DUMAY, HRSB

PD - JOLAINE ARSENAULT BATTIKH, CSAP



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The Inter-University Doctoral Program in Educational Studies (a collaborative partnership between Acadia, Mount Saint Vincent, and St. Francis Xavier universities) is continuing to accept applications. The program can support students in preparation for assuming the role of educational researcher in one or more of six themes: curriculum studies, educational foundation and leadership, inclusive education, lifelong learning (adult education), literacies, and psychological aspects of education.

Any enquiries about the program can be directed to:

Dr. David Young
Chair, Inter-University Doctoral
Administrative Committee
St. Francis Xavier University
dyoung@stfx.ca
902-867-2215

Ruth Ann d'Entremont
Doctoral Program Assistant
Mount Saint Vincent University
ruthann.dentremont@msvu.ca
902-457-6564

Apply for the July, 2017 intake by November 15, 2016.

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Do you know the 10 warning signs of Alzheimer's disease?

by Alzheimer Society of Nova Scotia

Currently, there are more than 17, 000 Nova Scotians living with Alzheimer's disease or another form of dementia. Many Nova Scotians may encounter a person with early stage Alzheimer's disease and not even know it. That's why it is important to know the facts.

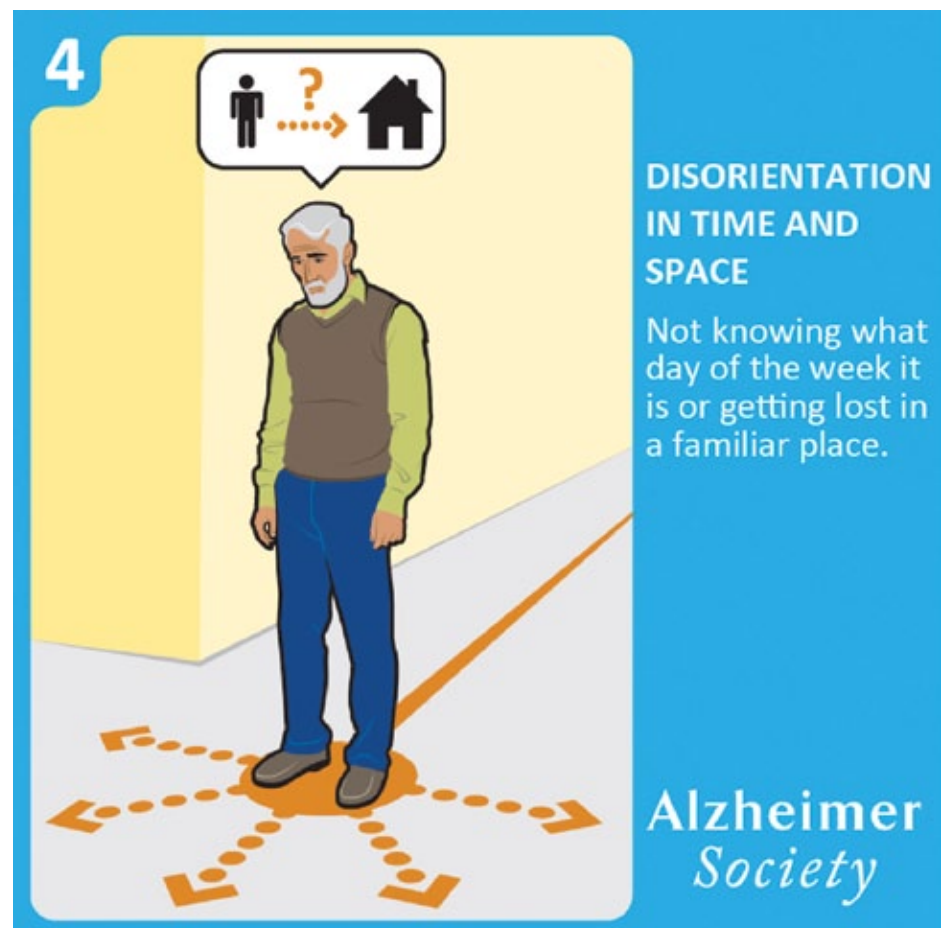
Alzheimer's disease is the most common form of dementia. Alzheimer's disease is a progressive, degenerative disease of the brain. Symptoms include memory loss, difficulty with day-to-day tasks, and changes in mood and behaviour. People may think these symptoms are part of normal aging but they aren't. If you notice any of these symptoms or changes in abilities or behaviour, it is important to see a doctor. The changes may be due to other conditions such as depression, drug interactions, or an infection. If it does happen to be Alzheimer's disease, an early diagnosis helps you get the proper treatment, information, and support. While there is currently no cure for Alzheimer's disease, there are treatment options and lifestyle changes which can help slow the symptoms of the disease.

To know what warning signs to look out for, the Alzheimer Society has developed the following list:

1. **Memory loss that affects day-to-day abilities**
It's normal to occasionally forget appointments, colleagues' names or a friend's phone number and remember them later. A person

with Alzheimer's disease may forget things more often or have difficulty retaining new information.

2. **Difficulty performing familiar tasks**
Forgetting how to do something that you have been doing your whole life is a warning sign of dementia as well. A person with Alzheimer's disease may have trouble completing familiar tasks, such as preparing a meal or playing a game.
3. **Problems with language**
Everyone has trouble finding the right word sometimes, but a person with Alzheimer's disease may forget simple words or substitute words, making sentences difficult to understand.
4. **Disorientation in time and space**
It's normal to forget the day of the week or your destination - for a moment. But people with Alzheimer's disease can become lost on their own street, not knowing how they got there or how to get home.
5. **Impaired judgment**
From time to time people can make questionable decisions such as putting off seeing a doctor when they have an infection. A person with Alzheimer's disease may experience changes in judgment or decision-making, for example not



recognizing a medical problem that needs attention or wearing heavy clothing on a hot day.

6. **Problems with abstract thinking**
Occasionally people may have difficulty with tasks that require abstract thinking, such as balancing a chequebook. Someone with Alzheimer's disease may have significant difficulties with such tasks, for example not understanding what numbers are and how they are used.
7. **Misplacing things**
Anyone can temporarily misplace a wallet or keys. A person with Alzheimer's disease may put things in inappropriate places: an iron in the freezer or a wristwatch in the sugar bowl.
8. **Changes in mood and behaviour**
Everyone becomes sad or moody from time to time. Someone with Alzheimer's disease can exhibit varied mood swings - from calm to tears to anger - for no apparent reason.
9. **Changes in personality**
People's personalities can change in subtle ways over time. A person with Alzheimer's disease may experience more striking personality changes and can become confused, suspicious or withdrawn. Changes may also include apathy, fearfulness or acting out of character.
10. **Loss of initiative**
At times, it's normal to tire of housework, business activities or social obligations, but most people regain their initiative. A person with Alzheimer's disease may become passive and apathetic and require cues and prompting to become involved.

For previous *The Well Teacher* articles, go to www.nstu.ca

Click on ►► Communications ►► NSTU Publications
►► The Teacher ►► The Well Teacher

Learn how teaching yoga can bring joy to a school.

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YOGA in schools | CANADIAN CONFERENCE

This conference offers workshops for every level, from the curious beginner to the certified yoga instructor, and for the first time in Canada provides complete Yoga in Schools training. Workshop titles include: Introduction to Yoga, Yoga Grade 11, Yoga for Special Needs and Autism, NEW Girl on Fire Empowerment Program, NEW Mindfulness Manual, Yoga and Story telling as well as multi-level posture classes.

Conference Leaders:

Jenny Kierstead, author of 8 yoga school programs and award-winning educator, is founder of Breathing Space Yoga Studios.

Blair Abbass has been teaching meditation and stress reduction for students and teachers for over 30 years and was the first teacher to bring Yoga 11 to HRSB.

Who can attend: This program is suitable for all teachers/specialist especially Phys. Ed., support staff and guidance.

Date(s): July 18th-21st, 2016
Location: Chocolate Lake Hotel, Halifax, Nova Scotia
Fee: \$ 500.00 + HST

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The earlier these 10 signs are recognized and a diagnosis can be made, the more treatment options are available. Again, there is no cure for the disease, but there are many programs and services offered by the Alzheimer Society of Nova Scotia, that when instituted early in the progression of the disease can actually help slow the symptoms. In some cases, this could mean an individual being able to live at home longer, versus someone who recognized the signs later or did not participate in programs.

The Alzheimer Society of Nova Scotia is here to help both people living with dementia and their caregivers. We offer information, support, education, and referral.


For more information, call our confidential Alzheimer Information Line at **1-800-611-6345**, or visit us at www.alzheimer.ca/ns.



2015-2016

Pre-Retirement Seminars

SCHEDULE



DATES		LOCATIONS
February	4 & 5 (Thursday & Friday)	HRSB (Dr. Tom Parker Building, Halifax)
	11 & 12 (Thursday & Friday)	SSRSB (Best Western, Bridgewater)
	23 & 24 (Tuesday & Wednesday)	HRSB (Dr. Tom Parker Building, Halifax)
March	1 & 2 (Tuesday & Wednesday)	CCRSB (Holiday Inn Express, Stellarton)
	8 & 9 (Tuesday & Wednesday)	CBVRSB (Holiday Inn, Sydney)
	23 & 24 (Wednesday & Thursday)	HRSB (Dr. Tom Parker Building, Halifax)

Registration for these seminars should already have taken place through your Board.


Updated January 2016

Dates/locations subject to change

Retired Teachers Organization

FOUNDATION GRANT

Application Form



Name of Applicant

Address

Postal Code

Phone No. Fax No.

Federal Charitable Status Number

Program Coordinator

Brief Description of Program

Number of children involved in this program

Percentage of total number of children in the program who are sick and/or challenged

How will this grant make a difference?

Regular source(s) of funding for your organization

Note:

1. By signing this application, you will also be authorizing the Retired Teachers Foundation to verify your business number and check any other relevant facts about your organization.

2. Please attach a one-page letter to elaborate on information requested in this form.

Signature Date

Please submit form with additional information

no later than March 31, 2016 to:

RTO Legacy Foundation

c/o President, RTO, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7

The recipient of the grant will be chosen by the Board of Directors at the April 14, 2016 meeting to be held at 4:00 p.m. at the NSTU Building.

All RTO members are welcome to attend.

- The Objectives of the Retired Teachers Foundation are:

A. To operate a fund exclusively for the benefit of sick and/or challenged children in the province of Nova Scotia;

B. To solicit; accept; receive; acquire by grant, donation, legacy gift, bequest; or otherwise; any kind of real or personal property and to enter and carry out agreements, undertakings and conditions in connection therewith;


C. To disburse annually the interest on deposits.

Guidelines:

1. This annual disbursement is to honour the life and work of former teachers in Nova Scotia;

2. This annual disbursement is to benefit sick and/or challenged children younger than the age of 21 years;

3. This annual disbursement may benefit institutes which are defined as a society or organization founded for an educational, medical, social or similar purpose;

4. This annual disbursement may benefit charitable organizations that work for the benefit of sick and/or challenged children.
- 

NOTICE OF ELECTIONS (SPRING 2016)

Election of NSTU Provincial Executive Members

I. Background:

NSTU By-Law Article IV *The Provincial Executive* outlines the structure and duties of the NSTU Provincial Executive.

Definition

There shall be an Executive of the Council, to be composed of the President, the immediate Past-President (one year position only), the first Vice-President, twenty-two (22) members elected on a regional basis at the Local level, including one member elected by all the members of the CSANE Local, one member elected by all the members of the APSEA Local, and two members elected by all the members of the Community College Local. A majority of the members of the Executive shall constitute a quorum.

Duties

The Executive functions in the name of the Council between sessions. It shall perform its duties in a manner that is consistent with the will of the Council as expressed through resolutions passed by the Council. In addition, the Executive shall carry out duties imposed specifically by the Teaching Profession Act and;

(a) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration and terms of employment, including bonding;

(b) provide suitable offices and equipment for carrying on the work of the NSTU;

(c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions;

(b) provide suitable offices and equipment for carrying on the work of the NSTU;

(c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions;

(d) determine the place and date and make arrangements for workshops and special Council meetings;

(e) issue a post-Council press release;

(f) provide assistance with organizing Locals and Regional Representative Councils and Professional Associations;

(g) shall ratify constitutions of Locals, Regional Representative Councils and Professional Associations by following regulations outlined in the NSTU Guidebook;

(h) determine the boundaries of the Locals;

(i) publish a magazine or other official publications;

(j) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;

(k) have the power to convene an emergency meeting of a Local or a meeting of the NSTU members in a given area; and

(l) is empowered to exercise on behalf of the Union, as the Executive deems advisable from time to time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.

Representation

NSTU Standing Order 10 *Composition of the Provincial Executive* delineates the representation by regional.

10. Composition of the Provincial Executive

(a) Members of the NSTU in the following regions shall elect twenty-two members to the Executive subject to the following conditions: (2015-9)

(i) elections shall be held fifteen (15) days or more prior to the first meeting of the Council;

(ii) the regions and the numbers to be elected from each region shall be as follows:

Annapolis-Hants West-Kings	2 members
Antigonish-Guysborough	1 member
APSEA	1 member
Cape Breton District	2 members
Colchester-East Hants	1 member
Community College	2 members
Conseil syndical acadien de la Nouvelle-Écosse	1 member
Cumberland	1 member
Dartmouth	1 member
Digby-Shelburne-Yarmouth	2 members
Halifax City	2 members
Halifax County	2 members
Inverness-Richmond	1 member
Lunenburg County-Queens	1 member
Northside-Victoria	1 member
Pictou	1 member
(2014-14) (2015-17)	

II. Election Locations

Region	To be Elected
Annapolis-Hants West-Kings (2)	1 member
Antigonish (1)	1 member
Cape Breton Industrial (2)	1 member
Colchester-East Hants (1)	1 member
Community College (2)	1 member
Dartmouth (1)	1 member
Digby-Shelburne-Yarmouth (2)	1 member
Halifax City (2)	1 member
Halifax County (2)	1 member
Inverness-Richmond (1)	1 member
Lunenburg County-Queens (1)	1 member

III. Eligibility

NSTU By-Law Article I-10(a) (iv) The right to vote and hold office at the Local and/or provincial level.

IV. Time Line

A regional election must be conducted at least 15 days prior to Annual Council.

Nominations close 30 days prior to Election Day in a region.

The Regional Nominating Committee sets the exact dates for the election and close of nominations in a region.

Contact your Local President to obtain the dates for the Close of Nominations and Election Day.

V. Contact Person:

For further information regarding the 2016 Regional Elections, contact Lise Meunier at lmeunier@staff.nstu.ca or 1-800-565-6788.

January/February 2016, The Teacher, Page 9

NSTU CAMPAIGN GUIDELINES



The 2016 deadline for candidates' information is **April 1** for the April 12 issue and **April 29** for the May 17 issue. This information should be given or sent directly to *The Teacher* office at theteacher@nstu.ca

The following guidelines are for NSTU members running for the following positions/committees during Annual Council 2016: CTF Delegate, Discipline Committee, Professional Committee and Resolutions Committee.

8. Committee Campaign Guidelines

In respect of electoral campaigns for committees elected at Council, the following guidelines shall apply:

- (a) Active campaigning within the Council Chambers is prohibited. Passive campaign activity within the Council Chambers is permitted;
- (b) Locals are prohibited from directly making any monetary or non-monetary contribution to any candidate's campaign. Such contributions do not include expenditure of funds designated for the Local (e.g. Local meeting room at Annual Council). (2013-4)
- (c) Campaign spending by or on behalf of each candidate may not exceed \$100. Such expenses are the sole responsibility of the candidate.
- (d) All candidates must submit an approved financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This statement is to include a list of all contributions with non-monetary items being assessed at dollar value, and an itemized list of expenditures;
- (e) The Annual Council Elections Committee shall refer the financial statements of candidates to the Provincial Executive for review. These financial statements will be published in *The Teacher*.
- (f) Publicity: Each candidate is permitted to insert in an issue of *The Teacher* prior to Council:
 - (a) One head and shoulder photograph of himself/herself;
 - (b) Biography of personal, educational and career achievements, of no more than 150 words;
 - (c) A personally prepared platform of objectives, no more than 300 words in length.
- (g) Items must be sent to *The Teacher* fifteen (15) working days before publication and these will appear in alphabetical order.
- (h) Paid advertisements in any medium (press, radio, TV, *The Teacher*) are prohibited.
- (i) The number of campaign posters and/or banners on display in the hotel at Annual Council may not exceed a total of twenty-five (25) for each candidate. When Annual Council is held at a facility where Local delegates are divided between two facilities, the number of posters will be increased to thirty-five (35). 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. (2011-9)
- (j) Upon request, each candidate shall be given a list of the room numbers at the main facility used by NSTU delegates, alternates, official observers and guests once delegates have been accommodated. Distribution of campaign materials to rooms shall be limited to those rooms so identified. Such identification shall not allow the name of the occupant of the room to be determined.

9. General Campaign Guidelines - Active and Passive Campaigning

With respect to all elections, the following definitions shall apply:

- (a) 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 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. (2011-13)
- (b) 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 writing 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 the delegate's seat and table spot. (2011-12)
- (c) 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. (2011-10)
- (d) In the event that campaigning for any other NSTU election takes place during Council, the guidelines for the Council Committee election campaigns applicable to the conduct of the campaign during Council, shall apply.
- (e) Active campaigning for election to a position not related to the structure of the NSTU is prohibited.

Congratulations!

The winner of the book giveaway 'Merry Christmas Squirrels!' from the December issue of *The Teacher* is **Norma Jean Collinson** from the CCRSB.



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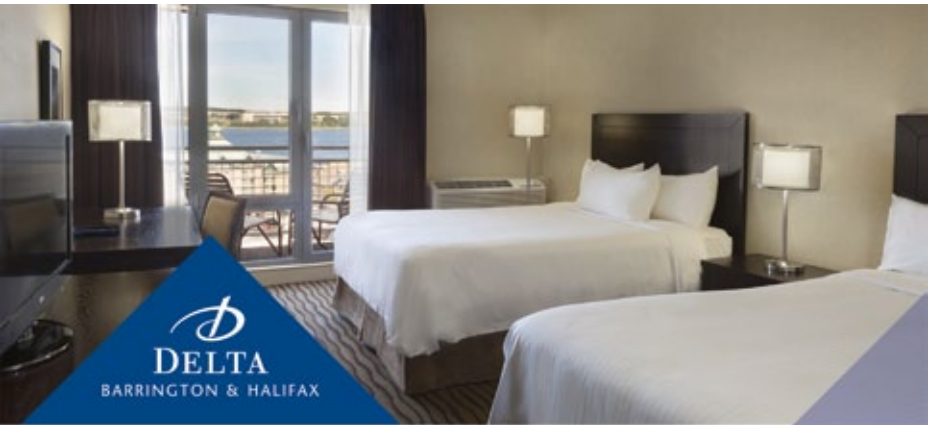
- Tour Manager (responsibilities on the road include all for assigned tours – confirming hotels, meals & attractions)
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- Making effective decisions regarding passenger safety and handling any required tour changes
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Skills Required:

- Must be fluent in English (additional languages such as German & French a definite asset)
- Excellent oral communication skills – must be articulate
- An excellent people manager who is flexible and able to handle a variety of personality types
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To apply, please forward resume to:
Anita MacDonnell—General Manager
Atlantic Tours & Travel
22 Waddell Avenue, Dartmouth, NS B3B 1K3
amacdonnell@atlantictours.com

Atlantic Tours would like to thank all applicants for their interest, however, only those selected for an interview will be contacted.



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Teachers Make a Difference



Congratulations to all of the NSTU members nominated for the Teachers Make a Difference Campaign!!

APSEA

Marcy Tilford

Annapolis Valley Regional School Board

June Brown
Heather Chipman
Whitney Croft
Robert Davies
Heather Easson
Robin Foley
Michelle Freeman
Nova Keddy
Tom Kelly
Danielle Leblanc
Anthony Lockhart
Laura McCulley
Susan Murphy
Jan Schurman

Cape Breton-Victoria Regional School Board

Cheryl Burke
Margie Lou Caldwell
Denise Chaisson
Avril Delanaey
Delores Dilny
Beth LaLonde
Jill-Anne MacGee
Joanne MacGillivray
Lisa MacLean
Kelly McNenley
Deborah Moore
Marilyn MacDougall
Tanya Royal
Noelle Wadden
Setz Sue White

Chignecto-Central Regional School Board

Lisa Brunt
Hans Budgey
Denise Burgess
Jennifer Eisener
Kyle Forster
Kathy Fougere
Mike Fougere
Kristina Ann Jones
Julia Lavers
Myrna LeBlanc
Beth MacMichael
Fred MacKenzie
Karlene Morris
Melanie Morrissey-Pictou
James Morrison

Emily Reilly
Gail Sample
Rebecca Sharkey
Daren White
Caralei White
James White

Conseil scolaire acadien provincial

Karim Amedjkouh
Audrey Boudreau
Martial d'Entremont
Jocelyne d'Eon
Jérémie Doucet
Nathalie Dugas
Louise Hazlehurst
Sheila Henderson
Francine LeBlanc
Mays Markabi
Melanie Surette
Christina Taddei

Halifax Regional School Board

Farah Ahmad
Karen Armstrong
Tara Arseneau
Amy Bain
Reuben Bauer
Gregory Brophy
Erin Brothers
Marylou Buckle
Keri Butler
Kim Casey
Regan Clancey
Mike Cosgrove
Ashford Crawford
J.P. Crowell
Patricia Cuvilier
Nicholas Down
Greg Doyle
Joan Doyle
Carla Elliott
Margo Ells-MacLeod
Susan Gavin
Ashley Grant
Olga Greene
Melissa Jones
Sheila Kelly
Shannon Kennedy
Joanne Kennedy
Mackenzie Knox
Paulette Kraitzek
Teresa Laybolt
Calum Leadbeater
Shelagh LeBlanc

Stephanie Lowrie
Lois MacGregor
Erin MacLean
Jeannette Marshall
Shelley Mason
Lindsay Matheson
Laura McCulloch
Isla McEachern
Janice Mitchell
Clara Mitchell
Donald Morrison
David Nagle
Lynda Nemeth
Janis Parks
Jennifer Parsons
Erica Phillips
Patricia Pool
Jennifer Porter
Sabrina Rhindress
Janelle Samson
Danielle Skinner
Susan Steele
Dean Stevenson
Derek vander Molen
Brian Welcher
Glenn Wells
Leslie White
Pamela Zawidzki

Nova Scotia Community College

John Atwater
P. Scott Furlotte
Daryl Ingram
Eleanor MacDonald
Dave Myre

South Shore Regional School Board

Wendy Allen
Angela Andrews
Karen Brazill
Annette Burke
Toni Eisnor
Amanda Fisher
Paul Gilbert
Louise Graham
Sandra Joudrey
Angela Lake
Gale Lohnes
Nancy MacIntosh
John MacKay
Craig Pottie
Sarah Selig
Lydia Skoreyko

Dawn Uhlman
Bernard Van Doninck

Strait Regional School Board

Effie Boutilier
Claude Broussard
Susan Camron
Thomas Chisholm
Nicole Cleary
Margaret Coady
Angela Deagle
Krista DeLorey
Greg Hadley
Kirk Johnstone
Joanie Kennedy
Jenn Laudadio
Janet MacIsaac
Tracey MacDonnell
Sara MacFarlane
Peter MacInnis
Karen MacIsaac
Valerie MacLean
Amanda MacLean
Mairi Parr
Mark Petipas
Shelley Rovers
Suzie Synishin

Tri-County Regional School Board

Sarah Acker
David Baldwin
Susan Berry
Melissa Brown
Jodi Cossaboom
Nicole Deveau
Jevon Doane
Karen Gaudet
Michelle Grant
Arthur Hatt
Michelle Heighton
Amber Hiltz
Jody Jensen
Dereck Lesser
Anne Littlewood
Krista Moore
Tracey Murphy
Yvette Neil
Maureen Nickerson
Mitzy Grimshaw-Poole
Michael Silver
Kathryn Sivret
Dawn Smith
Sandra Walsh
Elizabeth Wight

Pension Committee



The NSTU Pension Committee held its second meeting of this school year at the NSTU office on January 15. This committee identifies pension issues as required for the NSTU provincial executive, recommends pension resolutions for Annual Council and facilitates sessions for Locals and regions. **Shown clockwise from the bottom are:** Bev Roy (Kings); committee chair Jody MacIreith; Retired Teachers Organization rep Gary Archibald; David Kokocki (Lunenburg County); Paul MacLean (Richmond); Anna Mae Muise (Cape Breton District); and Mary Alice Ali (Pictou). **Missing:** NSTU staff liaison Kyle Marryatt.



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executive highlights

December 3-4

- Filed the table officers report;
- Selected six candidates to the John Huntley Memorial Internship Program, along with two alternates;
- Approved a recommendation that Steve Mahoney be appointed as a member of the Teachers' Pension Plan Inc. Board of Directors, effective January 1, 2016 to December 31, 2019.
- Selected a member to serve on the Status of Women Committee with a term to expire July 31, 2016;
- Amended Operational Procedure 8. Election Procedures, (c) Electronic Voting Procedures for Election of NSTU President by Universal Suffrage, (xvii) Candidates' Publicity;
- Approved a recommendation that the voting day for the election of the NSTU President be held on Wednesday, May 25, 2016 and that the second voting day, if needed, be held on Thursday, June 2, 2016;
- Approved a recommendation that Karen Willis Duerden be appointed as the Provincial Returning Officer for the NSTU Presidential Election 2016;
- Approved a recommendation that the Community College Local by-election for Provincial Executive member be set for Tuesday, January 12, 2016;
- Approved a recommendation that the Halifax City Local by-election for Provincial Executive member be set for Tuesday, January 14, 2016;
- Approved a recommendation that during the next Nominating Committee process to appoint members to the Public Affairs/ Public Relations Committee, that one (1) of the positions be appointed for a one (1) year only term;
- Approved an amendment to the Status of Women Committee Mandate;
- Approved a recommendation that the Status of Women Committee prepare a packet including information and suggestions to help Locals organize an activity to celebrate International Women's Day;
- Approved a recommendation that the packet of information and suggestions regarding International Women's Day be sent to the NSTU staff;
- Approved a recommendation that the Status of Women Committee organize a biennial provincially-sponsored conference addressing women's interests within the NSTU and the workplace.



NOVA SCOTIA TEACHERS UNION 2015 - 2016

At the December 3-4 Provincial Executive meeting, the following NSTU members were selected:

Selected six candidates to the John Huntley Memorial Internship Program, along with two alternates: Michelle Longley, Lunenburg County; Robyn McKenzie, Yarmouth; Crystal Tattersall, Annapolis; Cheryl Corbin, Pictou; Phillip Samson, Richmond; Rosella Winship, Halifax County. Alternates: David White, Queens; Brigitte Ehler, Pictou.

Steve Mahoney appointed as a member of the Teachers' Pension Plan Inc. Board of Directors, effective January 1 to December 31, 2016.

Shari MacGillivray, Antigonish selected to serve on the Status of Women Committee with a term to expire July 31, 2016.

Karen Willis Duerden appointed as the Provincial Returning Officer for the NSTU Presidential Election 2016.

An opportunity to make a difference! Are you passionate about education? Do you value teachers & their role in the community?

The Yukon Teachers' Association is a small close knit team seeking an energetic individual with a background in employment & labour relations to represent YTA members and address workplace issues.



Position Title: Employment Relations Advisor
Salary: \$68,531 to \$76,593 per annum, including 9 weeks paid vacation, plus benefits.
Travel and relocation expenses negotiable



Essential Skills & Qualifications:
Knowledge and understanding of labour relations and grievance procedures.
Experience representing employees in hearings & resolving conflict situations.
Practical research and computer literacy skills.

Please visit the YTA website at www.yta.yk.ca for the complete job posting.
Email your cover letter and resume to Denise Schneider at admin@yta.yk.ca or fax to 867-667-4324.

The John Huntley Memorial Internship Program

The remaining deadlines for application for the John Huntley Memorial Internship Program for the 2015-2016 school year are
February 15 and April 15, 2016.

Applications for active NSTU members are available through your NSTU rep, on the NSTU website at www.nstu.ca or at Central Office 902-477-5621 or 1-800-565-6788.

The internship provides members with an opportunity to learn more about the NSTU.

Nova Scotia Teachers Union

aviso

We Want to Hear Your Story

Submissions are encouraged from Nova Scotia's public school teachers, community college faculty and professional support staff. Please mail to:

AVISO, 3106 Joseph Howe Drive, Halifax, NS, B3L 4L7

Or email submissions to aviso@nstu.ca

Manuscripts submitted should reflect AVISO's mandate as a professional journal for Nova Scotia's teaching profession. Manuscripts will not be returned. Any manuscript chosen to appear in AVISO may be edited for clarity, style, length and consistency.

Contributor guidelines are available to interested writers on the NSTU Website — www.nstu.ca

Please ensure email attachments are Microsoft Word, Rich Text Format or Text Only.

Original pictures or images related to submitted content are appreciated.

The themes for the 2015-2016 academic year AVISO editions are:

Winter – Innovative Teaching and Learning

Spring – Widening the Perspective of Cross Cultural Competency

Racontez-nous votre histoire

Nous encourageons des soumissions des enseignants des écoles publiques, du personnel enseignant et de soutien des collèges communautaires. Veuillez envoyer vos soumissions à :

AVISO, 3106 chemin Joseph Howe, Halifax, NS, B3L 4L7

Ou bien envoyez vos soumissions par courrier électronique à : aviso@nstu.ca

Les manuscrits soumis devraient refléter la mission d'AVISO en tant que revue professionnelle des enseignants de la Nouvelle Écosse. Les manuscrits ne seront pas retournés. Les manuscrits sélectionnés pour la publication dans AVISO pourront être édités pour ce qui est de la clarté, du style, de la langue et de la cohérence.

Les directives relatives aux collaborateurs sont disponibles en consultant le site Web du NSTU — www.nstu.ca

Les manuscrits envoyés par voie électronique doivent être en format Microsoft Word, Rich Text Format ou Texte seulement.

Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d'AVISO pour 2015-2016 sont les suivants:

Hiver – Enseignement et apprentissage innovateurs

Printemps – Élargir la perspective de la compétence transculturelle

NSTU Leader Profile

BILL MURPHY - Antigonish-Guysborough NSTU Provincial Executive

In his 26th year of teaching, Bill Murphy, a StFX, business, education and Master of Education in Administration graduate, has been the provincial executive representative for the Antigonish-Guysborough region for the past two years. He started active involvement in union affairs first as an NSTU rep and then in 2004 as a member of his Local's executive.

"I was approached to be a rep by former Antigonish Local president Bernie MacDougall," he says. "After doing that for a few years, I got involved on the executive."

He served as VP of Communications, from 2004 to 07, and VP of Economic Welfare from 2007 to 09, and was a member of the Strait Regional Representative Council's Economic Welfare Committee (REWC) from 2007 to 09. But it was his foray as Chair of the Strait REWC from 2009 to 11 and negotiating a regional contract where he really got the "NSTU bug."

"For me, going through the process of negotiating a regional contract reinforced the importance of fairness and teacher protection," he says.

Through his REWC involvement he was also able to participate in the grievance procedure on behalf of members. "This process, while not always siding in favour of teachers, provides them with an avenue for their voices to be heard," he remarks. "Sometimes teachers make mistakes and need to be accountable, and at least there is a means of resolving disputes through regional and provincial contracts that is fair. Whether the teacher is right or wrong a procedure exists that ensures due process."

From his REWC involvement he then became a member of the Provincial Economic Welfare Committee and was a member of the negotiating committee that negotiated the 2012 to 15 public school contract that is currently in place.

"Through my involvement in provincial negotiations, I've realized that the entity that puts teachers first is the NSTU—I feel strongly that anything we've earned through negotiations and over time to protect teacher rights and benefits is the result of years of hard work and dedication of the NSTU. I always wanted to be a part of that, and want to continue to be a part of that."

His teaching career has been at the elementary level, including a two-year stint as vice-principal of Antigonish Education Centre, where he has taught Grade 4 for the last dozen years. He began his teaching career up North in the Northwest Territories in Fort Liard, where he remained for eight years.

The Antigonish native also spent a year teaching in a Reserve school in Indian Brook near Shubenacadie. "I had a Grade 2-3-4 split class there," he says. "I taught in that school the very first year it opened." He also taught in Tracadie and returned to his hometown in 1997.

He's seen lots of positive growth in elementary education over his career, but does admit that there seems to be less time to plan. He feels that, "For many reasons, the profession



as an educator is becoming more challenging. Teachers want to be accountable and they know that paperwork is part of it, but it does put a squeeze on teaching and planning time."

Having positive interaction between home and school really helps he says. "Most parents have a great relationship with their children's teachers."


"I've seen the communication between teachers and home open up completely over the last two decades," he adds. "Every parent has my email and I encourage them to contact me by email or by phone." Murphy is passionate about the home and school connection. His master's thesis focused on the power of positive involvement between home and school and the impact it has on student learning.

"Now more than ever, there is an expectation that there are open lines of communication between teachers, parents, our schools, our school board, and each other, and that there is an opportunity to share information and strategies."

He sees the sharing of information and open lines of communication as crucial for the NSTU as well, especially through the continuing of negotiating a new public school contract. "It's difficult for people to understand that negotiations is a process and that neither side gets everything they ask for, but keeping the lines of communication open is key."

Given the current climate with this particular government, Murphy says it's even more important now to, "Be cohesive and move forward together as a strong organization."

He concludes, "I love my job and the students I work with every day. I teach in a great school with a group of highly trained teachers and administrators. I cannot imagine myself doing anything else."



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coming events

February is...

African Heritage Month (<https://ansa.novascotia.ca/>); Heart Month (<http://heartandstroke.com/>); Psychology Month (<http://www.cpa.ca/psychologymonth/>); Eating Disorders Awareness Week (<http://nedic.ca/news/edaw-2016/>); White Cane Week, Feb. 7-13, 2016 (<http://ccbnational.net/>); World Cancer Day, Feb. 4, 2016 (<http://worldcancerday.org/>); Pink Shirt Day (<http://pinkshirtday.ca/>)

FEBRUARY

African Heritage Month 2016

To honour the 100th year anniversary of the No. 2 Construction Battalion and to continue to create awareness about the Decade for People of African Descent; the African Heritage Month Information Network is pleased to present as the theme for African Heritage Month 2016: ***The Black Battalion: Legacy of Commitment - They Fought to Fight.***

Please visit <http://ansa.novascotia.ca> to find out information on this year's celebrations and events.

FEBRUARY 14 TO 20

Teacher-Staff Appreciation Week

The Canadian Home and School Federation's Teacher Staff Appreciation Week will take place this year from February 14 to 20. The Nova Scotia Federation of Home & School Association and local Home

and School Associations encourages all parents, students and the wider community to recognize the important contributions, both personal and professional, of teachers and school staff to the lives of children and their education.

For more information visit: <http://www.canadianhomeandschoolfederation.org> or <http://www.nsfhsa.org/News-and-Events/>

MARCH 4 DEADLINE

NSSSA Inclusion Conference—Registration

The Nova Scotia Secondary Schools Association (NSSSA) Inclusion Conference ABILITY'16 will be held at Mount Saint Vincent University on Saturday, April 2, 2016 from 9:00 a.m. to 9:00 p.m.

The conference is for students with intellectual and also physical disabilities, but also for those without disabilities as well. Students with a disability are paired with students without, as their buddy for the day. Each pair of students are placed into what is called a "skillbuilding group" who they will attend sessions with throughout the day. The goal of these sessions is to make everyone feel comfortable and to hopefully develop a confidence for people to challenge social stigmas that can be associated with disabilities not only in high schools, but in all aspects of life. Understanding the need of structure for some, a clear schedule for the day is offered, including a talent show, scavenger hunt, and dance! To further promote our message of inclusion, all of the activities planned are easily adapted to meet varying

needs. The Inclusion conference is open for any high school students in Nova Scotia to attend, and it is a day that won't easily be forgotten. The Inclusion Committee, comprised of a group of NSSSA students, plans the conference. The NSSSA plans numerous leadership conferences each year in different areas of the province.

For more information on the Inclusion Conference, or the NSSSA in general please visit the website at <http://nsssa.squarespace.com>. To register for the conference go to this link: <https://nsssa.squarespace.com/events/2016/4/2/ability-16>. For more information contact Robyn Metcalfe at robyn.metcalfe@gmail.com.

MARCH 10

The Great Big Crunch (Canadian)

The Great Big Crunch, founded and coordinated by FoodShare Toronto, is an annual day of food education in classrooms across the country, culminating in a moment of anti-silence in which school children, teachers, politicians and many more crunch into apples at the same time. The Great Big Crunch celebrates Nutrition Month and calls attention to the importance of healthy school food, food literacy and support for local farmers. For more details <http://foodshare.net/program/crunch/>

MARCH 20 DEADLINE

Canada Day Challenge 2016

Youth from all across Canada, aged 8 to 18 years old are once again invited to share what makes them proud to be Canadian. Youth can participate in the Canada

Day Challenge 2016 by submitting their creations in three categories: Draw it!, Snap it! and Write it! There will be a total of nine finalists selected—three from each category. Three finalists will also be selected as the national winners to represent each category as part of winning posters for Celebrate Canada. These include trips for two to Ottawa to celebrate Canada Day on Parliament Hill: go backstage, meet some of Canada's most inspiring people, tour museums, galleries, the iconic Parliament Buildings and be part of a special summer exhibit at the Canadian Museum of History!

Winners will also receive a chance to work with the National Film Board of Canada to create their very own short films about their adventures in Ottawa.

Entries will be accepted until (including postmarked by) April 1, 2016.

Please visit <http://canada.pch.gc.ca/eng/1449088858795> for details.

MARCH 22 DEADLINE

42nd NSTU Annual Bowling Tournament

The 42nd Annual Teachers Bowling Tournament will be held April 23-24, 2016, at the Fairlanes Bowling Centre in New Minas, and will be hosted by the Kings County Kegglers. This tournament is open to all teachers (active, retired, reserve) with any combination of women and men. Our tournament has run non-stop since it was first held in 1975. This tournament is for the skilled or unskilled, with two divisions of competition: championship and handicap.

New teams are invited and encouraged to participate (5-8 bowlers/team). Cost is

(continued on page 15)



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With over 19,300 free bilingual articles, quizzes and learning tools, The Canadian Encyclopedia helps connect students to Canadian history, fine art, the sciences and more!



THE CANADIAN
ENCYCLOPEDIA

Resolutions Committee



The NSTU Resolutions Committee met on January 15 to review submissions from NSTU Locals for Council 2016. **Standing:** Pat Hillier (Cumberland), Marc Breaugh (Lunenburg County) and NSTU staff liaison Debbie McIsaac. **Seated:** Joyce Lively (Cape Breton District) and chair Lori MacKinnon (provincial executive, Digby-Shelburne-Yarmouth). **Missing:** Heather Ryan (Halifax County). Members of this committee are elected at Council, except the Chair of the committee who is selected among members of the provincial executive. Among other things, this committee is responsible for preparing resolutions that are circulated to all members prior to Annual Council, ensuring that resolutions affecting the NSTU's budget are costed by the Finance and Property committee and determine the eligibility of submissions received during Annual Council proceedings for consideration under New Business. The committee also coordinates composition of Reports to Council, the Disposition of Resolutions, and manages policy review.

INVITATION TO ATTEND

**21st NATIONAL CONGRESS
ON RURAL EDUCATION IN CANADA**

MARCH 20-22, 2016
TCU Place - Saskatoon, Saskatchewan

Imagine
THE POSSIBILITIES...

TOGETHER WE ARE STRONGER

Important Conversations about Rural Schools

Keynote Presentations by

Karl Subban
Vision for Success: Unlocking Your Full Potential

Waneek Horn-Miller
Inspiring Aboriginal Youth

Dr. Alec Couros
Possibilities for Learning in a Digital World

Over 50 breakout sessions relevant to rural and remote school

Register, website:
<http://www.usask.ca/education/ruraled>

Info: Saskatchewan Educational Leadership Unit
(306) 966-7634
selu.info@usask.ca

NOTICES

Staples Superpower Your School Contest

Staples and Earth Day Canada have teamed up to provide publicly-funded schools the chance to win \$25,000-worth of new technology, giving students the opportunity to learn, discover and enhance their education through leading-edge technology offered at Staples.

Through the Staples Superpower Your School Contest, a total of 10 prizes (each for \$25,000-worth of tech products) are up for grabs! For a chance to win, publicly-funded schools must simply share what they're doing to help our environmental www.staples.ca/powereco.

Maintaining a sustainable green house, creating planting areas in local parks and building a Geodome. These are just some of the projects that helped previous winning schools stand out and we'd love to work with you to spread the word. We can offer you insights on what schools are doing to foster a passion for the environment, images, testimonials or access to Leigh Pearson, Staples' director of environment.

The contest is now open and closes on January 29, 2016.

Bhutan Canada Foundation Reading Program

The Bhutan Canada Foundation offers a four-week spring and summer Reading Program in which teachers help elementary school children improve their English reading skills. Anyone interested in participating for part of their summer vacation, or retired teachers looking to have a teaching opportunity are welcome. For more information please check out our webpage <http://bhutancanada.org/programs/bhutan-reading-program/>

For further info or queries, please contact andrea@bhutancanada.org



(from page 14)

\$260/team. Individual teachers looking to be placed on a team can contact the tournament chair. **Registration deadline is March 22.**

Bowlers seeking more information, or who wish to indicate interest, please contact Stephen McNeill, tournament chair at 902-670-8741, smcn@accesswave.ca or Ken Williams, tournament secretary, at 902-443-7168, kb.williams@ns.sympatico.ca.

MARCH 30 TO APRIL 14

Nova Scotia Skills Competitions

Discover and explore the 2016 NS Skills Competitions! Have you registered your

students to tour the biggest, most interactive skilled trade and technology event in NS? If not, there still might be room available. Contact Janine King to sign your students up for a guided tour.

- **March 30** NS Skills Competition, NSCC Kingstec Campus, Kentville
- **April 8** NS Skills Competition, NSCC Waterfront Campus, Dartmouth
- **April 8** NS Skills Competition, Akerley Campus, Dartmouth
- **April 14** NS Skills Competition, NSCC Strait Area Campus, Port Hawkesbury

For more information, visit skillsns.ca.

A two-day professional development institute

Making Authentic Inquiry Work!

Exploring transformative pedagogies using professional inquiry methods

Location:
Student Union Building
Dalhousie University, Rm 303
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Halifax, NS • B3H 4J2

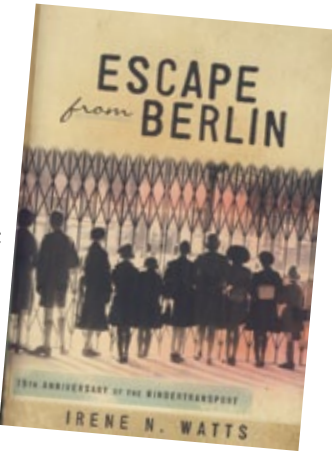
Date and Time:
Apr 18-19, 2016
9 am - 4 pm daily

Cost:
\$250 for two-day workshop
(Breakfast, lunch, refreshments, and 2 publications included)

Space is Limited!
Register by Apr 4 at:
www.LSF-LST.ca/institutes

Congratulations to our Book Winner!

The Teacher would like to congratulate the winner of the book *Escape from Berlin* by Irene N. Watts from the December issue. The winner is **Melodie Couturier** of the **HRSB**.



NOVA SCOTIA

Teaching and administrative opportunities in the Nova Scotia International Programs

Live and work in a new culture; teach the Nova Scotia curriculum, or bring your school leadership expertise to an exciting learning environment. Immediate openings, and semester 2 positions, are available in the Nova Scotia international programs.

Nova Scotia international programs in the People's Republic of China (Grades 10-12) and the United Arab Emirates (Grades P-12) offer:

- competitive pay
- annual return flights
- apartment or living allowance
- paid holidays

For a list of opportunities please see:
www.internationalprograms.ednet.ns.ca

Spreading kindness one rock at a time

Ginger LeBoutillier has been spreading kindness around the world one rock at a time through her Travelling Kindness Rock project, which began in earnest at the beginning of the school year.

Inspired by Australian aboriginal dot art, LeBoutillier, a Grade 5/6 teacher at Falmouth Elementary School, paints rocks that are requested from people around the world asking to send a little bit of kindness to someone who needs a lift, some good cheer and/or support.

It all started with her Grade 5 students last May when she did a theme day on Aboriginal art, while their Grade 6 peers were on a junior high orientation. “We created a series of dot paintings and by June I had a little basket of rocks with sayings on them and then I started

painting the beautiful mandalas,” she says. “The kids would take them to put on their desks and then they ended up keeping them.”

By the beginning of the school year she knew she wanted to take the basket of rocks idea from the classroom and spread it around, so she approached principal Kim Frank about making the project school-wide. The idea was welcomed without hesitation. “I started asking staff, students, and the families at the school to help me with the project, so it basically was a chain of giving,” says LeBoutillier. The idea is simple, “I paint a rock, and you ask for me to send it to someone,” she adds. She paints the rocks at no charge and then volunteers mail it.

To date, over 200 rocks have been sent around the world to places like Argentina, Mexico, Mississippi and the UK. In each case, the postage is paid for by donations. “One lady in England who has cancer, is writing about how she connects to the Travelling Kindness Rocks,” says LeBoutillier.

A map of the world adorns the school lobby bulletin board with pins that mark all the places around the globe the rocks have travelled. “I keep track of all the places and students have been mailing the rocks with their families to help fill the orders.” One of the students at West Hants Middle School, who volunteers for a local senior home, took the basket to the senior’s home to give to its residents.

She tracks the rocks through social media documenting them before they go on their journeys and then encouraging recipients to post on social media once they’ve received their rock.

At first, the school community responded for her request for help in mailing the Travelling Kindness Rocks and paid the postage, but since November donations from people around

the world have been sufficient in sending the Travelling Kindness Rocks. “It’s great to have people wanting to contribute to ensure that the project can continue. The thicker the rock, the more it costs to mail, so I use flat skipping rocks, that are easier to mail and less expensive.” She sources her rocks, wherever she can find them, and has had requests from people to use specific rocks for their kindness gifts.

She paints between 10 and 12 rocks every week and right now is booked for the next three weeks. There are lots of special stories about the rocks. One that was really touching for her was a request made for the Truro Police Department after one of their own, Catherine Campbell, was murdered last September. “I took the Truro Police force crest and incorporated its colours in the mandala I painted on the rock.”

She includes a letter with each rock and a personal note if requested. “People can be choose to be anonymous or not.”

She’s also incorporated a Kids and Kindness campaign for other schools to get involved. “The idea is to have a monthly challenge like reading to someone and then teachers are invited to comment on the website about their classes completing the challenges. I can share their story and post their photos and I will draw one class name per month that has completed the challenge and that class will receive a Travelling Kindness Rock. They will need to use it to continue kindness in some way.”

LeBoutillier has also heard from a Czech exchange student who is going to school in Barrington this year who is taking the Travelling Kindness Rock idea to another level. “He will find a person who is sad, sick, etc. and help that person in some way,” says LeBoutillier. “He will then pass on the Travelling Kindness Rock to that person. When this second person



is able, it will be his/her job to continue this process with a different person. Therefore, the intent of the Travelling Kindness Rock will be passed on to many through this chain.”

She’s also working on a children’s book based on her program. “This project has had an amazing affect on students and how they are treating others,” she says.

She’s also keen on continuing to use social media to promote the program. Currently she’s using Facebook, Instagram, and Twitter. “It’s great to see the positive power of social media.”

She’s really excited about a new twist to her project with a connection to the Children’s Wish Foundation. “Every child in Nova Scotia that gets their wish through the Children’s Wish Foundation will receive a Travelling Kindness Rock.” There are upwards of 65 children receiving wishes each year in Nova Scotia, so she’ll be busy.

At press time, LeBoutillier was just finishing two of the first four rocks for the Foundation.

Teachers interested in finding out more about the Travelling Kindness Rocks or the Kids and Kindness program can contact Ginger LeBoutillier at Falmouth Elementary School or through her website at <http://www.travellingkindnessrocks.ca/contact/>. There is also a newsletter people can sign up for on the site.



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Acadia University offers Master of Education programs in Counselling, Curriculum Studies, Inclusive Education, and Leadership. Our programs offer a different and more personal experience than can be found at larger institutions. At Acadia, you’ll enjoy the opportunity to form close working relationships with your instructors and your fellow students.

Both full-time and part-time programs are available, and courses can also be taken as an independent student prior to applying to a specific program. Study options also include online courses and our annual Summer Institute.

More info: MEd.openacadia.ca

Creativity Specialization

To foster a creative learning environment for today’s students, teachers need to think creatively in planning, in classroom design, and in navigating provincial standards. Our Curriculum Studies program can now be specialized with courses that offer teachers of all disciplines an opportunity to focus, reflect, and build on creative capacity in their practice.

Certificate in Math Teaching

In this part-time program, middle school teachers will develop a greater understanding of the math topics and concepts central to the provincial curriculum, including how to assess math learning and issues at these grades. The program is designed for grade 4–8 teachers who are currently teaching mathematics without a strong background in mathematics. The program is not intended for Math majors and will not support certification at the high school level.

Participants complete ten courses over two years, with courses offered on weekends during the school year, and in compressed formats in the summer.

Planning is underway to begin our next cohort in September 2016. If you are interested, please send us a brief Letter of Interest by April 29, 2016.

More info: teachmath.openacadia.ca

Certificate in French Proficiency

Upgrade French language skills with this 30-credit hour certificate. Courses will be offered on-campus from July 4–15, 2016. Select courses are available online.

Teachers who complete the program may qualify for Advanced Teacher’s Certificate (ATC 1), upon prior approval from the NS Department of Education.

“I would recommend this program to anyone looking to upgrade their French language proficiency.”

Jennifer Dean-Levy, 2015 graduate

Applications received by May 1, 2016 will receive priority.

More info: fp.openacadia.ca

Ready to learn?
Let’s get started. **1.800.565.6568**



Deferred Salary Leave – A Decision You May Not Want to “Defer”

by Jim King
NSTU Executive Staff Officer, Member Services

The opportunity for members of the NSTU to defer salary in order to finance a leave to take time for the pursuit of more time with family, travel, or other passions is one that may be within your reach. Often, we consider the giving up of salary out of the question with the many demands on personal finances these days. However, it is an option that can be affordable and provide an opportunity for rejuvenation in our very demanding profession.

The plan is available to members of the NSTU with a school board or community college. You must have a minimum of five years’ experience and hold a permanent contract, although it need not be full time. Members can sign up for a one year or six month leave with differing levels of financing over two, three, four, or five years. Benefits are maintained during the leave of absence; however, premium costs are paid by the member while on leave. Sick leave credits do not accumulate during this time. Pension deductions do continue and are made based on the salary the member would receive if on a regular salary. The good news is that the leave is considered pensionable service and teaching service. Once the leave is complete, members will be reassigned to the same teaching or supervisory position. In the case of declining enrolment, decisions for assuming positions will be governed by the terms of the agreement. Finally, for members who may wish to take maternity leave following a deferred salary leave, premiums are paid on the full salary while working, but no premiums are paid during the year of the leave. This may impact on your eligibility for employment insurance benefits during your maternity leave.

There are several steps to enrol in the plan. They are as follows:

- Obtain an information booklet entitled, *Deferred Salary Leave Guide Plan for NSTU Members* from www.nstu.ca or by calling 1-800-565-6788. This booklet contains thorough information regarding the plan and answers frequently asked questions, including the difference in “take home pay”.
- Members interested in participating in the plan must make a written application to their Superintendent by April 30 in the year prior to the commencement of the plan. These forms can be obtained from the Human Resources Department of your School Board.
- Teachers will receive written confirmation or denial for involvement in the plan by June 15. Community College members will be informed no later than three months prior to the month of the commencement of the leave. In both cases, decisions regarding acceptance or denial are final and so are non-grievable.

► Finally, the member will arrange with their employer’s payroll department for payment of premium costs of all insurance benefits and pension deductions before entering the year of deferred leave.

Once all these steps have been completed, you are ready to begin your involvement in the plan. A member may withdraw from the plan any time prior to March 1st of the calendar year in which the leave is to commence. Exceptions to this are at the discretion of the school board or community college, but approval cannot be unreasonably withheld for circumstances such as serious illness. The Deferred Salary Plan can be referenced in the Teachers’ Provincial Agreement, Article 39 and Appendix B and Article 42 of the Community College Faculty Agreement and Community College Professional Support Agreements. NSTU Member Services staff are available to assist with further information or to answer questions. You can contact Jim King in Member Services at 902-477-5621, 1-800-565-6788 or jimking@staff.nstu.ca for assistance.



DEFERRED SALARY LEAVE PLAN GUIDE for NSTU Members

MAKE YOUR MARK

Nova Scotia Recycles Contest!

Open to students in GRADES P-12

Entries must be postmarked by **FEBRUARY 26, 2016**

For contest booklets (ENGLISH and FRENCH) PLUS more information, visit **RRFB.COM/RECYCLESCONTEST**

\$55,000 in cash, prizes and scholarships available to students and schools across the province

PUT WASTE IN ITS PLACE





update

The Seniors' Care Assistance Program Helping Seniors Get the Care They Need

Effective January 1, 2016, the NSTU Group Insurance Trustees introduced a new program funded by the NSTU Group Insurance Trust Fund for both active and retired NSTU members and their families.

The Seniors' Care Assistance Program is the only service in Canada that connects members, immediate family, and parents to a Registered Nurse who specializes in senior care assistance. The program helps members understand their senior care choices and ensure they get the right care every time.

As an active or retired NSTU member, Bayshore HealthCare will help you, your spouse, parents, children, or other relatives navigate the senior support services that are available. They will also assist you in making important decisions and will ensure that you and your loved ones receive the proper care they deserve.

The program is based on three main principles: Connect, Access and Care.

The Seniors' Care Assistance Program will Connect you to publically funded senior care resources. Bayshore HealthCare nurses will assess all funding options and financial queries and help you and your family understand and access alternative ways to pay.

Bayshore HealthCare nurses will help you and your families manage Access to senior care and support services by finding and accessing services that are right for your family member.

Bayshore also takes Care to ensure that recommended services such as nursing care, personal care, companionship, house cleaning, home retrofit and meal deliveries are fully assessed and approved by Bayshore HealthCare and are provided by organizations you can trust.

Please note: The costs and fees associated with utilizing a recommended service will be the responsibility of the member/family using the service.

Recently you received through the mail a memo, brochure, and fridge magnet to introduce the new program to active and retired members. The Trustees encourage you to keep this information close for reference as most families will have the need to deal with these issues at some point. Assistance of this nature can help reduce the stress of ensuring family members receive the care they need.

If you are interested in participating in this program, at no cost to you or your family, the Seniors' Care Assistance Program can be contacted at 1-844-453-NSTU (6788).

If you have any questions, please contact: Nancy MacDonald at (902) 477-5621 (local), 1-800-565-6788 (NSTU) (toll-free).

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resources

media LIBRARY @LRTS

Digital Resources for Teachers

The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support Grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources.

Videos you can download for African Heritage Month

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. Please log into the EduPortal, click on the link for “Online Video Library/Learn360” and then use the links below to access these videos and many more.

African & African-American Folktales

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74752>

Three captivating tales provide insight into African and African-American culture. The trilogy contains an explanatory tale, a whimsical and humorous West African story, and a selection from the “Brer Rabbit” tales. Narrated by renowned storyteller Donna Washington, the video includes commentary about each tale’s historical, social, and literary significance. Appropriate for Grades P-5. (20 min.; 1993)

Uniacke Square Blues: Shades of Blue

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=82710>

This documentary looks at the community of Africville and how being forced out affected the people who lived there. Forty years after the residents of Africville were forced out of their Halifax neighbourhood, their descendants are still seeking a resolution. This focuses on three men: Eddie, Irvine and Nelson Carvery who deal with the loss of their community in different ways. Eddie continues his almost half-century protest at Seaview Park where Africville once stood. His brother Irvine is working to have the community’s church rebuilt. Their cousin Nelson is focused on keeping people hopeful and moving forward. Appropriate for Grades 10-12 however teacher preview is recommended. Some content in this video may be not be appropriate for all classes. (46 min.; 2009)

Black Mother Black Daughter

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28837>

A film by Sylvia Hamilton, *Black Mother Black Daughter* explores the lives and experiences of black women in Nova Scotia, their contributions to the home, the church, the community, and the strengths they passed on to their daughters. Some of the women appearing in the film are Edith Clayton, a basket maker; Pearleen Oliver, a historian; Dr. Marie Hamilton, an educator and community leader; and Daurene Lewis, a weaver and politician. Documentary footage, still images, interviews and songs present the strength and lives of Nova Scotia’s Black community. Also appearing is the dynamic female a capella quartet Four the Moment. Appropriate for Grades 6-12. (29 min. ; 2009)

Eliza Parker: Fighting for Freedom

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=82695>

Sixteen-year-old Toni Parker tells the story of her great-great grandmother Eliza Parker. After escaping slavery in Maryland, Eliza settled in the free state of Christiana, Pennsylvania where she met her husband William. On September 11, 1851, the young couple was harbouring two runaway slaves when a slave-owner, accompanied by an armed posse, came to claim the men back. Eliza and her husband refused, and called for help from members of their self-defense organization. After fighting off the attack, Eliza and William made their way to Canada and set up home in the Free Black community, The Elgin Settlement, which today, is located in North Buxton, Ontario, the town where Toni Parker and other descendants still live. From the series *Mother Tongue*. Appropriate for Grades 9-12. (23 min.; 2006)

Keep On Keepin’ On

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28708>

Produced, written, and directed by Sylvia Hamilton, this short film is a visual poem to Nova Scotia from the point of view of an African descended person whose ancestry dates back nearly 200 years in Nova Scotia. It is a testimony to people, who in spite of the odds, “keep on keepin’ on”. This film covers a wide range of curriculum outcomes and is appropriate for Grades 6-12. (4 min.; 2006)

The Little Black School House

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28710>

Produced, written and directed by Sylvia Hamilton, this film reveals the complicated truth of Canada’s segregated schools and demonstrates the resourcefulness, intelligence, and

RESOURCE

New teacher resource supports oral proficiency in Francophone minority settings

The Canadian Teachers’ Federation (CTF) and the Direction des ressources éducatives françaises (DREF) of the Manitoba Department of Education recently launched a new teacher resource designed to help students in French-language schools in minority settings to improve their oral proficiency.

This is the second time CTF has partnered with the DREF. Last year, the DREF and CTF published teacher worksheets in support of the series Identité 2.0.

Designed to help students with their oral proficiency, the resource is called Question d’habitude!, meaning “a matter of habit” which underscores what we often consider as “mistakes” are only habits that were developed in a particular context.

Each of the 20 explanatory worksheets deals with a particular expression and is paired with a short video showing the interaction between teachers and students in a fun and instructive way.

Several studies conducted by CTF over the years have shown that French-language schools are facing many challenges related to the minority linguistic context. For example, schools have to deal with habits that often become embedded in the spoken language and become difficult to get rid of.

While this resource was designed for French-language schools in minority settings, immersion and second language teachers will appreciate it as well.

For more info contact: Ronald Boudreau, Director of Services to Francophones, 613-688-4308 or rboud@ctf-fce.ca

March Break Specials for NSTU members

CAMBRIDGE SUITES, HALIFAX - is offering NSTU/RTO members a **March Break special: \$115** — includes parking, Wi-Fi and local phone calls and a continental breakfast! Cambridge Suites, Halifax is located at 1583 Brunswick Street, Halifax, N.S., B3J 3P5; Inquiries 902.420.0555 / Make a Booking: toll-free 1.800.565.1263; Website www.cambridgesuiteshalifax.com

CAMBRIDGE SUITES, SYDNEY - is offering NSTU/RTO members a **March Break special: \$115** — including parking, Wi-Fi, local phone calls and a Hot buffet breakfast. Cambridge Suites, Sydney is located at 380 Esplanade Sydney, N.S., B1P 1B1; General Inquiries: 902.562.6500 / Make a Booking: toll free 1.800.565.9466 or local 902.563.7009 Website www.cambridgesuitessydney.com

THE PRINCE GEORGE HOTEL - is offering NSTU/RTO members a **March Break special: \$115** — includes parking, local phone calls and Wi-Fi. The Prince George Hotel is located at 1725 Market Street, Halifax, N.S., B3J 3N9; General Enquiries: 902.425.1986 / Make a Booking: toll-free 1.800.565.1567 or direct 902.425.6066; www.princegeorgehotel.com

determination of their students and teachers. It tells the little known story of the women, men, and children who studied and taught at Canada’s racially segregated Black schools and is a poignant and unfailingly honest evocation of the struggle of African Canadians to achieve dignity and equality through education. This film also provides an historical perspective on recent calls to create “Black-focused” schools, after ongoing claims from within the Black community that their students are being ill served by the education system. Appropriate for Grades 9-12 and for teacher professional development. (60 min.; 2007)

Mufaro’s Beautiful Daughters

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66370>

Reading Rainbow: Join LeVar Burton as he reads an African tale of Mufaro’s two beautiful daughters - one bad tempered, one kind and sweet. In addition, we meet an African drum maker as he demonstrates his craft and another man who collects and plays traditional African instruments including the twanga, huhu, conch shell, gome, and asasa. We also watch as LeVar joins in some festival fun with an African dance troupe, *Forces of Nature*. Appropriate for Grades P-5. (28 min.; 2004)

Portia White: think on me

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28709>

Produced by Sylvia Hamilton, this program uncovers the unique life of Canadian born contralto Portia White who achieved unparalleled international success during the tumultuous 1940s. This lyrical documentary blends rare archival footage and haunting performance recordings of Portia White, interviews with family members, former colleagues, and students who after years remain inspired by her. This program is the first major work about the life and career of this extraordinary Canadian singer. Appropriate for Grades 9-12. (50 min.; 2000)

Sing Out Freedom Train

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=77189>

Climb aboard the Underground Railroad in this musical drama. You’ll hear the songs and stories of a small group of slaves as they follow Harriet Tubman north to Canada. Witness the strength they draw from spirituality. Please preview this video. Appropriate for Grades 6-12. (50 min.; 1993)



For advertising information for The Teacher,
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Lieutenant Governor's Teaching Award— deadline February 26

Each year an NSTU member is selected to represent the teaching profession in Nova Scotia through the Lieutenant Governor's Teaching Award in partnership with the Nova Scotia Teachers Union.

"This award highlights and celebrates the positive impact teachers and Community College members have on the students and communities they serve," says NSTU president, Shelley Morse. "We are pleased and honoured to continue to participate in this initiative."

His Honour, Brigadier-General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established the Lieutenant Governor's Teaching Award in 2013, which was instituted by the Honourable Myra A. Freeman, CM, ONS, MSM in 2005 to celebrate the positive influence teachers have on the students and communities they serve.

Potential recipients are nominated by colleagues, active teachers, administrators, or Community College members of the NSTU. The recipient will exemplify the outstanding leadership, dedication, commitment, and achievement by teachers to the youth of our province within our public schools and the Community College to foster the growth of their students, their communities, and their profession.

To be eligible, the successful candidate must be an active teacher or administrator working in a Nova Scotia public school or Community College and a member of the NSTU. The Lieutenant Governor and the NSTU president will host an Award Recognition Ceremony for the recipient of the award at a date yet to be determined. The Lieutenant Governor's Teaching Award is generously supported by Johnson Inc.

Members of the Retired Teachers Organization (RTO) executive and a representative from the Office of the Lieutenant Governor comprise the award selection committee.

The deadline for the nomination forms to be submitted to the Executive Director of the NSTU is Friday, February 26, 2016 by 4:30 p.m. Nomination forms are found on the NSTU website at: <http://www.nstu.ca/the-nstu/about-us/about-nstu/nstu-awards/lieutenant-governors-teaching-award/>.

The 2015 recipient was Selena Davidson Eno. Previous NSTU members honoured with the Lieutenant Governor's Teaching Award are: Margot O'Leary (2014); Dr. Steven Van Zoost (2007); Dianne Raoul (2006); and Karen Wallace (2005).

Lieutenant Governor's Teaching Award



NOMINATE A COLLEAGUE

Nominate a colleague you believe represents the teaching profession in Nova Scotia: someone who exemplifies the outstanding work done daily by teachers. If you know of a worthy candidate, please submit a nomination form today. Candidates must be nominated by three colleagues. For more information, ask your NSTU representative for the 2016 nomination form, or check our website, www.nstu.ca. The annual Lieutenant-Governor's Teaching Award was instituted by the Honourable Myra A. Freeman, CM, ONS, MSM., in partnership with the NSTU to celebrate the positive influence teachers have on the students and communities they serve. His Honour, Brigadier General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established this award in 2013.

**NOMINATION DEADLINE IS 4:30 P.M.
FEBRUARY 26, 2016**

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

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**To book, call Sonia Matheson at 1-800-565-6788
or email theteacher@nstu.ca**

IS RIVER CRUISING ON YOUR "BUCKET LIST"? We at AlmonTravel (www.almontravel.ca) can advise based on personal experience with the following: European River cruise (Main, Rhine and Danube), Portugal (Douro), Southern France (Rhône and Saône), Egypt (Nile), China (Yangtze) and American Queen Sternwheeler (Mississippi). Contact Danny (danny@almontravel.ca) or 902-431-4932 or 855-902-4937. For best options, book a year in advance.

DESTINATION WEDDINGS - Is a Destination Wedding and exotic honeymoon with family and friends something someone close to you has dreamed about? Savings can be as much as 70% less than an at-home wedding. AlmonTravel (www.almontravel.ca) has experience working with 115 couples from across Canada. Contact Danny at danny@almontravel.ca or 902-431-4932 or 855-902-4937.

TEACHER EXCHANGE - Permanent elementary teacher/administrator with the HRSB interested in an exchange with a permanent elementary teacher/administrator from CBVRSB for 2016-2017 school year. Possible permanent exchange desired. If interested contact whaler2780@gmail.com

JOB SHARE - Retired resource teacher interested in doing 20 per cent for the following school year in the HRM area. Contact annmgiovannetti@gmail.com

TEACHER EXCHANGE/JOB SHARE - I am seeking an exchange or job share with an elementary teacher in the AVRSB. I hold a permanent elementary position in HRSB. A permanent exchange is possible. Please contact Vaunda at vaunda.macdonald@hrsbs.ns.ca

TEACHER EXCHANGE - Permanent High School Social Studies/English teacher with the CBVRSB interested in an exchange with a permanent teacher in the HRSB for the 2016-2017 school year. Possible permanent exchange desired. If interested, contact msmcnamara@nstu.ca

TEACHER EXCHANGE - Permanent Grade six teacher with the CBVRSB interested in an exchange with a permanent teacher in the HRSB for the 2016-2017 school year. Possible permanent exchange desired. If interested, contact sailb8526@gmail.com

TEACHER EXCHANGE - I am a permanent HRSB Junior/Senior teacher and I looking for a permanent exchange with a Junior/Senior teacher from CBVRSB, teaching in the math/science departments. If you are interested please send an email to jfrison@nspses.ca

TEACHER EXCHANGE - Permanent resource and early literacy support teacher with the HRSB interested in an exchange with a permanent teacher from the CBVRSB for 2016-17 school year. Permanent exchange desirable. If interested contact dmlachowicz@nstu.ca

TEACHER EXCHANGE - Middle School French Immersion teacher in Cape Breton-Victoria Board seeking an exchange with teacher in Chignecto-Central Board for the 2016-2017 year. Permanent exchange desired. Please contact cnock@nstu.ca

TEACHER EXCHANGE - Permanent elementary teacher with HRSB interested in an exchange with a permanent elementary teacher from CBVRSB for 2016-2017 school year. Possible permanent exchange desired. If interested contact djclark@nstu.ca



Executive Director Nova Scotia School Athletic Federation Position available effective August 1, 2016

The Nova Scotia School Athletic Federation (NSSAF) is a not-for-profit organization with a membership of over 180 secondary schools dedicated to the provision of sound educational experiences through sport. The NSSAF Office is located in the Sport Nova Scotia building at 5516 Spring Garden Road, Halifax.

Reporting to the Board of Governors, the Executive Director is responsible for the day-to-day operations of the NSSAF and the interpretation and enforcement of the Constitution, By-Laws, and Regulations of the Federation.

The Executive Director leads the volunteer Regional Directors, District Coordinators, and Junior High Coordinators in the arrangement and conduct of all District, Regional and Provincial play-downs. In addition, the Executive Director provides support and direction in the examination, development and implementation of policy.

Minimum Qualifications:

- A valid Nova Scotia Teacher's License.
- A minimum of five years teaching experience.
- School administrative experience at the secondary level.

Demonstrated experience in school sport roles such as coach, athletic director, league coordinator, etc.

Preferred Assets:

- A Master of Education degree or equivalent.
- Demonstrated knowledge of race-relations, cross-cultural understanding, and human rights policies.
- Technological competency.
- Excellent leadership, team building, communication, and interpersonal skills.
- Well-developed decision making and creative problem solving ability.
- Demonstrated experience in financial management.
- A variety of coaching and school athletic experiences.
- Ability to communicate in English and French would be considered an asset.

Salary is commensurate with qualifications and experience.

Please forward a concise letter of application and a resume outlining your education, work experience and contact information for three work-related references to:

Darrell LeBlanc, Chair, Executive Director Selection Committee
Nova Scotia School Athletic Federation
5516 Spring Garden Road, Suite 304, Halifax, NS B3J 1G6
Or email – darrell.leblanc@srsb.ca

Applications must be received by 12:00 PM February 5th, 2016 to be considered. Only candidates who have been selected for an interview will be contacted.