



Paul Wozney elected new NSTU President

NSTU public school teachers, teachers working for the Atlantic Provinces Special Education Authority and Nova Scotia Community College faculty and professional support staff have elected Paul Wozney the new president of the Nova Scotia Teachers Union.

He defeated Grant Frost in a second ballot election held Thursday, May 31 receiving 58 per cent of the vote.

In speaking with the CBC following his win, Wozney said, "We've come through some challenging times and it's important to me that members that have shown their faith in me see the union move in a direction that shows that we've listened, that we've learned from the past two years," the president-elect said.

Wozney is looking to continue to lobby for teachers in Nova Scotia and hold government accountable. "The government has gone to great length to suggest that the leadership of the NSTU is the problem. Well, it's changed. So what reason could they possibly have not to reopen those channels and engage in meaningful dialogue and collaboration?"

Paul Wozney teaches at Charles P. Allen High School in Bedford and currently represents the Halifax County Local on the NSTU provincial executive. He taught in Montreal for four years, returning to Nova Scotia in 2002 to work as a substitute teacher before earning his permanent status. He has worked at both junior and senior high levels and served as a mentor/support teacher within the Halifax Regional Centre of Education. He is happily married, raising three children who attend public school.

The first round of voting by the more than 10,000 members of the NSTU was conducted electronically Wednesday, May 23, but did not produce a winner. To become president of the NSTU, a candidate must win with a majority of votes (50 per cent + 1). Please see page 13 for a regional breakdown of the May 23rd and May 31st votes.

Sixty-eight per cent of NSTU's membership participated in the electronic run-off vote.

Paul Wozney will assume office August 1, 2018, replacing Liette Doucet who has served as president since August 1, 2016.

NSTU community college faculty and professional support staff agree to new collective agreements with the NSCC

On May 29, both the Community College faculty and professional support bargaining units each reached new six-year agreements with the Nova Scotia Community College (NSCC).

NSTU members in both bargaining units voted on final offers from the NSCC. Approximately 55 per cent of faculty members and 64 per cent of members in the professional support bargaining unit voted to accept their respective offers (turnout in the two units was approximately 62 per cent and 70 per cent respectively). Following the vote, new agreements were ratified with the NSCC.

The agreements each run from September 1, 2014 to August 31, 2020. The contracts provide seven-per cent wage increases over the six-year terms. Under Bill 148, the employer is required to freeze the years of service used to calculate the service award as of March 31, 2015. However, under both agreements employees can choose to collect their service award based on their salary at retirement, or collect it immediately based on their March 31, 2018 salary.

NSTU President Liette Doucet says it has been a very long and drawn out collective bargaining process for Community College members. "The NSTU wishes to acknowledge the significant length of time it took to reach these collective agreements and thank Community College members for their patience and professionalism during this process."

The process for this round of bargaining began on February 23, 2016 and the NSTU filed for conciliation on February 7, 2018. Community College members have been without a contract since September 1, 2014.

Further details on service award payout for members is forthcoming.

Majority of Nova Scotians against removing principals/vice-principals from union

Nearly two thirds (60 per cent) of Nova Scotians believe the government's decision to remove administrators from the NSTU and place them in an affiliated association will create unnecessary division within our public school system, according to a poll conducted by CRA. Only 33 per cent of those surveyed believe the decision will improve education. Similarly 39 per cent of respondents felt banning administrators from belonging to a union will negatively impact student achievement, compared to only 26 per cent who think it will help.

The polling was commissioned by the NSTU to gauge public opinion of Nova Scotia's education system and took place between May 3 and May 17.

The data also indicates that 69 per cent of Nova Scotians are concerned about the impact of the current substitute teacher shortage on public education.

Other key themes that emerged include:

- Only 19 per cent of Nova Scotia believe the current government has done a good job managing the public school system compared to 77 per cent who do not.
- 53 per cent believe that Bill 75 and 72 have had a negative impact on public education, compared to only 27 per cent who feel the government's recent actions are positive.
- 80 per cent of Nova Scotians have a favourable opinion of public school teachers in Nova Scotia.
- 84 per cent of Nova Scotian believe the public needs to be kept informed about the progress of the Inclusive Education report, while only

half (51 per cent) have confidence they will be kept informed.

"A year into this government's current mandate it is clear the public continues to lack confidence into how our education system is being managed," says NSTU President, Liette Doucet. "Many of this government's key decisions, such as legislating away the collective rights of teachers and banning administrators from union membership, are generally viewed as detrimental. Moving forward it is crucial the government adopt a more open and collaborative approach if we are to bring about the positive change that is required."

CRA randomly sampled 400 Nova Scotians for this survey. Overall results are accurate to within 4.9 percentage points, 19 times out of 20.

2018 NSTU Summer Hours

NSTU Summer Hours will be Monday to Thursday 8:00 a.m. to 4:00 p.m. and Fridays 8:00 a.m. to 12:00 p.m.

These hours will be in effect from Tuesday, July 3 through to and including Friday, August 31.

Regular hours will resume on Tuesday, September 4.

The NSTU office summer shutdown will be July 16 to July 27 inclusive.

people



Final John Huntley Internship of 2017-18

The John Huntley Memorial Internship Program wrapped up for the 2017-18 school year on May 24 and 25. Huntley interns are given the opportunity to learn more about the supports and services the NSTU provides for its members. They also learn about the NSTU staff role in delivering NSTU programs. Six NSTU members spent two-days meeting with NSTU staff from member services, professional development, public relations and the Member Assistance program. Shown seated left to right: Julia Clahane (Dartmouth), a Grade 10 and 11 English teacher at Prince Andrew High School; Catherine Gillis (Richmond) who teaches music, French Immersion math and drama, and Core French at Richmond Education Centre & Academy and Felix Marchand Education Centre in Louisdale; Paula Landry (Richmond) who is the Richmond Local president and a YSF teacher at Richmond Education Centre & Academy; and Brendon Kennedy (Antigonish), who teaches English, social studies and Tourism at East Antigonish Education Centre & Academy. Standing: executive

staff officer Jim King; Meagan Duncan (Kings), a Grade 1 French Immersion teacher at Kingston Elementary School; and Marjorie MacDonald (Northside-Victoria), a teaching vice-principal at Sydney Mines Middle School.



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New provincial executive members begin terms on August 1

Seven new members are joining the provincial executive beginning their terms on August 1, 2018. All new members attended the June 1 and 2 provincial executive meeting as observers.

Shown are seated: Drew Moore (Colchester-East Hants) who was acclaimed to his seat, and takes over the seat vacated by current second vice-president Cherie Abriel. Moore teaches Grade 7 language arts and social studies and core French at Riverside Education Centre in Milton. Tammy Landry (Antigonish-Guysborough) was elected to her seat, and replaces Bill Murphy, who is completing his four-year term. Landry is currently the Strait RRC chair and is a music teacher at Antigonish Education Centre. She served on the provincial executive previously from 2010-2014. Mike Jamieson (Dartmouth), was acclaimed to the seat held by Chris Doiron who is completing his term. Jamieson teaches science at Prince Andrew High School in Dartmouth. Richard MacLean was elected to one of the Halifax City seats, replacing Turk MacDonald. MacLean teaches business at Halifax West High School.

Standing: Gerald Rebar was elected to the Digby-Shelburne-Yarmouth seat vacated by Colleen Scott. He is a special education teacher at Plymouth School in Yarmouth. Shaun Doyle was elected to one of the Halifax County seats. He replaces Crystal Isert who completes her term. Doyle teaches English at Graham Creighton School in Cherry Brook. Missing from the photo is Suzette Lowe, who was acclaimed to one of the Community College seats. She is replacing the seat held by Ferne MacLennan. Lowe is a faculty member and teaches in the Adult Learning Program at NSCC's Lunenburg campus.

Provincial executive members acclaimed for a second term are: Peter Day (Cape Breton District), Ian Kent (Lunenburg-Queens), and Allister Wadden (Annapolis-Hants West-Kings). Angela Deagle (Inverness-Richmond) was re-elected for a second term.



National President's Conference

NSTU president Liette Doucet attended the National President's Conference, which took place at Dalvay by the Sea on Prince Edward Island, May 28 to 30. This annual conference involves presidents and vice presidents of all teacher organizations in Canada. Above is Liette Doucet with members of CAPTTO (Council of Atlantic Provinces and Territory Teacher Organizations), who presented her with a parting gift as she is completing her presidential term on July 31. Front row (left to right): Bethany MacLeod, president of the Prince Edward Island Teachers' Federation (PEITF); Doucet; and Dean Ingram, president of the Newfoundland and Labrador Teachers' Association. Back row: Lucie Martin, president of Association des enseignantes et des enseignants francophones de Nouveau Brunswick; George Daley, president of the New Brunswick Teachers' Association; and Aldene Smallman, vice-president PEITF.

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from the nstu president



It's time to remember, reconnect and recharge

Normally, as another school year draws to a close, we take this opportunity to reflect on and summarize the events of the past 12 months.

But for my final President's message I don't want to look back, instead, I want to look forward.

First, let me begin by congratulating the candidates who took part in the NSTU presidential election. All candidates ran engaging and positive campaigns and it was my pleasure to share a stage with them at the numerous forums held around the province.

No doubt the NSTU has faced some unprecedented challenges in recent years, but I take a great deal of solace in knowing that, as a result, our membership is more engaged than ever. As an organization we are fortunate to have many strong voices for public education, and it is clear to me that many newly engaged members are poised to take on leadership roles in the coming months.

Some of these emerging leaders were recently elected as new members of the Provincial Executive, and I am confident they will add a new, fresh and valuable perspective to the decision making process.

Similarly, I am absolutely certain that Paul Wozney will do an outstanding job as president, and I am looking forward to providing him with all the support and guidance I can as he transitions into his new role.

Having worked with Paul over the years, I can attest to his energy and passion for our public education system. He will be a strong ambassador for our membership and their students as we move into a new era at the NSTU.

Keeping with a forward looking theme, there are some key events on the horizon for NSTU members, which we must approach in a collective manner.

First and foremost we must be vigilant to ensure the recommendations of the Commission on Inclusive Education are fully implemented. Already there appears to be some hesitation on the part of government to adopt the report in its entirety. Ensuring proper support for students with special needs is crucial to the future of our education system. We must work together in the best interests of our students.

It is also imperative we collaborate to rebuild our collegial model and restore the rights of our administrators in the wake of Bill 72. Obviously, removing principals and vice principals from our union was not our choice and the new association was imposed on us through legislation. However, much remains unclear about how this association will operate, and so as a union, we must do whatever is necessary to ensure this new entity meets the needs of administrators. Principals and vice-principals have long been an extremely valuable part of our union and, despite what government try to make us believe, nothing has happened to change this. They are our instructional leaders and we cannot let the government divide us.

Finally, the past few years have been turbulent times for the NSTU and it has often seemed as though we were under a constant barrage of legislation and government rhetoric. While I have been amazed at the resilience members have displayed under this constant pressure, it has also taken a toll. In order to recalibrate and prepare for all that lies ahead, as an organization we need to refocus, refresh and rebuild our relationships both internally and externally. This is a priority for our provincial executive and I hope individual members will also take some time to regroup personally and professionally.

I would also like to take this opportunity to wish our retiring members all the best. As you reflect on your career, please do not focus on the political struggles we have faced together over the past several years. Instead focus on the thousands of lives you have influenced and remember that the impact you have had on them is far reaching. You may have taught them for a day, a month, a year or longer, but the time and influence you had on any one of those days has changed the life of each student in ways you may never know. Now you have the opportunity to enjoy life at your leisure doing whatever it is you choose to do. Good luck in your future endeavours.

Before I wrap up my final column as president, I want to say what a tremendous honour it has been to serve as your president over the past two years. I have been humbled by the professionalism each of you display on a daily basis and the commitment you have for your students. You have been, and will remain, my inspiration.

Have a great summer and I look forward to re-joining you in the classroom!

Liette

Le moment est venu de nous souvenir, de nous reconnecter et de recharger nos batteries

Habituellement, lorsqu'une année scolaire touche à sa fin, nous profitons de cette occasion pour réfléchir et résumer les événements des douze derniers mois.

Mais dans mon dernier message à titre de présidente, je ne veux pas regarder en arrière, mais plutôt regarder vers l'avant.

Tout d'abord, permettez-moi de féliciter les candidats qui ont participé aux élections présidentielles du NSTU. Tous les candidats ont mené des campagnes stimulantes et positives et j'ai eu le plaisir de partager la scène avec eux lors des nombreux forums tenus dans la province.

Il ne fait aucun doute que le NSTU a fait face à des défis sans précédent au cours des dernières années, mais cela me réconforte beaucoup de voir que, suite à cela, l'engagement de nos membres est plus fort que jamais. En tant qu'organisation, nous avons la chance d'avoir de nombreux porte-paroles solides en faveur de l'enseignement public, et il est clair pour moi que de nombreux nouveaux membres se tiennent prêts à exercer des rôles de leadership dans les mois à venir.

Certains de ces nouveaux leaders ont récemment été élus au sein du Comité exécutif provincial, et je suis persuadée qu'ils apporteront des perspectives nouvelles, originales et précieuses au processus de prise de décision.

De même, je suis absolument convaincue que Paul Wozney fera un travail remarquable au poste de président, et je me réjouis à la perspective de lui fournir tout le soutien et les conseils possibles tandis qu'il effectue la transition vers son nouveau rôle.

Ayant souvent travaillé avec Paul au fil des années, je peux témoigner de son énergie et de sa passion pour notre système d'enseignement public. Il sera un ambassadeur puissant pour nos membres et leurs élèves alors que nous entamons un nouveau chapitre de l'histoire du NSTU.

Conformément à ce thème tourné vers l'avenir, des événements clés se pointent à l'horizon pour les membres du NSTU et nous devons les aborder dans un esprit collectif.

D'abord et avant tout, nous devons veiller à ce que les recommandations de la Commission sur l'intégration dans l'éducation soient pleinement mises en œuvre. Déjà, le gouvernement semble avoir quelques hésitations à adopter le rapport dans son intégralité. Assurer un soutien approprié aux élèves ayant des besoins particuliers est crucial pour l'avenir de notre système d'éducation. Nous devons travailler ensemble dans l'intérêt fondamental de nos élèves.

Il est également impératif que nous collaborions pour reconstruire notre modèle collégial et rétablir les droits de nos administrateurs à la suite du projet de loi 72. De toute évidence, ce n'est pas nous qui avons choisi le retrait des directeurs et des directeurs adjoints de notre syndicat et la nouvelle association nous a été imposée par voie législative. Toutefois, il reste beaucoup d'incertitudes quant à la manière dont fonctionnera cette association et, en tant que syndicat, nous devons faire tout ce qui est nécessaire pour veiller à ce que cette nouvelle entité réponde aux besoins des administrateurs. Les directeurs et directeurs adjoints d'école ont longtemps constitué une partie extrêmement précieuse de notre syndicat et, malgré ce que le gouvernement tente de nous faire croire, rien de ce qui s'est passé n'a contredit cela. Ils sont nos chefs de file en matière d'éducation et nous ne pouvons pas laisser le gouvernement nous diviser.

Enfin, les dernières années ont été une période très mouvementée pour le NSTU et nous avons souvent eu le sentiment d'être sous un barrage constant de législation et de rhétorique de la part du gouvernement. Même si j'ai été stupéfiée par la résilience manifestée par nos membres sous cette pression constante, cela a également fait beaucoup de ravages. Afin de nous réorienter et de nous préparer à tout ce qui nous attend, en tant qu'organisation, nous devons nous recentrer, nous revigorer et reconstruire nos relations tant à l'interne qu'à l'externe. C'est une priorité pour notre Comité exécutif provincial et j'espère que les membres individuels prendront aussi du temps pour se retrouver à la fois au plan personnel et au plan professionnel.

Je voudrais également profiter de cette occasion pour faire part de mes meilleurs vœux aux membres qui prennent leur retraite. En repensant à votre carrière, ne vous contentez pas de penser aux combats politiques que nous avons dû mener au cours des dernières années. Pensez plutôt aux milliers de vies que vous avez influencées et souvenez-vous de l'impact considérable que vous avez eu sur ces vies. Il se peut que vous ayez enseigné à ces élèves durant une journée, un mois, un an ou plus, mais votre influence a changé la vie de chaque élève et vous ne saurez peut-être jamais à quel point. Maintenant, vous avez la chance de profiter de la vie à votre guise en faisant ce que vous avez envie de faire. Bonne chance dans vos projets futurs.

Avant de conclure ma dernière chronique de présidente, je tiens à vous dire à quel point j'ai été honorée de servir le NSTU à titre de présidente au cours des deux dernières années. J'ai été impressionnée par le professionnalisme dont vous faites preuve quotidiennement et par votre engagement constant à l'égard de vos élèves. Vous avez été et resterez toujours ma source d'inspiration.

Je vous souhaite un très bel été et me réjouis à la perspective de vous retrouver en salle de classe!

Liette



Disposition of Annual Council Resolutions 2018

2017-26 Adopted

BE IT RESOLVED THAT Policy 40. Student Projects – Poster Contests be rescinded.
Provincial Executive

Governance

2018-1 Adopted

BE IT RESOLVED THAT By-Law Article III – The Council, Section 2 – Governance, sub-section g – Vacancies be amended by replacing “Returning” with “Electoral” in (iv), (vi), and (vii).
Provincial Executive

2018-2 Adopted

BE IT RESOLVED THAT reports from previous council resolutions which are “awaiting response from the Minister” be reported in the reports section of the next Annual Council report.
Community College

2018-3 Adopted

BE IT RESOLVED THAT the NSTU draft policy and prepare a Position Paper on Mental Health in the Workplace as it pertains to schools and campuses to be reported back to Council 2019.
Cumberland

2018-4 Withdrawn

BE IT RESOLVED THAT the Governance & Policy Committee investigate the restructuring of the Provincial Executive and report back to Annual Council 2019.
Halifax City

2018-5 Adopted

BE IT RESOLVED THAT the NSTU explore ways to increase the diversity of the members attending annual council.
Halifax City

Costed

2018-A Adopted

BE IT RESOLVED THAT an amount of \$350,000 from the Reserve Fund be used to balance the 2018-2019 Budget.
Provincial Executive

2018-6 Tabled to Council 2020

BE IT RESOLVED THAT the NSTU withdraw from the Nova Scotia Federation of Labour (NSFL) and all its subsequent requirements at its earliest convenience.
Yarmouth

2018-7 Adopted as Amended

BE IT RESOLVED THAT an external party be hired to conduct an audit of NSTU’s governing structure in order to identify increased efficiencies and the results be reported back to Annual Council 2019.
Community College

2018-8 Withdrawn

BE IT RESOLVED THAT the NSTU form an ad hoc committee to explore evaluation and supervision of non-NSTU members by NSTU members and report back to Council 2019 with recommendations.
Halifax County

2018-9 Adopted

BE IT RESOLVED THAT the NSTU create an ad hoc committee to examine the value and effectiveness of the SSP process and report back to council 2019 with recommendations.
Halifax County

2018-10 Tabled to Council 2019

BE IT RESOLVED THAT the NSTU hire an additional Executive Staff Officer in Member Services, effective August 1, 2018.
Kings

2018-11 Defeated as Amended

BE IT RESOLVED THAT an official, interactive, moderated online forum be created by the NSTU.
Colchester-East Hants

Economic Welfare & Working Conditions

2018-12 Adopted

BE IT RESOLVED THAT Policy 45 – Collective Bargaining be amended by deleting (d) and renumbering the remainder of the policy accordingly.
Provincial Executive

2018-13 Adopted

BE IT RESOLVED THAT the NSTU update the Collective Bargaining 45 e. in the guidebook by omitting “the provincial executive shall make a recommendation to accept or reject the tentative agreement”.
Halifax City

2018-14 Adopted

BE IT RESOLVED THAT Policy 46 – Funeral Attendance be amended by adding “/ campus” following the word school and deleting the words “an active” and replacing them with the word “a”
Provincial Executive

2018-15 Adopted as Amended

BE IT RESOLVED THAT in the next round of negotiations the NSTU seek to include: a member shall be granted leave equivalent to time lost during the school year if a member is subpoenaed to testify in relation to their duties as a member outside instructional hours.
Cape Breton District

2018-16 Adopted as Amended

BE IT RESOLVED THAT in the next round of negotiations the following be added under “Other Absences”: Board shall grant a member one day to prepare paperwork, documentations, etc., when the member is subpoenaed to testify or provide evidence in a case directly related to their duties as a member.
Cape Breton District

2018-17 Withdrawn

BE IT RESOLVED THAT the NSTU seek a clear definition on expected duties of teachers to reflect our current contract for supervising pre-service teachers when completing their practicum.
Lunenburg County

2018-18 Adopted

BE IT RESOLVED THAT the NSTU in the next round of negotiations strive to achieve an increase of an additional 10% release time (in the form of sub days) for the time period during which members accept pre-service teachers.
Halifax County

2018-19 Adopted as Amended

BE IT RESOLVED THAT the NSTU in the next round of negotiations seek to increase marking and preparation to a minimum of 20% time per day per teacher without an increase of the length to the school day.
Halifax County

2018-20 Withdrawn

BE IT RESOLVED THAT in the next round of negotiations that the NSTU seek to have preparation time increased to a minimum of 20% which will be distributed daily throughout each member’s schedule.
Colchester-East Hants

2018-21 Withdrawn

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve a minimum marking and prep time of 20% of the instructional day for teaching staff.
Dartmouth

2018-22 Adopted

BE IT RESOLVED THAT the NSTU in the next round of negotiations seek to achieve marking and preparation time in blocks of no less than 30 minutes that do not include recess.
Halifax County

2018-23 Adopted

BE IT RESOLVED THAT Policy 47 –Individual Program Plans be amended by:

- deleting the word “with” and replacing it with the word “teaching”
- deleting the words “on Plans with Math Support Plans, Literacy Support Plans and Behavioural Support Plans” and replacing them with the words “with programming needs”
- adding the words “and complete documentation” to the end of the sentence

Provincial Executive

2018-24 Adopted

BE IT RESOLVED THAT in the next round of negotiations, the NSTU negotiate for teachers to have two full days of preparation time before the students’ school year starts, which is to be included in the current 195 days.
Colchester-East Hants

2018-25 Adopted

BE IT RESOLVED THAT in order to build capacity, the NSTU establish on-going education concerning job action.
Colchester-East Hants

2018-26 Adopted

BE IT RESOLVED THAT the NSTU include two dedicated, self-directed days to facilitate teacher requirements regarding the Program Planning Process in the bargaining package for the next round of negotiations.
Colchester-East Hants

2018-27 Adopted

BE IT RESOLVED THAT the NSTU survey its membership to assess needs and satisfaction with current employee benefits coverage.
Community College

2018-28 Adopted

BE IT RESOLVED THAT in the next round of Provincial Negotiations the NSTU seek to achieve the inclusion of \$800 per member for physical activity membership or wellness centre per calendar year.
Cumberland

2018-29 Adopted

BE IT RESOLVED THAT the NSTU investigate ways in which Boards could use AESOP to improve communication with substitutes.
Cumberland

2018-30 Adopted

BE IT RESOLVED THAT Policy 51 (a) – Part-time Teachers be amended by:

- in (a) deleting the words “as a reality”
- and that 51(b) Circuit Teachers be amended by:
- in (a) deleting the words “as a reality”

- in (a) deleting the word “school and/or building” and replacing them with the words “educational site”
- in (b) delete the words “school to school” and replace them with the words “site to site”
- in (c) delete the word “schools” and replace it with the word “sites”

Provincial Executive

2018-31 Adopted

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to amend Article 32.03 so that substitute teachers employed for a period of four consecutive teaching days or more, as a replacement for the same teacher, shall be placed on the basic salary scale according to teacher qualifications and experience.

Dartmouth

2018-32 Adopted

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to increase the daily rate for qualified substitute teachers, equivalent to the daily rate of a ITC year one teacher.

Dartmouth

2018-33 Adopted

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to implement an experience-based seniority system and pay scale for certified substitute teachers.

Dartmouth

2018-34 Adopted

BE IT RESOLVED THAT the NSTU seek that substitute teachers receive 4% vacation pay in the next round of provincial bargaining.

Halifax City

2018-35 Withdrawn

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve contract language that would allow the employer to offer substitute teachers the option to adjust their pay structure to include a 4% vacation pay.

Dartmouth

2018-36 Adopted Unanimously

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to establish reasonable student-teacher ratios for resource teachers, learning centre teachers, SLPs, school psychologists, social workers, and other student services providers.

Dartmouth

2018-37 Adopted Unanimously

BE IT RESOLVED THAT Policy 44 – Class Size and Composition be amended as follows:

- in (a) delete the word “a” after the words “be considered” and replace it with the word “primary” and add an “s” to the word “component”
- in (c) delete the word “provided” and replace it with the words “The NSTU believes”.
- in (c) delete the words “Special Education” following the word “determining”
- in (c) delete the word “regular” following the words “within a”
- in (c) delete the words between the word “classroom” and the words “class size should decrease” which will become (c) (i)
- in (c) add a new (ii): “personnel supports should be allocated to support class composition”
- in (d) delete the word “Ensure” and replace it with the words “The NSTU believes”
- in (d) delete the word “the” before the word “designated”
- in (d) delete the words “that are” before the word “allocated”
- in (d) delete the words “the class cap being” before the word “exceeded”
- in (d) delete the word “are” and replace it with the words “class caps should be”
- in (d) delete the word “the” after the words “directed to” and replace it with the word “that”
- in (d) delete the remainder of the sentence following the word “classroom”

Provincial Executive

2018-38 Adopted as Amended

BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve class size formulas that account for priority school status, mixed-grade, mixed subject, straight-grade, and student needs

Dartmouth

2018-39 Adopted

BE IT RESOLVED THAT in the next round of negotiations the NSTU strive to negotiate the cost for Continuous Glucose Monitoring (CGM) systems be covered in full as part of the Total Care Medical Plan.

Halifax County, Guysborough County, Halifax City

2018-40 Adopted

BE IT RESOLVED THAT Policy 50 – Member Absences (D) be amended by deleting the words “should continue its efforts through provincial negotiations to ensure” and replace them with the word “believes” and by deleting the word “are” and replacing it with the words “should be”.

Provincial Executive

2018-41 Adopted

BE IT RESOLVED THAT the NSTU in the next round of negotiations seek to achieve a reduction of administrative tasks currently being completed by teachers.

Halifax County

2018-42 Adopted

BE IT RESOLVED THAT the NSTU in the next round of negotiations seek to achieve a requirement that the Department of Education and Early Childhood Development produce step by step multimedia instructional guides in both French and English accompanied by appropriate and timely professional development for teachers related to IPP reporting.

Halifax County

2018-43 Adopted

BE IT RESOLVED THAT the NSTU in the next round of negotiations seek to achieve a requirement that the Department of Education and Early Childhood Development provide training during the instructional day to any educator expected to use the IPP reporting process at least three months prior to implementation.

Halifax County

2018-44 Adopted as Amended

BE IT RESOLVED THAT in the next round of negotiations the Provincial Economic Welfare Committee place in the asking package a request for Public School teachers to be provided appropriate release time for filling out documentation on their students through requests from doctors, mental health personnel, and/or other related agencies.

Kings

2018-45 Adopted

BE IT RESOLVED THAT in the next round of negotiations Appendix B Deferred Salary Leave Plan 0.5 be amended so that teachers who are denied leave are able to grieve.

Lunenburg County

2018-46 Adopted

BE IT RESOLVED THAT the NSTU seek to change Article 16.07 to read:

For salary purposes, the classification of permit or certificate shall be effective as follow:

- if all required documentation is received between and including March 1 to ~~September 30~~ **October 15**, the classification shall be effective August 1 **prorated to the date of program completion contained within the period March 1 to September 30**;
- if all required documentation is received between and including October 16 to the last day of February, the classification shall be **prorated to the date of program completion effective January 1 of the same school year.**

Lunenburg County

2018-47 Adopted as Amended

BE IT RESOLVED THAT the NSTU explore remuneration for school administrators who are assigned teacher assistants to their school staff.

Northside-Victoria

2018-48 Defeated as Amended

BE IT RESOLVED THAT the NSTU investigate remuneration and a clarification of responsibilities for individual teachers for organizing programming support for students receiving TA support in their classrooms.

Northside-Victoria

2018-49 Adopted

BE IT RESOLVED THAT Policy 54 – Site Renovations be amended by:

- adding “and/or New Site Openings” to the title
 - number the current clause as (a)
 - deleting the words “board directed”
 - deleting the words “a classroom” and replacing them with the word “and/or set-up” by adding a new (b):
- (b) When opening a new site or during unique site changes each affected member shall be given two days minimum, without students, to move and/or set up.

Provincial Executive

2018-50 Adopted

BE IT RESOLVED THAT Policy 57 –Teacher Librarians be amended by:

- adding the words “The NSTU believes that” to the beginning of (f) (i)
- deleting the remainder of the of the current policy

Provincial Executive

2018-51A Adopted as Amended

BE IT RESOLVED THAT in the next round of negotiations hearing aids coverage be enhanced in the items covered by the current medical plan.

Richmond

2018-51B Adopted

BE IT RESOLVED THAT the NSTU believes that teacher hearing damage should be identified as a work related issue instead of an aspect of the aging process.

Richmond

Government

2018-52 Adopted

BE IT RESOLVED THAT the NSTU write a letter to the Minister of Education requesting that all documents and learning materials from the Department of Education and Early Childhood Development going forward be published in universally accessible formats so that all learners and members are able to access them.

Colchester-East Hants

2018-53 Adopted

BE IT RESOLVED THAT the NSTU recommend to the Nova Scotia Community College that initiatives not be implemented without appropriate funding, training and prior consultation and agreement from the NSTU.

Community College

2018-54 Adopted

BE IT RESOLVED THAT NSTU recommend to the Nova Scotia Community College that a review be conducted of maximum class size for each of its programs.

Community College

2018-55 Adopted

BE IT RESOLVED THAT NSTU recommend that NSCC consult with members to determine necessary time, training, and ongoing supports required to implement and maintain College mandated Learning Management Systems.

Community College

2018-56 Adopted as Amended

BE IT RESOLVED THAT the NSTU lobby the Department of Education and Early Childhood Development to appropriately support, with resources and PD during the instructional day, the pilot curriculum rollouts and also allow flexibility for rollout dates.

Digby

2018-57 Adopted

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to better organize the ednet site for use by teachers.

Digby

2018-58 Adopted

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to make available to teachers implementing a course new to the PSP, additional release time during the school day to develop and implement the new course.
Digby

2018-59 Adopted

BE IT RESOLVED THAT the NSTU strongly urges the Department of Education and Early Childhood Development to establish clear protocols for implementing the new attendance policy.
Halifax City

2018-60 Defeated

BE IT RESOLVED THAT the NSTU urges the Department of Education and Early Childhood Development to count students with special needs as two students when balancing numbers for classroom caps.
Halifax City

2018-61 Adopted

BE IT RESOLVED THAT the NSTU urge the Department of Education and Early Childhood Development to ensure that the appropriate technology provided and associated software is installed and training provided prior to the start of all PSP courses.
Halifax County

2018-62 Adopted

BE IT RESOLVED THAT the NSTU liaise with the provincial government to ensure equity in programs where Early Literacy and Reading Recovery are staple programs in the majority of schools.
Northside-Victoria

General

2018-63 Adopted

BE IT RESOLVED THAT Policy 83 Early Childhood Development be amended by substitution

83. Early Childhood Development

The NSTU believes early childhood development is an essential component of the social services that should be provided to all Nova Scotians. Effective Early Childhood programming improves the life chances of children in the areas of health, wellness, education, and economic outcomes. Further, well-designed Early Childhood Development services promotes health, advances women's equality, addresses child and family poverty, deepens social inclusion, and grows the economy.

Early Childhood Development services should be:

- Publicly funded, high-quality, equitable, universal, inclusive, and accessible.
- Inclusive of the time from a child's birth to school entry.
- Inclusive of prenatal counselling for families.
- Play-based, discovery-based, experiential, and interactive.
- Delivered by qualified professionals in early childhood development.
- Appropriately funded to allow for early diagnosis and treatment of physical, behavioural, and learning disabilities.

Provincial Executive

2018-64 Adopted as Amended

BE IT RESOLVED THAT the following policy on Early Childhood Education be adopted:
Early Childhood Education

The NSTU believes that early childhood education is a vital component of a quality, universal, public education system. Well-designed early childhood education programs enrich young children's lives and create a foundation for their growth and development throughout their education. Early Childhood Education programs should:

- Be part of a high-quality, equitable, universal, inclusive, and accessible public education system from pre-primary (four year olds as of December 31 of the school year) to grade 12 and returning graduates.
- Fall under the jurisdiction of regional school boards.
- Be appropriate developmentally in terms of:
 - following well-developed play-based, discovery-based, experiential, and interactive curricula;
 - meeting the children's needs academically, socially, emotionally, and behaviourally;
 - responding to a range of individual developmental needs and learning styles; and
 - responding to cultural diversity.
- Be appropriately funded to provide for:
 - early diagnosis and treatment of physical, behavioural, and learning disabilities;
 - teacher education programs for early years at both the pre-service and in-service levels;
 - program supports such as library, guidance, and other student services;
 - adequate physical resources to ensure a safe and healthy learning and teaching environment; and
 - appropriate staffing to accommodate all of the students' health and wellness requirements.
- Be delivered by qualified teachers.

Provincial Executive

2018-65 Adopted

BE IT RESOLVED THAT the NSTU explore the development of a platform that could be used to simultaneously hold Town Hall meetings or professional development opportunities for members across the province in select areas and report on findings by Annual Council 2019.
Colchester-East Hants

2018-66 Adopted

BE IT RESOLVED THAT the NSTU provide speaking points on a monthly focus issue and include these in *A Brief Word*.
Colchester-East Hants

2018-67 Adopted

BE IT RESOLVED THAT the NSTU investigate the purchase of NSTU branded clothing for members to purchase at cost.
Colchester-East Hants

2018-68 Adopted

BE IT RESOLVED THAT the NSTU investigate ways to promote and encourage member involvement in the Union.
Community College

2018-69 Adopted

BE IT RESOLVED THAT the NSTU explore ways to improve communication with substitutes to ensure that substitutes receive timely and accurate information if and when job action occurs.
Cumberland

2018-70 Adopted

BE IT RESOLVED THAT the NSTU conduct an annual survey of its members about their experiences dealing with school administration, school board administration, and the Department of Education and Early Childhood Development, and report the results annually to the NSTU membership
Dartmouth

2018-71 Adopted

BE IT RESOLVED THAT the NSTU not participate in WE Day in the future.
Dartmouth

2018-72 Forwarded to Provincial Executive for Disposition

BE IT RESOLVED THAT the NSTU create a process through which members can electronically access NSTU responses to relevant Government, Community College, APSEA or school board announcements in a timely manner.
Halifax County

2018-73 Forwarded to Provincial Executive for Disposition

BE IT RESOLVED THAT Council replace the current Policy 76 – Appropriate On-line Cyberconduct with the following:

Electronic communication and on-line activity is prevalent in our education system and the community-at-large. As such, the NSTU holds the following beliefs in regards to cyberconduct:

1. Appropriate cyberconduct is the ethical, legal, and positive manner in which we conduct ourselves on-line and is part of ensuring a safe learning and working environment for our educational sites.
2. Inappropriate cyberconduct should be discouraged and acted upon swiftly and decisively.
3. Education is an essential part of promoting appropriate cyberconduct.
4. Ensuring appropriate cyberconduct is a shared responsibility between educational stakeholders, government departments and agencies, and the community-at-large.

Provincial Executive

2018-NB-1 Forwarded to Provincial Executive for Disposition

BE IT RESOLVED THAT the NSTU negotiate terms with the Public Schools Association of Administrators of Nova Scotia that give administrators rights as near as active members as possible.
Dartmouth

2018-NB-2 Adopted

BE IT RESOLVED THAT the NSTU lobby the government to return administrators to the NSTU.
Provincial Executive

2018-NB-3 Forwarded to Provincial Executive for Disposition

BE IT RESOLVED THAT the Professional Associations Coordination Committee explore a plan for a single conference in place of Professional Development Day 2019 to address the growing complexities of student needs in our diverse classrooms.
Halifax County

2018-NB-4 Forwarded to Provincial Executive for Disposition

BE IT RESOLVED THAT the NSTU develop a policy for the Guidebook to reflect our philosophy regarding the collegial model outlining the importance of administrators as full members of the NSTU.
Kings

coming events

JUNE 14 TO 15

Care 4 You Conference

Are you experiencing burnout, compassion fatigue and/or vicarious trauma. The CARE4YOU is a conference that addresses the natural consequences that can affect professionals working in high-stress, trauma exposed environments.

Change, uncertainty, reorganization, conflict, stress, trauma-exposure, funding... these and many other factors can compromise the health of you and your workplace. At CARE4YOU, we provide you with the tools to address and manage the normal consequence of the vital work you do.

CARE4YOU is for anyone continuously giving of themselves, caring for and helping others and has sessions for all members of a team from leadership to front-line staff. Early Registration: \$295(CAN) until April 30th (or until sold out), groups of 6+ receive 20% off. The CARE4YOU Conference is taking place at the Marriott Harbourfront Hotel in Halifax. To register and for more info visit: www.CARE4YOUconference.com

SEPTEMBER 22

Orff Nova Scotia Anniversary and Reunion

Orff Nova Scotia is celebrating its 40th Anniversary and Reunion on September 22 from 5:30 to 9:00 p.m. at Brightwood Golf & Country Club. Tickets are \$30 before August 31, and \$35 after August 13, with a deadline of September 14. For more information or to reserve your ticket contact: Charlotte Myers at myersc1@nspes.ca.

Suite donnée aux résolutions de l'AGA du Conseil 2018

2017-26 Adoptée

IL EST RÉSOLU QUE la politique 40. Projets d'élèves – Concours d'affiches, soit abrogée.
Comité exécutif provincial

Gouvernance

2018-1 Adoptée

IL EST RÉSOLU QUE, dans l'article III du Règlement intérieur – Conseil, section 2 – Gouvernance, la sous-section (g) Postes vacants soit modifiée en remplaçant « directeur du scrutin » par « directeur général des élections » dans les alinéas (iv), (vi) et (vii).
Comité exécutif provincial

2018-2 Adoptée

IL EST RÉSOLU QUE les rapports issus des précédentes résolutions du Conseil, qui sont « en attente d'une réponse du ministre », soient reportés dans la section des rapports du rapport de la prochaine AGA du Conseil.
Collège communautaire

2018-3 Adoptée

IL EST RÉSOLU QUE le NSTU rédige une politique et prépare une déclaration de principes sur la santé mentale en milieu de travail en rapport avec les écoles et les campus en vue d'un rapport à l'AGA du Conseil 2019.
Cumberland

2018-4 Retirée

IL EST RÉSOLU QUE le Comité de la gouvernance et de la politique étudie la restructuration du Comité exécutif provincial et fasse un rapport à l'AGA du Conseil 2019.
Halifax City

2018-5 Adoptée

IL EST RÉSOLU QUE le NSTU explore des moyens d'accroître la diversité des membres qui assistent à l'AGA du Conseil.
Halifax City

Résolutions chiffrées

2018-A Adoptée

IL EST RÉSOLU QU'UN montant de 350 000 \$ du Fonds de la réserve soit utilisé pour équilibrer le budget 2018-2019.
Comité exécutif provincial

2018-6 Ajournée jusqu'à l'AGA du Conseil 2020

IL EST RÉSOLU QUE le NSTU se retire de la Nova Scotia Federation of Labour (NSFL) et renonce à toutes les exigences qui en découlent dans les meilleurs délais.
Yarmouth

2018-7 Adoptée telle que modifiée

IL EST RÉSOLU QU'UNE tierce partie soit engagée pour procéder à une vérification de la structure de gouvernance du NSTU afin de trouver des gains d'efficacité accrue et que les résultats soient rapportés au Conseil de l'AGA 2019.
Collège communautaire

2018-8 Retirée

IL EST RÉSOLU QUE le NSTU forme un comité spécial chargé d'étudier l'évaluation et la supervision du personnel non-membre du NSTU par les membres du NSTU et fasse un rapport à l'AGA du Conseil 2019, assorti de recommandations.
Halifax County

2018-9 Adoptée

IL EST RÉSOLU QUE le NSTU crée un comité spécial chargé d'examiner l'intérêt et l'efficacité du processus de planification de la réussite des élèves (PRE) et fasse un rapport à l'AGA du Conseil 2019, assorti de recommandations.
Halifax County

2018-10 Ajournée jusqu'à l'AGA du Conseil 2019

IL EST RÉSOLU QUE le NSTU embauche un cadre de direction supplémentaire pour les Services aux membres, à compter du 1^{er} août 2018.
Kings

2018-11 Rejetée telle que modifiée

IL EST RÉSOLU QU'UN forum en ligne officiel, interactif et sécurisé **modéré** soit créé par le NSTU.
Colchester-East Hants

Bien-être économique et conditions de travail

2018-12 Adoptée

IL EST RÉSOLU QUE la Politique 45 – Négociations collectives soit modifiée en supprimant le paragraphe (d) et en renumérotant le reste de la politique en conséquence.
Comité exécutif provincial

2018-13 Adoptée

IL EST RÉSOLU QUE le NSTU mette à jour la politique 45 e. sur les négociations collectives dans le Guide du NSTU en supprimant « Lorsque le Comité exécutif provincial demandera un vote de ratification par les membres de toute convention préliminaire, il fera une recommandation en faveur de son acceptation ou de son rejet. »
Halifax City

2018-14 ADOPTÉE

IL EST RÉSOLU QUE la Politique 46 – Présence à des funérailles soit modifiée en ajoutant le mot « ou d'un campus » après le mot « école » et en supprimant le mot « actif ».
Comité exécutif provincial

2018-15 Adoptée telle que modifiée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le NSTU cherche à inclure ce qui suit : un membre doit se voir accorder un congé équivalent au temps perdu durant l'année scolaire si ce membre est assigné à témoigner en liaison avec ses fonctions professionnelles en dehors des heures d'enseignement.
Cape Breton District

2018-16 Adoptée telle que modifiée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, ce qui suit soit ajouté sous l'article « Autres absences » : Le Conseil scolaire accordera une journée de congé à un membre pour la préparation des papiers et des documents, etc., lorsque ce membre est assigné à témoigner ou à fournir des éléments de preuve dans une affaire directement liée à ses fonctions.
Cape Breton District

2018-17 Retirée

IL EST RÉSOLU QUE le NSTU demande une définition claire des obligations attendues des enseignants pour refléter notre convention actuelle en ce qui concerne la supervision des enseignants en formation initiale qui effectuent leur stage.
Lunenburg County

2018-18 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, s'efforce d'obtenir une augmentation de 10 % du temps de congé pour activités professionnelles (sous forme de journées de suppléance) pour la période durant laquelle les membres acceptent des enseignants en formation initiale.
Halifax County

2018-19 Adoptée telle que modifiée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir une augmentation du temps de correction et de préparation, soit un minimum de 20 % du temps par jour par enseignant, sans augmentation de la durée de la journée scolaire.
Halifax County

2018-20 Retirée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le NSTU cherche à obtenir une augmentation du temps de préparation, soit un minimum de 20 % qui serait réparti quotidiennement dans l'emploi du temps de chaque membre.
Colchester-East Hants

2018-21 Retirée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à obtenir un temps minimum de correction et de préparation de 20 % de la journée d'enseignement pour le personnel enseignant.
Dartmouth

2018-22 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir du temps de correction et de préparation en blocs d'au moins 30 minutes, en dehors du temps de récréation.
Halifax County

2018-23 Adoptée

IL EST RÉSOLU QUE la Politique 47 – Programme d'enseignement individualisé soit modifié comme suit :

- Remplacer le mot « ayant » par les mots « qui enseignent à ».
- Supprimer les mots « qui suivent un plan de soutien en mathématiques, un plan de soutien en littérature ou un plan de soutien comportemental » et les remplacer par les mots « ayant des besoins en matière de programmation ».
- Ajouter les mots « ainsi que de préparer la documentation » à la fin de la phrase.

Comité exécutif provincial

2018-24 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le NSTU négocie pour que les enseignants reçoivent deux jours complets de temps de préparation avant le début de l'année scolaire pour les élèves, et que ces jours soient compris dans les 195 jours actuels.
Colchester-East Hants

2018-25 Adoptée

IL EST RÉSOLU QUE, dans le but de renforcer les capacités, le NSTU fournisse une formation continue au sujet des actions revendicatives.
Colchester-East Hants

2018-26 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le NSTU inclue dans le cahier de revendications deux journées réservées et autogérées pour permettre aux enseignants de répondre aux exigences du processus de planification de programme.
Colchester-East Hants

2018-27 Adoptée

IL EST RÉSOLU QUE le NSTU effectue un sondage auprès de ses membres pour évaluer les besoins et la satisfaction en ce qui concerne le régime actuel d'avantages sociaux des employés.
Collège communautaire

2018-28 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à obtenir 800 \$ par membre pour l'adhésion à un centre de conditionnement physique ou de bien-être par année civile.
Cumberland

2018-29 Adoptée

IL EST RÉSOLU QUE le NSTU enquête sur les façons dont les conseils scolaires pourraient utiliser le système AESOP pour améliorer la communication avec les enseignants suppléants.
Cumberland

2018-30 Adoptée

IL EST RÉSOLU QUE la section (A) de la Politique 51 – Enseignants à temps partiel soit modifiée comme suit :

- Dans le paragraphe (a), remplacer les mots « que l'emploi à temps partiel est une réalité en ce qui concerne les options » par les mots « l'emploi partiel comme une option en matière ».
- Et que la section (B) de la Politique 51 – Membres itinérants soit modifiée comme suit :
- Dans le paragraphe (a), supprimer les mots « que les postes itinérants sont une réalité en ce qui concerne les options » et les remplacer par les mots « les postes itinérants comme une option en matière ».
- Dans le paragraphe (a), supprimer les mots « plus d'une école ou d'un bâtiment » et les remplacer par « plus d'un établissement ».
- Dans le paragraphe (b), remplacer le mot « écoles » par le mot « établissements ».
- Dans le paragraphe (c), remplacer le mot « écoles » par le mot « établissements ».

Comité exécutif provincial

2018-31 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à modifier l'article 32.03 afin que les enseignants suppléants employés pendant une période de quatre jours consécutifs ou plus, en remplacement du même enseignant, soient rémunérés selon l'échelle salariale de base correspondant aux qualifications et à l'expérience de cet enseignant.

Dartmouth

2018-32 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU demande une augmentation du tarif journalier des enseignants suppléants qualifiés, afin qu'il soit équivalent au tarif journalier d'un enseignant au taux ITC première année.

Dartmouth

2018-33 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à mettre en œuvre un système d'ancienneté et une échelle salariale fondés sur l'expérience pour les enseignants suppléants certifiés.

Dartmouth

2018-34 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, demande à ce que les enseignants suppléants reçoivent une indemnité de congés payés de 4 %.

Halifax

2018-35 Retirée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à obtenir une formulation du contrat qui permettrait à l'employeur d'offrir aux enseignants suppléants l'option d'ajuster leur structure salariale en vue d'inclure une indemnité de congés payés de 4 %.

Dartmouth

2018-36 Adoptée Unanime

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à établir des rapports élèves-enseignant raisonnables pour les enseignants-ressources, les enseignants de centres d'apprentissage, les orthophonistes, les psychologues scolaires, les travailleurs sociaux et autres fournisseurs de services aux élèves.

Dartmouth

2018-37 Adoptée Unanime

IL EST RÉSOLU QUE la Politique 44 – Taille et composition des classes soit modifiée comme suit :

- Dans le paragraphe (a), remplacer les mots « doit être considérée comme un élément » par les mots « doivent être considérées comme des éléments essentiels ».
- Dans le paragraphe (c), remplacer les mots « Ceci à condition » par les mots « Le NSTU estime ».
- Dans le paragraphe (c), supprimer les mots « en éducation spécialisée » après le mot « membres ».
- Dans le paragraphe (c), supprimer le mot « ordinaire » après le mot « classe ».
- Dans le paragraphe (c), supprimer les mots entre le mot « classe » et les mots « la taille de la classe devrait diminuer » qui deviendra (c)(i).
- Dans le paragraphe (c), ajouter un nouveau paragraphe (ii) : « Du personnel de soutien devrait être affecté pour appuyer la composition des classes ».
- Dans le paragraphe (d), remplacer les mots « Pour veiller à ce » par les mots « Le NSTU estime ».
- Dans le paragraphe (d), supprimer les mots « qui sont » avant le mot « alloués ».
- Dans le paragraphe (d), remplacer les mots « soient fournis » par les mots « devraient être fournis ».
- Dans le paragraphe (d), remplacer le mot « la » par le mot « cette » devant les mots « salle de classe ».
- Dans le paragraphe (d), supprimer le reste de la phrase après le mot « classe ».

Comité exécutif provincial

2018-38 Adoptée telle que modifiée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations provinciales, le NSTU cherche à obtenir des formules de calcul de l'effectif des classes qui tiennent compte du statut d'école prioritaire, des classes à niveaux multiples, des classes à matières multiples, des classes à niveau unique et des besoins des élèves.

Dartmouth

2018-39 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le NSTU tente de négocier la couverture intégrale du coût des systèmes de surveillance continue du glucose (SCG) dans le cadre du régime de soins médicaux complets.

Halifax County, Guysborough County, Halifax City

2018-40 Adoptée

IL EST RÉSOLU QUE la Politique 50 – Absences des membres (d) soit modifiée en supprimant les mots « devrait poursuivre ses efforts par le biais des négociations provinciales pour garantir » et en les remplaçant par le mot « estime » et en remplaçant le mot « soient » par les mots « devraient être ».

Comité exécutif provincial

2018-41 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir une réduction des tâches administratives actuellement exercées par les enseignants.

Halifax County

2018-42 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir que le ministère de l'Éducation et du Développement de la petite enfance ait l'obligation de produire des guides d'instruction multimédias, étape par étape, en français et en anglais accompagnés d'une formation professionnelle appropriée et en temps opportun à l'intention des enseignants en liaison avec les rapports de PPI.

Halifax County

2018-43 Adoptée

IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir que le ministère de l'Éducation et du Développement de la petite enfance ait l'obligation de fournir une formation durant la journée d'enseignement à tout éducateur qui est censé utiliser le processus de rapport de PPI au moins trois mois avant la mise en œuvre.

Halifax County

2018-44 Adoptée telle que modifiée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, le Comité provincial du bien-être économique ajoute au cahier de revendications une demande en vue que les enseignants des écoles publiques reçoivent du temps de congé approprié pour préparer les documents concernant leurs élèves qui sont demandés par des médecins, du personnel de santé mentale ou d'autres organismes apparentés.

Kings

2018-45 Adoptée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, l'appendice B de la convention collective, Régime de congé avec traitement différé, section 0.5, soit modifié afin que les enseignants qui se voient refuser un congé puissent déposer un grief.

Lunenburg County

2018-46 Adoptée

IL EST RÉSOLU QUE le NSTU cherche à faire modifier l'article 16.07 afin qu'il se lise comme suit :

- « À des fins salariales, la classification du permis ou du certificat entre en vigueur :
- (i) le 1^{er} août ou à partir de la date d'achèvement du programme compris dans la période qui s'étend du 1^{er} mars au 30 septembre, si tous les documents exigés sont reçus entre le 1^{er} mars et le 30 septembre 15 octobre inclusivement;
 - (ii) le 1^{er} janvier de la même année scolaire, à partir de la date d'achèvement du programme, si tous les documents exigés sont reçus entre le 16 octobre et le dernier jour de février inclusivement. »

Lunenburg County

2018-47 Adoptée telle que modifiée

IL EST RÉSOLU QUE le NSTU explore une rémunération pour les administrateurs scolaires lorsque des aides-enseignants sont affectés au personnel de leur école.

Northside-Victoria

2018-48 Rejetée telle que modifiée

IL EST RÉSOLU QUE le NSTU étudie la rémunération et clarifie les responsabilités de chaque enseignant pour l'organisation du soutien à la programmation pour les élèves recevant le soutien d'un AE dans leur classe.

Northside-Victoria

2018-49 Adoptée

IL EST RÉSOLU QUE la Politique 54 – Rénovations d'établissement soit modifiée comme suit :

- Ajouter « ou ouvertures de nouveaux établissements » au titre.
- La clause en cours devient (a).
- Supprimer les mots « imposées par le conseil scolaire ».
- Supprimer les mots « une salle de classe » et les remplacer par les mots « et pour s'installer ».
- Ajouter un nouveau paragraphe (b) :
- (b) Lors de l'ouverture d'un nouvel établissement ou durant des modifications à un établissement, chaque membre concerné se verra accorder un minimum de deux jours, sans élèves, pour déménager et pour s'installer.

Comité exécutif provincial

2018-50 Adoptée

IL EST RÉSOLU QUE la Politique 57 – Enseignants-bibliothécaires soit modifiée comme suit :

- Ajouter les mots « Le NSTU estime que » au début du paragraphe (f)(i).
- Supprimer le reste de la politique actuelle.

Comité exécutif provincial

2018-51A Adoptée telle que modifiée

IL EST RÉSOLU QUE, lors de la prochaine série de négociations, la couverture pour les prothèses auditives soit augmentée dans les articles couverts par le régime actuel d'assurance de soins médicaux.

Richmond

2018-51B Adoptée

IL EST RÉSOLU QUE le NSTU affirme que les dommages auditifs subis par les enseignants devraient être considérés comme un problème lié au travail plutôt que comme un aspect du processus de vieillissement.

Richmond

Gouvernement

2018-52 Adoptée

IL EST RÉSOLU QUE le NSTU envoie une lettre au ministre de l'Éducation pour demander que tous les documents et le matériel pédagogique issus du ministère de l'Éducation et du Développement de la petite enfance soient publiés dans des formats universellement accessibles afin que tous les apprenants et tous les membres puissent y avoir accès.

Colchester-East Hants

2018-53 Adoptée

IL EST RÉSOLU QUE le NSTU recommande au Collège communautaire de la Nouvelle-Écosse de ne pas mettre en œuvre des initiatives sans financement et formation appropriés et sans consultation et accord préalables du NSTU.

Collège communautaire

2018-54 Adoptée

IL EST RÉSOLU QUE le NSTU recommande au Collège communautaire de la Nouvelle-Écosse de procéder à un examen de l'effectif maximum des classes pour chacun de ses programmes.
Collège communautaire

2018-55 Adoptée

IL EST RÉSOLU QUE le NSTU recommande au CCNE de consulter ses membres pour déterminer le temps nécessaire, la formation et les soutiens suivis requis pour mettre en œuvre et maintenir les systèmes de gestion de l'apprentissage prescrits par le Collège.
Collège communautaire

2018-56 Adoptée telle que modifiée

IL EST RÉSOLU QUE le NSTU fasse pression auprès du MEDPE pour qu'il soutienne de façon appropriée, par des ressources et du PP pendant la journée d'enseignement, les déploiements de curriculum pilote et qu'il permette une certaine flexibilité en ce qui concerne les dates de déploiement.
Digby

2018-57 Adoptée

IL EST RÉSOLU QUE le NSTU conseille vivement au MEDPE de mieux organiser le site Ednet à l'usage des enseignants.
Digby

2018-58 Adoptée

IL EST RÉSOLU QUE le NSTU conseille vivement au MEDPE d'allouer aux enseignants qui mettent en œuvre un cours nouveau du PEP du temps de relâche supplémentaire durant la journée scolaire pour mettre au point et mettre en œuvre le nouveau cours.
Digby

2018-59 Adoptée

IL EST RÉSOLU QUE le NSTU incite vivement le ministère de l'Éducation et du Développement de la petite enfance à établir des protocoles clairs pour la mise en œuvre de la nouvelle politique d'assiduité.
Halifax

2018-60 Rejetée

IL EST RÉSOLU QUE le NSTU conseille vivement au ministère de l'Éducation et du Développement de la petite enfance de compter les élèves ayant des besoins spéciaux comme deux élèves lors de l'équilibrage des nombres relatifs aux effectifs maximums de classe.
Halifax

2018-61 Adoptée

IL EST RÉSOLU QUE le NSTU conseille vivement au ministère de l'Éducation et du Développement de la petite enfance de s'assurer que la technologie appropriée est fournie, que les logiciels associés sont installés et qu'une formation est offerte avant le début de tous les cours du PEP.
Halifax County

2018-62 Adoptée

IL EST RÉSOLU QUE le NSTU assure la liaison avec le gouvernement provincial pour veiller à l'équité des programmes dans la mesure où l'alphabétisation des jeunes enfants et le rattrapage en lecture sont des programmes de base dans la majorité des écoles.
Northside-Victoria

Généralités

2018-63 Adoptée

IL EST RÉSOLU QUE la Politique 83 – Développement de la petite enfance soit modifiée par substitution.

83. Développement de la petite enfance

Le NSTU estime que le développement de la petite enfance est une composante essentielle des services sociaux qui devraient être fournis à tous les Néo-écossais. Une programmation efficace lors de la petite enfance améliore les chances des enfants dans les domaines de la santé, du bien-être, de l'éducation et des résultats économiques. En outre, les services de développement de la petite enfance bien conçus favorisent la santé, font progresser l'égalité des femmes, se soucient de la pauvreté infantile et familiale, améliorent l'inclusion sociale, et contribuent à la croissance économique.

Les services de développement de la petite enfance devraient :

- Être financés par l'État, de haute qualité, équitables, universels, inclusifs et accessibles.
- Couvrir la période allant de la naissance de l'enfant à son entrée à l'école.
- Comporter du counseling prénatal pour les familles.
- Être axés sur le jeu, être axés sur la découverte et être de nature expérientielle et interactive.
- Être fournis par des professionnels qualifiés dans le domaine du développement de la petite enfance.
- Être adéquatement financés pour permettre le diagnostic précoce et le traitement des déficiences physiques et des troubles du comportement et de l'apprentissage.

Comité exécutif provincial

2018-64 Adoptée telle que modifiée

IL EST RÉSOLU QUE la politique suivante sur l'éducation de la petite enfance soit adoptée : Éducation de la petite enfance

Le NSTU estime que l'éducation de la petite enfance est un élément crucial d'un système d'enseignement public universel et de qualité. Les programmes d'éducation de la petite enfance bien conçus enrichissent la vie des jeunes enfants et créent les fondements de leur croissance et de leur développement tout au long de leurs études. Les programmes d'éducation de la petite enfance devraient :

- Faire partie intégrante d'un système d'enseignement public de haute qualité, équitable, universel, inclusif et accessible du préprimaire (enfants âgés de quatre ans au 31 décembre de l'année scolaire) à la 12^e année et pour les finissants qui reviennent.
- Rélever de la compétence des conseils scolaires régionaux.
- Être appropriés en termes de développement afin de :
 - suivre des curriculums bien conçus, axés sur le jeu, axés sur la découverte, interactifs et expérientiels;
 - répondre aux besoins des enfants au plan scolaire, social, affectif et comportemental;
 - répondre à un éventail de besoins de développement et de styles d'apprentissage individuels; et
 - tenir compte de la diversité culturelle.
- Être convenablement financés afin de fournir :
 - le diagnostic précoce et le traitement des déficiences physiques et des troubles du comportement et de l'apprentissage;

- des programmes de formation des enseignants pour les premières années, tant au niveau de la formation avant l'emploi que de la formation en cours d'emploi;
 - des soutiens aux programmes tels que des services de bibliothèque, d'orientation et d'autres services aux élèves;
 - des ressources physiques suffisantes pour assurer un environnement d'apprentissage et d'enseignement sain et sécuritaire; et
 - une dotation en personnel appropriée pour répondre à tous les besoins de santé et de bien-être des élèves.
- Être dispensés par des enseignants qualifiés.

Comité exécutif provincial

2018-65 Adoptée

IL EST RÉSOLU QUE le NSTU explore la création d'une plate-forme qui pourrait être utilisée pour tenir simultanément des séances de discussion ouvertes ou des séances de perfectionnement professionnel pour les membres de l'ensemble de la province dans des régions choisies et rendre compte des résultats à l'AGA du Conseil 2019.
Colchester-East Hants

2018-66 Adoptée

IL EST RÉSOLU QUE le NSTU fournisse chaque mois des points de discussion sur un enjeu prioritaire et les inclue dans le Mot en bref.
Colchester-East Hants

2018-67 Adoptée

IL EST RÉSOLU QUE le NSTU envisage l'achat de vêtements portant la marque NSTU que les membres pourraient acheter au prix coûtant.
Colchester-East Hants

2018-68 Adoptée

IL EST RÉSOLU QUE le NSTU étudie des moyens de promouvoir et d'encourager la participation des membres au sein du syndicat.
Collège communautaire

2018-69 Adoptée

IL EST RÉSOLU QUE le NSTU explore des moyens d'améliorer la communication avec les enseignants suppléants pour s'assurer que ceux-ci reçoivent des informations correctes et en temps voulu au cas où une action revendicative est lancée.
Cumberland

2018-70 Adoptée

IL EST RÉSOLU QUE le NSTU mène un sondage annuel auprès de ses membres au sujet de leurs expériences lorsqu'ils ont affaire à l'administration des écoles, à l'administration des conseils scolaires et au ministère de l'Éducation et du Développement de la petite enfance, et fasse un compte-rendu annuel des résultats aux membres du NSTU.
Dartmouth

2018-71 Adoptée

IL EST RÉSOLU QUE le NSTU ne participe pas à la Journée UNIS à l'avenir.
Dartmouth

2018-72 Transmise au Comité exécutif provincial pour décision

IL EST RÉSOLU QUE le NSTU crée un processus grâce auquel les membres pourraient accéder par voie électronique aux réponses du NSTU à des annonces pertinentes du gouvernement, du Collège communautaire, de la CESP ou des conseils scolaires en temps opportun.
Halifax County

2018-73 Transmise au Comité exécutif provincial pour décision

IL EST RÉSOLU QUE le Conseil remplace la Politique 76 – Cyberconduite convenable par ce qui suit :

Les communications électroniques et les activités en ligne sont très répandues dans notre système éducatif et dans la collectivité en général. Dans ce contexte, le NSTU a les convictions suivantes en ce qui concerne la cyberconduite :

- (1) La cyberconduite appropriée est la manière éthique, légale et constructive dont nous nous conduisons en ligne et elle contribue à assurer un environnement d'apprentissage et de travail sécuritaire dans nos établissements d'enseignement.
- (2) La cyberconduite inappropriée devrait être découragée et faire l'objet d'une réaction rapide et décisive.
- (3) L'éducation est un élément essentiel pour promouvoir une cyberconduite appropriée.
- (4) Les intervenants en éducation, les ministères et organismes gouvernementaux et la collectivité dans son ensemble partagent la responsabilité de veiller à une cyberconduite appropriée.

Comité exécutif provincial

Résolutions relatives aux affaires nouvelles

2018-NB-1 Transmise au Comité exécutif provincial pour décision

IL EST RÉSOLU QUE le NSTU négocie avec l'Association des administratrices et administrateurs des écoles publiques de la Nouvelle-Écosse des conditions qui accordent aux administrateurs des droits aussi proches que possible de ceux des membres actifs.
Dartmouth

2018-NB-2 Adoptée

IL EST RÉSOLU QUE le NSTU fasse pression sur le gouvernement en vue que les administrateurs reviennent au sein du NSTU.
Comité exécutif provincial

2018-NB-3 Transmise au Comité exécutif provincial pour décision

IL EST RÉSOLU QUE le Comité de coordination des associations professionnelles explore un projet de conférence unique en remplacement de la Journée de perfectionnement professionnel 2019 pour aborder la complexité croissante des besoins des élèves dans nos salles de classe très diversifiées.
Halifax County

2018-NB-4 Transmise au Comité exécutif provincial pour décision

IL EST RÉSOLU QUE le NSTU élabore une politique destinée au Guide du NSTU afin de refléter notre philosophie concernant le modèle collégial et de souligner combien il est important que les administrateurs soient membres à part entière du NSTU.
Kings



*NSTU First Vice-president Tami Cox Jardine.
(Photo credit: All photos this page Paul Darrow)*

NSTU receives inaugural Lighthouse Award

The NSTU was honoured as the first recipient of Construction Safety Nova Scotia's Lighthouse Award for educators. NSTU first vice-president Tami Cox Jardine accepted the award at the Construction Safety Nova Scotia AGM and Awards Ceremony on May 24th.

"As educators, we have an opportunity and an obligation to promote safety education and safe working conditions for our students in Nova Scotia," said Cox Jardine "It's not just for managers to do. We all need to be leaders in this endeavour. Leadership is in the goal, not the role — the goal is having safe working conditions for all workers in Nova Scotia."

The award is in recognition of educators who act as guiding lights for Nova Scotian youth accessing free online Construction Entry-Level Training (CELT) & WHMIS courses provided by Construction Safety Nova Scotia. "Teaching youth about safety and their rights can be transformational for everyone," continued Cox Jardine. "These programs are free and every young worker in Nova Scotia needs to have the knowledge and training."

Other members and organizations across Nova Scotia were recognized with awards for Best Safety Innovation, Chair's Award of Excellence, Safety Champion Award, Safety Partner Award, and the James Spidell Award for Safety Professionals.

Charles Colson (Northside-Victoria) and teacher at Memorial Composite High School in Sydney Mines received a Safety Champion Award. These awards are given to individuals who consistently demonstrate safety excellence and support. Ken Collier (Northside-Victoria) who also teaches at Memorial, received the James Spidell Award. This award is given to an individual who demonstrates an ongoing commitment to occupational health and safety.

Close to 150 NSTU members across the province were also recognized for their participation in the CELT program. "There are 147 NSTU members across this province who are already supporting the occupational health and safety work of Construction Safety Nova Scotia. There is room for more. I am one who is joining this movement," said Cox Jardine.

Construction Safety Nova Scotia steadily works towards making the Nova Scotia construction industry the safest in Canada by providing quality, accessible, and affordable services. To learn more about Construction Safety Nova Scotia and its programs for educators visit: <http://www.constructionsafetyns.ca/>



Memorial High School teacher Charles Colson received a Safety Champion Award from Construction Safety Nova Scotia. He is shown with Construction Safety Nova Scotia Chair Kent Nickerson (right) and Gary Rudolph, Past Chair of the Board of Directors.



Memorial High School teacher Ken Collier was also recognized at the Construction Safety Nova Scotia's Awards Ceremony. He received the James Spidell Award. He is shown with Construction Safety Nova Scotia Chair Kent Nickerson (right) and Gary Rudolph, Past Chair of the Board of Directors.



Construction Safety Nova Scotia General Manager Bruce Collins recognizes all the teachers across the province who are partners in promoting safety education for youth.



First vice-president Tami Cox Jardine is shown receiving the Construction Safety Nova Scotia Lighthouse Award with Construction Safety Nova Scotia's General Manager Bruce Collins and Chair Kent Nickerson.

2018 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 26



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(no refunds after
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While we encourage members to have a NSTU web account, please be advised that one is NOT required to register for a conference. A member may register utilizing any email address.

Art Teachers Association (ATA)

Theme **ARTiculate**
Location Sydney – Cape Breton Centre for Craft and Design; Truro – Douglas Street Recreation Centre; Halifax – Rocky Lake Junior High; and Canning – Ross Creek Centre for the Arts teachers – \$90.00; students, substitutes and retirees – \$45.00
Contacts Alison West: alwest@nstu.ca; Devon Vankoughnett: dvankoughnett@nstu.ca and Tim Taylor: ttaylor60@nstu.ca

Association of Teachers of Exceptional Children (ATEC)

Theme **Calm, Capable, Courageous**
Location Dartmouth Crossing Cineplex
Fees Regular fee: \$100
Substitutes, Retirees, Students: \$75
Contacts Jean MacDougall – atecconference@nstu.ca

Association des enseignants acadiens (AEA)

Theme **Apprenons ensemble!**
Location École du Carrefour, Dartmouth
Keynote Mme Marie-France Maisonneuve, orthopédagogue et conférencière
Fees 95\$, 50\$ for substitute and retired, free for student teachers
Contacts Jacqueline LeVert – jalevert@nstu.ca
Melanie Belliveau – melaniebelliveau@nstu.ca

Association of Adult Educators (AAE)

Theme **Keep Connecting in an Entrepreneurial World**
Location Marconi Campus, NSCC, Sydney, NS
Keynote Encouraging an Entrepreneurial Spirit
Fees Conference Fee: \$100.00
Substitutes/Retirees/Students \$70.00
Contacts Bernadette Julian – bjulian@nstu.ca

Association of Science Teachers (AST)

Theme: **Making Time for Science**
Location: Halifax West High School
Keynote: No
Fee(s): \$100; \$40 students & substitutes (*other special fees may apply for some sessions)
Contact: James Parsons – jeparsons@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme **Keep the Balance**
Location Prince Andrew High School, 31 Woodlawn Rd, Dartmouth, NS
Keynote Don Aker
Fees *ATENS Conference Fee (workshops, lunch, membership) \$95.00
*Student/Substitute/Retired Teacher fee (workshops, lunch) \$85.00
Contacts Tina Buott – tbuott@nstu.ca

Association of Teachers of Young Adolescents (ATYA)

Theme **It Takes A Village**
Location Riverside Education Centre
Keynote Deanna Mohamed
Fees \$90.00 (\$45.00 for substitutes)
Contacts Dawn Chapman – adchapman@nstu.ca

Business Education Teachers Association (BETA)

Theme **Social Enterprises and Inclusivity**
Location Halifax
Fees \$100 (\$75 reduced rate)
Contacts Danielle LeBlanc – danleblanc@nstu.ca

Educational Drama Association of Nova Scotia (EDANS)

Theme: **Away with Words**
Location: Dartmouth High School
Keynote: Poetry slam featuring five local poets
Fee(s): Regular: \$90
Substitutes, Retirees and Students: \$65
Contact: David Zinck – dnzinck@nstu.ca

Family Studies Teachers Association (FSTA)

Theme **Stepping Out Again**
Location St. Matthew's United Church, 1479 Barrington St, Halifax, NS B3J 1Z2
Keynote Youth Project
Fees \$85 for full time teachers. \$55 for students, substitutes and retired teachers.
Contacts Denise Forgeron – adforgeron@nstu.ca

Mathematics Teachers Association (MTA)

Theme **MTA MXVIII**
Location Charles P. Allen, 200 Innovation Drive, Bedford, NS.
Fees Membership Conference Fee – \$85 Substitutes and Retirees – \$45 Students (Register after September 30th) – \$25
Contacts Registrar: Dave Macfarlane: mtaconference@nstu.ca
General Conference Information: Sonya O'Sullivan: slo@sullivan@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme **Building Skills, Solutions, and Supports**
Location Citadel High School, Halifax, NS
Keynote Keynote 1: Robert S. Wright, MSW, RSW;
Keynote 2: Heather Fiske, PhD
Fees Regular - \$95.00; Retired/Substitutes/Students - \$55.00
Contacts Andrew Gosney (Co-Chair); Ann Lambe (Co-Chair) and Martia MacLean (Registrar)
nsscaconference@nstu.ca

Nova Scotia Music Educators' Association (NSMEA)

Theme: **Teaching Music: This is why we do it!**
Location: Dartmouth South Academy
Keynote: TBA
Fee: Teacher: \$100; Subs & Retired: \$50; Students: \$30.
Contact: Keli Brewer klbrewer@nstu.ca
Donalda Westcott djwestcott@nstu.ca

Nova Scotia Teachers Association for Literacy and Learning (NSTALL)

Theme: **Celebrating Diversity**
Location: Cobequid Educational Centre, 34 Lorne St., Truro
Fee(s): Regular fee: \$75
Substitute, Retirees and Students: \$65
Contact: Stephanie Deagle – deagles@ccrsb.ca
Justin Fougere – justin.fougere@ssrsb.ca

Nova Scotia Technology Education Association (NSTEA)

Theme **K-12 Skills and Competencies for Tomorrow**
Location Park View Education Centre Bridgewater
Keynote Peter Vinnall of Sustane Technologies
Fees Regular members \$50, students \$0, retirees \$20, substitute teachers \$20.
Contacts Roddie MacRae – remacrae@nstu.ca
Troy Messenger – tmessenger@nstu.ca

Primary Elementary Teachers Association (PETA)

Theme **A day of Math with Marian Small and Writing with Beth Olshansky**
Location Cineplex Cinemas Bayers Lake
Fees \$90.00 for Contract Teachers, \$60.00 for students and substitutes
Contacts Ashley Chapman – petaconference@nstu.ca

Psychologists in Schools Association (PISA)

Theme **Mindfulness In Education and Youth Mental Health**
Location Mount Saint Vincent University
Keynote Chris McKenna
Fees \$80 and \$60 reduced rate for students, substitutes and retired teachers
Contacts Matthew MacLeod – pisaconference@nstu.ca

Social Studies Teachers' Association (SSTA)

Theme **Calling All Citizens**
Location Saint Mary's University
Keynote Dr. Alan Sears
Fees \$100.00; students/substitutes – \$50.00
Contacts Wendy Driscoll – sstaconference@nstu.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme **Keep Speech Fun! Practical and hands on therapy ideas that will save time and keep students**
Location Best Western Plus, Spectacle Lake Dr., Dartmouth NS
Keynote Hallie Sherman
Fees Regular – \$100.00; parents/students/substitutes/retirees – \$75.00
Lunch – \$20.00
Contacts Denise Boulton – dcboulton@nstu.ca

Teachers Association for Physical and Health Education (TAPHE)

Theme: **Reconnect**
Location: Sackville High, 1 Kingfisher Way, Lower Sackville
Fee(s): Regular: \$90
Substitutes, Students, Retired: \$35
Contact: Justin Oliver jroliver@nstu.ca
Jen McKenzie jlloyd-mckenzie@hrsb.ca
Steve Ranni, shranni@nstu.ca
tapheconference@nstu.ca



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2018 President Election Results by Local (May 23 & 31)

	Annapolis		Antigonish		APSEA		Cape Breton		Colchester-East Hants		Community College		CSANE		Cumberland		Dartmouth		Digby		Guysborough		Halifax City		Halifax County		Hants West	
	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31
Cherie Abriel	39		10		1		15		125		12		71		12		10		25		8		18		23		15	
Liette Doucet	1		0		3		7		11		8		10		18		31		1		0		27		36		3	
Grant Frost	13	42	77	88	4	13	108	152	173	247	18	54	101	152	56	66	226	258	13	22	15	23	301	406	540	738	46	61
Shawn Hanifen	4		16		1		102		34		17		29		9		71		1		24		176		310		7	
Paul Wozney	55	66	46	77	10	22	379	403	283	324	354	332	145	207	99	128	137	177	49	55	11	30	248	340	730	932	49	75

2018 President Election Results by Local (May 23 & 31)

	Inverness		Kings		Lunenburg County		Northside-Victoria		Pictou		Queens		Richmond		Shelburne		Yarmouth		Active Reserve		Total Votes Cast		Percentage Turnout		
	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Run-off May 31	1st Ballot May 23	Runoff May 31	1st Ballot May 23	Runoff May 31	
Cherie Abriel	15		73		14		11		18		7		4		32		102		0						
Liette Doucet	4		12		15		4		5		3		1		4		13		2						
Grant Frost	58	63	99	149	71	83	88	89	71	86	17	22	26	31	54	71	36	125	6	8	7455	7264	69.98	67.52	
Shawn Hanifen	16		18		17		27		17		8		7		15		10		0						
Paul Wozney	48	83	229	275	148	179	96	132	175	207	53	58	29	36	12	24	30	46	8	7					

from the nstu executive director



Executive Director's Remarks to Annual Council 2018

I am pleased as your Executive Director for the fifth and final year to bring remarks to Annual Council as we continue to fulfill our mission to advocate and support our teachers and members. Like last year – this has been another year for challenges and opportunities for the NSTU.

Bill 72

The most riveting and disappointing change is the passing of Bill 72 and the loss of the administrators as members of the Nova Scotia Teachers Union. It is upsetting to see administrators by legislation being named managers. However, we need to be strategic going forward in representing administrators. We have opportunity through the affiliation of the new association to make sure we remain the voice, advocate and protector of these members of our profession. It is prudent for the Union to take advantage of the affiliation and continue to work and advocate for our administrators. I do want to recognize administrators—my wish to each and every one of you is that you can return to these council chambers as full active members with full voting privileges.

Bill 72 also gives us opportunity to meaningfully engage in a consultative process with government on the following issues as outlined in legislation: Teaching and Leadership Standards; portability of seniority between regions; professional development; extracurricular activities; workforce recruitment and retention strategies; targeted strategies addressing French-language education; students in poverty and children in care; and supports in schools for emerging immigrant communities. It is easy to be cynical in thinking that this is a delay in the introduction of legislation for a College of Teachers. It is imperative that the Union demonstrate that no college is needed to address these issues. The Union is working with government in a cooperative way and this may be the best route to get effective change in the education system.

Community College/APSEA Bargaining

While the public school has been faced with Bills and legislation, the Community College still has not been able to reach a collective agreement. The status of their negotiations presently is that they are in conciliation with a final offer on the table from the employer. The Union continues to work hard to ensure a fair, collective agreement for the members and will stand strong with them to reach an acceptable conclusion to this long round of collective bargaining. APSEA also has no agreement. Both Community College and APSEA are under the restraints of Bill 148. APSEA's contract has proceeded to arbitration and an arbitrator has been appointed.

Pension

The results of the 2017 Valuation of the Teachers' Pension Plan was released on April 30, 2018 showing an increase of the funded ratio from 77.7 to 78.4 per cent. The investment return for the year was 8.57 per cent, slightly below the benchmark of 8.67 per cent, but above the discount rate of 6.05 per cent. In the Annual report, Chairperson John Carter states, "While there is no immediate risk that the Plan will be unable to meet its ongoing pension obligation, it is important to note that the Plan's financial position could deteriorate going forward unless the Nova Scotia Teachers Union and the Province together take very significant steps." For further information, the Annual Report for 2017 and financial statements are available online.

Commission on Inclusive Education

Students First, the report from the Commission was released in March, 2018. It is a report that our members have been anxiously awaiting, as one of the most challenging aspects in our classrooms has been how inclusion was implemented since the mid 90s. The new model of Inclusive Education is welcomed and the report was one requested by the Union at the last round of negotiations. The overall response from the report was positive, and the important next step is to ensure recommendations are implemented by Government. As part of the legislation, the report goes to the Council to Improve Classroom Conditions. At their meeting in March, the Council recommended to government that the key actions on page 116 of the report be implemented. The Council will continue to review the report and make recommendations to the Employer about the implementation of the conclusions of the Commission.

Bill 75

The NSTU is actively pursuing the court challenge for Bill 75. There has been an approved revision of dates: with the applicant's affidavit evidence and expert reports due on June 1, 2018; the respondent's are due on July 30, 2018; the applicant's rebuttal affidavit is due October 18, 2018 and the cross examinations need to be done by January 31, 2019. Please note that it is a long process prior to it getting to any adjudication on the issue.

Discours de la directrice exécutive à l'AGA du Conseil 2018

C'est un grand plaisir pour moi, dans ma cinquième et dernière année au poste de directrice exécutive, de faire ce discours à l'AGA du Conseil, tandis que nous continuons à remplir notre mission de défendre et de soutenir nos enseignants et nos membres. Tout comme l'année dernière, cette année a été riche en défis et en opportunités pour le NSTU.

Projet de loi 72

Le changement le plus révoltant et le plus décevant a été l'adoption du projet de loi 72 et la perte des administrateurs au sein du Nova Scotia Teachers Union. Il est navrant de voir les administrateurs nommés gestionnaires par voie législative. Toutefois, nous devons adopter une position stratégique pour aller de l'avant et continuer à représenter les administrateurs. Nous avons la possibilité, grâce à l'affiliation de la nouvelle association, de faire en sorte de rester le porte-parole, le défenseur et le protecteur de ces membres de notre profession. Il est prudent pour notre syndicat de nous prévaloir de cette affiliation en vue de continuer à travailler pour nos administrateurs et à défendre leurs intérêts. Je tiens à rendre hommage aux administrateurs – et je souhaite que chacun d'entre vous puisse revenir aux séances de ce Conseil en tant que membres actifs à part entière et jouissant du plein droit de vote.

Le projet de loi 72 nous donne également l'occasion de participer activement à un processus de consultation avec le gouvernement sur les questions suivantes, telles qu'énoncées dans la loi : normes d'enseignement et de leadership; transférabilité de l'ancienneté entre les régions; perfectionnement professionnel; activités parascolaires; stratégies de recrutement et de maintien de la main d'œuvre; stratégies ciblées pour l'enseignement en langue française; élèves vivant dans la pauvreté et enfants pris en charge par la province; soutiens dans les écoles pour les nouveaux groupes d'immigrants. Il est facile d'être cynique et de penser qu'il s'agit d'un premier pas vers l'introduction d'une législation établissant un « collège des enseignants ». Il est impératif que le syndicat démontre qu'un collège n'est pas nécessaire pour régler ces questions. Le syndicat travaille en coopération avec le gouvernement et cela pourrait être la meilleure voie à suivre pour apporter des réformes efficaces au système éducatif.

Négociations du Collège communautaire

Tandis que le système des écoles publiques a été confronté à des projets de loi et à une législation, le Collège communautaire n'est toujours pas parvenu à une convention collective. Les négociations sont actuellement en phase de conciliation avec une offre finale de l'employeur. Le syndicat continue à travailler activement avec le Collège pour assurer une convention collective équitable pour ses membres et il maintiendra une position ferme à ses côtés afin d'aboutir à une conclusion acceptable pour cette longue ronde de négociation collective. La CESP A n'a pas non plus de convention. Le Collège communautaire et la CESP A sont assujettis aux contraintes du projet de loi 148. La convention de la CESP A a été soumise à arbitrage et un arbitre a été nommé.

Régime de retraite

Les résultats de l'évaluation 2017 du régime de retraite des enseignants, publiés le 30 avril 2018, révèlent une augmentation du coefficient de capitalisation, qui est passé de 77,7 % à 78,4 %. Le rendement des placements pour l'année a été de 8,57 %, soit légèrement inférieur à l'indice de référence de 8,67 %, mais supérieur au taux d'actualisation de 6,05 %. Dans le rapport annuel, le président John Carter déclare : « Bien qu'il n'y ait aucun risque immédiat que le régime ne puisse respecter ses obligations en matière de retraite, il est important de noter que la situation financière du régime risque de se détériorer à l'avenir à moins que le Nova Scotia Teachers Union et la province ne prennent ensemble des mesures considérables. » Pour de plus amples informations, le rapport annuel 2017 et les états financiers sont disponibles en ligne.

Commission sur l'intégration dans l'éducation

Le rapport de la Commission, intitulé « Les élèves en premier », a été publié en mars 2018. Nos membres attendaient ce rapport avec impatience, car l'un des aspects les plus problématiques dans nos salles de classe est la façon dont l'intégration est mise en œuvre depuis le milieu des années 90. Le nouveau modèle d'intégration tombe à point et ce rapport avait été réclamé par le syndicat lors du dernier cycle de négociations. La réaction globale au rapport a été positive, et la prochaine étape importante est de nous assurer que les recommandations sont mises en œuvre par le gouvernement. Conformément à la législation, le rapport est soumis au Conseil pour l'amélioration des conditions en salle de classe. Lors de sa réunion de mars, le Conseil a recommandé au gouvernement que les mesures clés présentées à la page 116 du rapport soient mises en œuvre. Le Conseil continuera d'étudier le rapport et de faire des recommandations à notre employeur au sujet de la mise en œuvre des conclusions de la Commission.

Status of Women

The NSTU hosted the first Status of Women Conference this year titled *Empowered Women Empower Women*. As the first female executive director of a female dominated profession it is critical for me to address today the importance of empowering women to take leadership roles. Canada's Woman's Foundation reports only 15 per cent of women hold CEO positions.

One thing I learned in this position, is that women still have a long way to go to have gender equity. Research shows the best way to reach equity for women is to have females in leadership roles. How do we do it? According to a KPMG study: leadership training (57 per cent); confidence building (56 per cent); decision making (48 per cent); networking (47 per cent) and critical thinking (46 per cent) are revealed as the most important aspects of supporting and preparing women to pursue leadership roles.

Sheryl Sandberg, COO of Facebook says "When you look at successful women, they have other women who have supported them, and they've gotten to where they are because of those women."

In my first year of full time teaching in 1978, a fellow colleague who was finishing her role as secretary of the Sydney Local, approached me and encouraged me to take the position. It led me on a wonderful path that put me here today. This is what makes the difference. I encourage all women to find another woman and support them.

In conclusion, I would like to thank the Provincial Executive in giving me the opportunity to work with you during these challenging times.

Much is owed to the members that take leadership roles in the NSTU, work on various committees and become NSTU representatives and make the organization run smoothly. Thank you.

A big thank you to staff for their hard work and dedication in looking after the members of the NSTU.

Finally, I will end with the same quote as I used last year from Chief Darcy Bear from the Whitecap Reserve in Saskatchewan who stated: "You cannot accept leadership without accepting challenges." The challenges faced over the past few years are unprecedented. In the history of the organization, we have never had to go through so much with one Executive Director at the helm. To my knowledge, no single executive director had so much thrown at them. The past five years brought negotiation, legislation, job action, a strike, and an illegal strike vote — all in a short period of time.

In an era where women are not always provided with opportunities to excel, where unions are under attack, and misogyny still permeates our society, as the first female Executive Director of the NSTU, I did not escape these challenges. I faced them head on with the support of staff and your Provincial Executive. My message to all women, and to our daughters is that when qualified females are given the opportunity, they too can provide leadership in challenging times.

Despite these challenges, we managed to forge ahead to bring changes to classroom conditions through the revamping of Teaching Standards, the Council to Improve Classroom conditions and the Commission on Inclusive Education. We hope these avenues foster accountability, transparency, and collaboration to improve teaching and learning in Nova Scotia classrooms.

As your first female executive director I am humbled and honored for you allowing me to serve the members of the Nova Scotia Teachers Union. Regardless of all the challenges and curve balls thrown at us, we still remain strong and united. All the best to each and every one of you in advancing the teaching profession and promoting publicly-funded quality public education for all Nova Scotians.

Thank you.

Projet de loi 75

Le NSTU poursuit activement la contestation judiciaire du projet de loi 75. Une révision des dates a été approuvée : les preuves par affidavit et les rapports d'expertise du requérant sont dus le 1er juin 2018; ceux de l'intimé sont dus le 30 juillet 2018; les contre-preuves par affidavit du requérant sont dues le 18 octobre 2018 et les contre-interrogatoires doivent avoir lieu avant le 31 janvier 2019. Veuillez noter qu'il s'agit d'un processus de longue haleine avant qu'une décision ne puisse être rendue.

Condition féminine

Le NSTU a accueilli cette année la première conférence sur la condition féminine intitulée *Empowered Women Empower Women*. En tant que première directrice exécutive du syndicat d'une profession en majorité féminine, il est essentiel pour moi d'aborder aujourd'hui la nécessité de donner aux femmes les moyens d'exercer des rôles de leadership. Selon la Fondation canadienne des femmes, seulement 15 % des postes de PDG sont occupés par des femmes. Je comprends tout à fait les conclusions des recherches sur les défis que rencontre une femme dans un rôle à forte dominance masculine.

Une chose que j'ai apprise dans ce poste est que les femmes ont encore un long chemin à parcourir pour parvenir à l'équité entre les sexes. La recherche montre que la meilleure façon pour les femmes de parvenir à l'équité est d'avoir des femmes dans des rôles de leadership. Comment pouvons-nous réaliser cela? Selon une étude de KPMG : la formation au leadership (57 %); le renforcement de la confiance (56 %); la prise de décision (48 %); le réseautage (47 %) et la réflexion critique (46 %) sont les aspects les plus importants en vue d'appuyer et de préparer les femmes à exercer des rôles de leadership.

Sheryl Sandberg, directrice de l'exploitation de Facebook, déclare : « Les femmes qui réussissent ont toutes été soutenues par d'autres femmes, et elles sont arrivées là où elles sont grâce à ces femmes. »

Lors de ma première année d'enseignement à temps plein en 1978, une collègue qui achevait son mandat de secrétaire de la section locale de Sydney m'a sollicitée et m'a encouragée à occuper ce poste. Cela m'a lancé sur la formidable voie qui m'a amenée à être ici aujourd'hui. C'est ce qui fait toute la différence. J'encourage toutes les femmes à trouver une autre femme à soutenir.

En conclusion, j'aimerais remercier le Comité exécutif provincial de m'avoir donné la chance de travailler avec vous en ces temps difficiles.

Nous avons une énorme dette à l'égard des membres qui occupent des postes de direction au sein du NSTU, de ceux qui travaillent au sein des divers comités, de ceux qui exercent les fonctions de représentants du NSTU et de tous ceux qui assurent le bon fonctionnement de l'organisation. Merci à tous.

Un grand merci aux membres du personnel pour leur travail assidu et leur dévouement envers les membres du NSTU.

Enfin, je terminerai tout comme l'année dernière en citant le chef Darcy Bear de la réserve de Whitecap, en Saskatchewan, qui a déclaré : « Vous ne pouvez pas accepter le leadership sans accepter les défis. » Les défis rencontrés au cours des dernières années ont été sans précédent. Dans l'histoire de l'organisation, nous n'avons jamais eu à traverser autant d'épreuves durant le mandat d'un seul directeur exécutif. À ma connaissance, aucun directeur exécutif n'a connu une telle avalanche de problèmes. Les cinq dernières années ont été marquées par des négociations, des mesures législatives, des moyens de pression au travail, une grève et un vote de grève illégal, tout cela au sein d'une très courte période.

À une époque où les femmes ne se voient pas toujours offrir la possibilité d'exceller, où les syndicats font l'objet d'attaques, et où la misogynie continue à miner notre société, en tant que première femme au poste de directrice exécutive du NSTU, je n'ai pas échappé à ces défis. J'ai pu les attaquer de front avec l'appui du personnel et du Comité exécutif provincial. Mon message à toutes les femmes, et à toutes nos filles, est le suivant : lorsque des femmes qualifiées s'en voient donner la possibilité, elles aussi peuvent fournir un leadership dans des temps difficiles.

Malgré ces défis, nous avons réussi à aller de l'avant en vue d'apporter des changements aux conditions en salle de classe grâce au remaniement des normes d'enseignement, au Conseil pour l'amélioration des conditions en salle de classe et à la Commission sur l'intégration dans l'éducation. Nous espérons que ces moyens favoriseront la responsabilisation, la transparence et la collaboration en vue d'améliorer l'enseignement et l'apprentissage dans les salles de classe de la Nouvelle-Écosse.

En tant que première femme à occuper le poste de directrice exécutive, je suis honorée et touchée que vous m'ayez permis de servir les membres du Nova Scotia Teachers Union. En dépit des multiples défis et des coups durs que nous avons subis, nous restons forts et unis. Je souhaite à chacun d'entre vous tout le succès possible pour faire progresser la profession enseignante et promouvoir un enseignement public de qualité pour tous les Néo-Écossais.

Merci.



Outgoing Executive Director Joan Ling is shown with members of the Provincial Executive following Annual Council 2018.

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CONGRATULATIONS TO OUR May Book Winners!

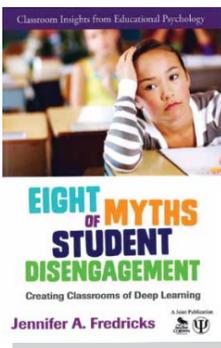
FRESH — Angela Amey — HRSB
EQUITY — Heather Lewis — ARVSB
PD — Karen Dumay — HRSB

Charting Your Course FOR PROFESSIONAL DEVELOPMENT

Email your name, home address, and the name of your school or campus with PD Giveaway in the subject line to theteacher@nstu.ca by August 10, 2018 to be eligible for the draw.

Eight Myths of Student Disengagement
by Jennifer A. Fredricks

Eight Myths of Student Disengagement: Creating Classrooms of Deep Learning, published by Corwin is from the Classroom Insights from Educational Psychology. This resource provides tips to help educators reengage students. It includes how to identify students most at risk for disengagement and work effectively with diverse groups who are disengaged, while building positive student-teacher relationships.



fresh

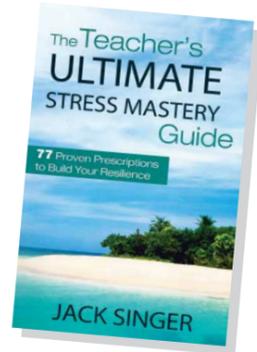
Putting new members in the KNOW!

Email your name, home address, and the name of your school or campus with FRESH in the subject line to theteacher@nstu.ca by August 10, 2018 to be eligible for the draw.

The Teacher's Ultimate Stress Mastery Guide

by Jack Singer

The Teacher's Ultimate Stress Mastery Guide: 77 Proven Prescriptions to Build Your Resilience is a valuable resource in preventing stress and burnout by helping teachers build resilience and emotional strength. It includes simple concepts and behavioural tips and demonstrates how stress can affect optimism and ultimately teaching effectiveness. Published by Skyhorse Publishing Inc., New York, New York, this resource helps teachers achieve personal and professional goals and rekindle their passion for their profession.

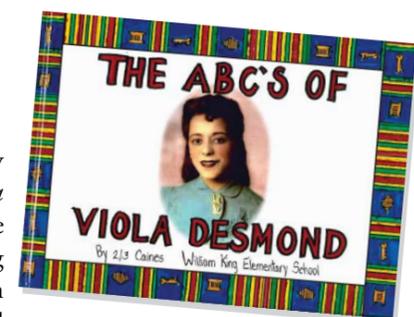


EQUITY COMMITTEE BOOK REVIEW
Nova Scotia Teachers Union

Email your name, home address, and the name of your school or campus with EQUITY in the subject line to theteacher@nstu.ca by August 10, 2018 to be eligible for the draw.

The ABC's of Viola Desmond
by 2/3 Caines William King Elementary School

Published by the Delmore "Buddy" Day Learning Institute, *The ABC's of Viola Desmond* was written and illustrated by the 2017 Grade 2/3 students at William King Elementary School with their teachers Pam Caines and Beatrice MacDonald. It is edited by Tony Colaiacovo. It is a great resource for the elementary level and is used by all Grade 3 classes in Nova Scotia. It relates the history of Viola Desmond, a Canadian African Nova Scotian businesswoman and civil rights advocate who challenged racial segregation at a cinema in New Glasgow, Nova Scotia, in 1946.



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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 16th-19th, 2018
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executive highlights

June 1-2, 2018

- Filed the Table Officers Report;
- Appointed all Standing Committees for 2018-2019;
- Approved a recommendation that an advertisement be placed to fill one position on the Comité de programmation acadienne from the North-East Region;
- Elected 2nd Vice-President: Lori MacKinnon
Elected Secretary-Treasurer: Thérèse Forsythe
Governance & Policy Committee: Allister Wadden, Peter Day, Doug Read, Richard MacLean, Ian Kent, Angela Deagle, Gerald Reber
Nominating Committee: Tammy Landry, Tami Cox Jardine, Darlene Bereta, Mike Jamieson, Wade Van Snick
Personnel Committee: Darlene Bereta, Sue Larivière-Jenkins, Doug Read
- Approved Signing Officers for 2018-2019;
- Approved Out-of-Province Grants in the amount of \$475 each;
- Approved Full Time Study Grants in the amount of \$2,000 each;
- Approved Travel Fellowships in the amount of \$300 each;
- Approved a recommendation that the Retired Teachers Organization (RTO) membership fee be set at \$4 per month effective August 1, 2018;
- Approved the disposition of Annual Council Resolutions 2018 be filed;
- Approved a recommendation that the Governance and Policy Committee create Operational Procedures for the Political Action Committee and review the operational procedures of the PA/PR Committee.

The deadline for the September issue of The Teacher is August 17

Contact Nancy at 902-477-5621 or theteacher@nstu.ca



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\$750 + \$25 Registration Fee for Non-members

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Level II - Basic Orff - Catherine West

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Ages 15-17

CAMP FRANTASTIQUE*

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CAMP DE LA BAIE*

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For more info on local camps, contact your local CPF chapter.

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Registration forms available online



It's Been Another Stressful Year!!

How Can The NSTU Member Assistance Program Help?

update

Frequently Asked Questions

It has been another stressful year in education !! Although we are approaching the end of the school year, the impacts of the stressful year do not end coincident with the school year coming to a close. The NSTU Group Insurance Trustees want to remind you about the programs in place to support members over the summer months. Below are answers to frequently asked questions on the unique services offered by the NSTU:

Q: What programs and services are available to NSTU members and their families who are having difficulties and are in need?

A. Resilience® Employee and Family Assistance Program
The Resilience® Employee and Family Assistance Program provides a number of services to members, their partners, and dependent children. Counselling services are provided to assist with coping with alcohol and drug abuse, anger management, marital/family/separation/divorce/custody issues, addictions, and many other issues members and their eligible dependents could be facing. The counselling is designed to provide support and understanding, and to help build coping skills and teach ways to effectively manage issues and problems.

Resilience® also provides Plan Smart and Career Smart Services that are designed to allow you to take a pro-active approach to every challenge and life transition and assist you in obtaining the information and support you need. These services include: childcare and parenting caregiver support services, elder and family care services, legal advisory services, financial advisory services and many others.

Direct access is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788) and services can be provided in a way that is most convenient and comfortable for you, whether that be in-person, by phone, or through a secure online service. You can also access these services through the NSTU by dialing 1-800-565-6788, press 4.

NSTU Counselling Services

The NSTU has two internal counsellors that provide confidential short-term counselling services to members, their partners, and dependents. This service is designed to provide help and intervention at an early stage of difficulty. If there becomes a need for long-term counselling after assessment, members are referred to an appropriate community based professional. The NSTU counsellors also provide intervention for schools in conflict and crises. You can contact the NSTU Counselling Services at 1-800-565-6788, press 4.

Early Intervention Program

The NSTU also have on staff two Early Intervention Case Coordinators to provide assistance to members working or absent from work experiencing injury or illness and struggling to remain at work or return to work. The Early Intervention Program Case Coordinators are occupational therapists who focus on maintaining or improving a person's independence. The goal of the Early Intervention Program is to help decrease the incidence and duration of disability. Participation in this program is voluntary and confidential and EIP staff will travel to your community to provide services. You can contact the Early Intervention Program at 1-800-565-6788, press 4.

Q: It is estimated that 1 out of every 5 Canadians today is dealing with a mental health issue. What services are available to members who may be dealing with or may have a family member dealing with a mental health issue?

A: Resilience® provides counselling services to help cope with stress and psychological disorders. Depression Care Services are also available through Resilience® and is designed to provide assistance for individuals suffering from certain types of depression.

Direct access is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788) and services can be provided in a way that is most convenient and comfortable for you, whether that be in-person, by phone, or through a secure online service. You can also access these services through the NSTU by dialing 1-800-565-6788, press 4.

Independent Psychological Assessment

Through the NSTU MAP, active members can access a Halifax based clinical psychologist that will perform a psychological assessment for members in need. The purpose of this program is to assist NSTU members to access timely assessment which will lead to quicker treatment. Reports are provided to the Member Assistance Program at the NSTU for discussion with the member with regard to treatment options and further direction. This program can be accessed through the NSTU by dialing 1-800-565-6788, press 4.

Q: Are there any other services, or MAP features, members should be aware of when they are in need?

A: One of the very unique features of the NSTU MAP is access to a nurse who is an NSTU staff member. The nurse is available to assist members and provide direction on how best the NSTU MAP can address individual needs. The NSTU nurse can be accessed at 1-800-565-6788, press 4. In addition, you can e-mail the NSTU nurse at the NSTU at nurse@nstu.ca.

CAREpath

CAREpath is a Cancer Assistance Program provided to NSTU members, partners, and eligible dependent children. If you, your partner, or dependent children suspect having cancer, are diagnosed with cancer, or are living with cancer, CAREpath is ready and able to provide you with support. This service connects the member with a personal oncology nurse with the support of leading oncologists who are there to guide the individual through every step of the cancer experience or diagnosis through to the end of active treatment. CAREpath covers all types and stages of cancer and CAREpath nurses have the knowledge and experience to be able to advocate for the member and their family. CAREpath can be accessed directly by dialing 1-844-453-6788 or through the NSTU at 1-800-565-6788, press 4.

Seniors' Care Assistance Program

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.

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 also help you and your family 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 mail deliveries are fully assessed and approved by Bayshore HealthCare and are provided by organizations you can trust. The Seniors' Care Assistance Program can be accessed directly at 1-844-453-6788 or through the NSTU at 1-800-565-6788, press 4.

HealthCareAssist Program

The **HealthCareAssist** program is a **new** comprehensive navigation service that provides NSTU members, spouses and dependent children with answers, guidance and support before, during and after treatment, in the event of an illness or health crisis.

HealthCareAssist provides individual case management of **all types of medical conditions.** These conditions include cardiovascular conditions, stroke, diabetes, kidney conditions, and multiple sclerosis, just to name a few. A Nurse Case Manager provides a single point of contact, creates continuity of care and ensures patients receive the right treatment, at the right time, in the right place.

HealthCareAssist combines CAREpath's team of highly trained and caring nurses with Cleveland Clinic Canada's global network of physicians and specialists.

Here is how HealthCareAssist helps:

- Dramatically improves the overall quality of care, recovery and outcomes.
- Provides in-depth assessment of treatment plans to ensure they are consistent with medical best practice.
- Explains options for tests and treatments specific for the individual.
- Facilitates access to diagnostic tests, treatments and clinical trials.
- Through Cleveland Clinic Canada, provides virtual doctor-to-doctor consults with the patient's local treating physicians after completing medical second opinions.
- Guides patients to alternate treatment locations in and outside Canada, when requested or required.
- Delivers telephonically, making the service timely and efficient.

The HealthCareAssist Program can be accessed directly at 1-844-453-6788 or through the NSTU at 1-800-565-6788, press 4.

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!

Science Videos from the Media Library!

The following videos are available in DVD format for \$1.62. Click [HERE](#) to order or email us at mediadub@ednet.ns.ca.

Changing Phases of Matter

Science 4-6

In this program, students will witness how a substance, such as water, can exist in several dramatically different phases. Easy-to-understand examples illustrate how phase changes occur. Additional concepts and terminology: states of matter, particles, solid, liquid, gas, plasma, melting, freezing, vaporization, boiling, evaporation, condensation, and sublimation. (14 min.)

Describing Matter and Its Properties

Science 4-6

Matter is everywhere around us. This colorful video uses everyday examples to illustrate how matter is described, observed, and measured. Additional concepts and terminology: mass, weight, volume, density, hardness, texture, shape, flammability, size, and physical and chemical properties of matter. (14 min.)

Investigating Chemical Reactions

Science 4-6

From cooking food to enjoying the warmth of a fire, we use chemical reactions every day. This exciting video highlights the major characteristics and types of chemical reactions. Additional concepts and terminology: reactants, products, physical and chemical changes, chemical equation, reaction rate, and indicators of chemical reactions. (14 min.)

Weather On The Move

Science 4-6

This video program investigates some of the key elements responsible for weather formation. Different types of air masses and their origins are investigated, as are the formation of weather fronts. Specific weather phenomenon including tornados, hurricanes, and thunderstorms are illustrated in detail. Other important terminology includes: air mass characteristics, warm front, cold front, low pressure, storm surge, cumulonimbus clouds, and lightning. (14 min.)

Weathering and Erosion

Science 4-6

This program illustrates the everyday, real-life processes of weathering and erosion. Easy-to-understand examples of weathering help students differentiate between the processes of mechanical and chemical weathering. Vivid footage of processes such as freezing, thawing, condensation, and rusting help students grasp how weathering works. (14 min.)

In the Clouds: Air, Weather and Water

Science 4-6

This series of 19 animated episodes reveals the wonders of water and how it moves and includes segments on the atmosphere, cloud formation and regional weather changes. (60 min)

In the Body: Organs, Health and Nutrition

Science 4-6

This series of 21 animated episodes takes you inside the amazing machine that is the human body and includes segments on organ systems, how cells survive and nutrition facts. (60 min)

In Force: Gravity, Friction and Work

Science 4-6

This series of 18 animated episodes presents the laws of motion and includes segments on reacting to two or more forces, unbalanced forces and simple machines. (60 min)

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JOHNSON
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Johnson Insurance is a tradename of Johnson Inc. ("Johnson" or "JI"), a licensed insurance intermediary. Home and auto policies underwritten by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions on percent savings apply, and/or vary by province/territory. *Full 30% savings amount available on auto insurance if the following discounts are applicable: NL/NS/PEI: long term, multi-line, conviction free, select and member discounts NB: Long term, Multi Line, multi-vehicle, Conviction Free and Member discounts. Percentage savings may vary otherwise. Vehicle may vary from illustration. BMW Canada Inc. including its parent company, subsidiaries, divisions and other operating entities, has neither authorized, sponsored, nor endorsed this Contest. BMW, BMW model designations and all other BMW related marks and images are the exclusive property and/or trademarks of BMW AG. †NO PURCHASE NECESSARY. Open January 1, 2018 - December 31, 2018 to legal residents of Canada (excluding NU) who have reached the age of majority in their jurisdiction of residence and are a member of a recognized group with whom JI has an insurance agreement. One (1) grand prize available: 2018 BMW 230 xi xDrive Coupe vehicle (approx. retail value \$50,650). Odds of winning depend on the number of eligible entries received. Math skill test required. Rules: www1.johnson.ca/bmw2018

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classifieds

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

Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.

To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

"Frantastic" Wedding Officiant – Recently appointed as Administrative Justice of the Peace, I'm excited to officiate weddings in Nova Scotia. Customized services that reflect the partners are my interest. After decades as a couple therapist, I still believe that marriage is a great decision. Contact Fran Reddy Chisholm: mfranrc1@gmail.com, 902-237-1423, 902-462-5889.

Teacher Exchange – Permanent elementary teacher with the HRSB interested in an exchange with a permanent elementary teacher from the CBVRSB for 2018-2019 school year. Permanent exchange desirable. If interested contact teacher.exchange22@gmail.com

Teacher Exchange – Permanent contract teacher with the SSRSB (Physical Education) looking for a permanent exchange with someone from the HRSB. Please contact h_deal35@hotmail.com.

HRSB resource teacher looking for an exchange with a resource teacher in the CBVRSB for the 2018-19 school year. Please contact dmlachowicz@nstu.ca if interested.

SRSB elementary teacher looking for an exchange with a teacher in the CCRSB for the 2018-19 school year. Please contact goughmaria@nstu.ca if interested.

Teacher Exchange: Permanent elementary teacher with the HRSB interested in an exchange with a teacher in the CBVRSB or possibly SRSB (St. Peters area) for the 2018-2019 school year. Permanent exchange desirable. If interested, please contact: whaler2780@gmail.com.

Teacher Exchange – Permanent grade 6 ELA teacher interested in an exchange with permanent elementary teacher from CBVRSB for 2018-2019 year school year. Permanent exchange desirable. Please contact Dubeauj@ccrsb.ca if interested.

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2018-2019 school year are

November 1, February 1 and April 1.

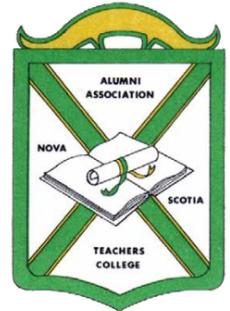
Applications for active NSTU members are available through your NSTU rep, on the NSTU website at www.nstu.ca or at Central Office 477-5621 or 1-800-565-6788. The internship provides members with an opportunity to learn more about the NSTU.

Nova Scotia Teachers Union



Nova Scotia Teachers College Reunion

The Alumni Association of the Nova Scotia Teachers College is Calling all grads, spouses and friends of the Normal College and NSTC to celebrate ALL grad years and years ending in '8'



August 17 to 19, 2018

Best Western Glengarry Hotel, Truro

Keynote Speaker Mary K. Connolly, 1968 Grad

Musical Tribute, by the Class of 1968 music grads, to honour the memory of the late Vivian Brand, former music professor

Special Draw to win a free registration

To update your \$25 membership and register contact alumni-nstc@uniserve.com

More info www.nsteacherscollege.ca and reunion@nsteacherscollege.ca

We hope to see you in Truro, in August!!

Rekindle your memories with former classmates and as one grad stated, 'let's count the wrinkles'!!!







The Artisan Leader Conference
August 14 and 15, 2018
 9:00am – 4:00pm
 Best Western Plus Dartmouth Hotel & Suites

This leadership conference is a new offering from Dr. Mike Rutherford and the Rutherford Group, creators of the widely acclaimed educational program, The Artisan Teacher™.

Conference Focus
 The conference is crafted to build on the professional learning needs of instructional leaders (for example, graduates of the Instructional Leadership Academy or other leadership programs) who desire to take leadership skills to the next level.

Conference Modules

- Leading and Designing Change
- Communication, Influencing, and Persuasion Skills
- Leading High Performing Teams

We have 15 rooms available at the Best Western Plus at \$130.00+hst. To make a reservation, call the hotel directly at 1-902-463-2000 or 1-866-676-9846, and ask for the room block for NSELCL Leaders. Reservations can also be made online using the following link: https://www.bestwestern.com/en_US/book/hotel-details.65013.html?groupid=9C0IE6G5. There is an NSTU rate of \$135.00 available and there are also other hotels in the area.

Cost
\$499.00 + hst
 = \$573.85

Registration available on the NSELCL website
www.nselc.ca

Space is Limited! Register Early



Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

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, and paid holidays.

Recruitment is underway for positions commencing September 2018.



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