

Teachers hold one-day strike in response to a legislated contract



Credit: t-camphotography (Taylor Cameron)

“Never have teachers faced such adversity” from a government and never have their voices “been stronger” says NSTU President Liette Doucet, following the first province-wide teacher strike in 122 years.

The one-day strike was in response to Bill 75, introduced by the McNeil government on Valentine’s Day and during National Teacher/Staff Appreciation week. The Bill imposes a contract on public school members that imposes a wage settlement of three per cent increase over four years, eliminates the accrual of the long-term service award, and does nothing to immediately improve classroom conditions. The bill was passed in a little over a week after a series of all-night debates at Province House. Only Liberal MLAs supported the passage of the bill, while PC and NDP MLAs all voted against it for a final tally of 33-17.

“The McNeil government’s main focus has been trying to diminish the hard work that teachers do every day. Teachers have no trust in the Premier or his government. There is no amount of legislation that can break the resolve of teachers. They are going to keep telling their stories and pushing for better classroom conditions until a government is willing to make needed reforms to improve the learning environment for students,” says Doucet.

Doucet also announced that NSTU will be challenging Bill 75 in court. “This Bill is unconstitutional, it’s unfair and we owe it to the teachers, students, and families who have been taking a stand for better education to do everything within our power to have it overturned. It could

be a lengthy and costly process but it’s the right thing to do,” says Doucet.

Bill 75 marks the first time in Nova Scotia’s history that a government has imposed a contract on teachers through legislation. Its passage comes at the end of a turbulent and politically-charged three months for the public education system that began with the government locking out students on December 5, and an initial failed attempt to impose a legislated contract on NSTU public school members.

In mid-December the NSTU agreed to begin conciliation with the government. However, after calling the two sides to the table on December 17 the government appointed conciliator chose to postpone talks until January 9 when a media blackout was put into effect. Doucet said it was unfortunate Education Minister Karen Casey did not adhere to the blackout.

“While both sides were working around the clock to reach a new contract, the Minister was out in the media making disparaging remarks about teachers. This did nothing to build trust or bring the two sides together.”

In spite of this, a tentative agreement was reached on January 18, and on January 20 the Provincial Executive determined it would be presented to members for a ratification vote. Work to rule was also suspended temporarily on January 20.

Less than a week later, work-to-rule resumed after Stephen McNeil publicly reneged on a section of the agreement prior to the vote being held. “Teachers go into their classrooms every day in their vocation to create good citizens

to have integrity and trust. Ultimately teachers had lost faith in the Premier. They couldn’t trust him to do what was in the best interest of our education system. So job action resumed.”

Complicating the situation, the presidents of Acadia, St. FX, Mount Saint Vincent, Cape Breton University and Université Sainte-Anne filed an injunction against NSTU on January 30 in an attempt to force teachers to supervise practicums during WTR.

“The erosion of teachers’ collective rights, and the reduced ability to negotiate fair contracts will only discourage students from pursuing a teaching career in this province,” says Doucet. “Given the attitudes of these university presidents, it should be no surprise that students are paying the second highest tuition in Canada

and teachers are earning less than the national average when they enter the workforce.”

Teachers rejected a third agreement from the McNeil government on February 9 by 78 per cent. (See page 9 for a Local-by-Local breakdown of the vote) Two days later at 6:00 p.m. on a Saturday evening, Stephen McNeil issued a release informing Nova Scotians that he was taking away teachers’ right to work-to-rule while imposing a contract.

However, Mother Nature had other plans and Nova Scotia experienced its worst blizzard in a decade on February 13. In spite of warnings from the Department of Transportation and the Emergency Management Office that people not venture out into the storm, the Premier had to be forced

continued on page 3



Credit: Bryghton Towns



people



NSTU president brings greetings to HTU protest

On January 23, NSTU president Liette Doucet joined other union leaders in a Day of Protest in support of 61 members of the Halifax Typographical Union (HTU) who have been on strike since January 23, 2016. The protests, which were held in Halifax, Sydney, Antigonish, Bridgewater, Yarmouth and Wolfville, marked the one-year anniversary of striking workers employed by the Chronicle Herald. Doucet is shown with HTU president Ingrid Bulmer.

INVOLVING | INFORMING | INSPIRING

The logo for "The Teacher" magazine, featuring a stylized Nova Scotia flag and the word "teacher" in a large, blue, sans-serif font.

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A small logo for the Canada Post Publications Agreement, showing a stylized maple leaf and the text "Canada Post Publications Agreement".

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NSTU executive members join Parents for Teachers Trudeau Town Hall rally

The Parents for Teachers group held a rally in support of teachers outside of the Dartmouth Sportsplex on January 16 in advance of Prime Minister Justin Trudeau's Town Hall. Trudeau was in town as part of a cross-country tour. NSTU president Liette Doucet and first vice-president Wally Finader were unable to attend the event as it coincided with the conciliation process for the public school contract.

Shown are: (l – r) NSTU's second vice-president Cherie Abriel, Angela Deagle (Inverness-Richmond) and Colleen Scott (Digby-Shelburne-Yarmouth).

Registered nurse joins Member Assistance Program

The NSTU officially welcomes Anna Ordinelli, Registered Nurse in a permanent position as part of the Member Assistance Program (MAP) team. Ordinelli has been working for the Member Assistance Program since June 2016, replacing Nancy MacDonald who was the first registered nurse to join NSTU's Member Assistance Program. She has a Bachelor of Science in Nursing from Dalhousie University and has completed course work towards a Master of Nursing.

Ordinelli has over 20 years of nursing experience in the areas of clinical nursing, community health care, disability management, client assessment, and complex needs coordination. Most recently she worked as clinical faculty with the Dalhousie University School of Nursing in the areas of community and mental health with a strong focus on health promotion. She brings her strong practical knowledge of existing social supports and programs, case management practices and collaborative inter-professional background to her position in serving the NSTU membership. Ordinelli is also certified in Non-Violent Crisis Intervention, Mental Health First Aid and Applied Suicide Intervention Skills Training.

Ordinelli provides intake needs assessments, member education, and referrals to NSTU members for various aspects of the Member Assistance Program. She acts as a Nurse Liaison and Wellness Navigator to determine which programs and services best meet member needs.



Provincial Executive meets with blizzard protestor

Lone blizzard protestor Rachel Creasor marched in front of Province House on February 13 to demonstrate the resolve of teachers in having a contract legislated. She's shown above (centre) with NSTU president Liette Doucet and members of the provincial executive who met with her on February 14 to thank her for her efforts. (See story page 1 for more info)

The John Huntley Memorial Internship Program

The deadline for application for the John Huntley Memorial Internship Program for the 2016-2017 school year is

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

(continued from page 1)
into postponing the introduction of Bill 75 for one day. This drew the ire of Nova Scotia's opposition parties.
PC Leader Jamie Baillie said, "There is no emergency facing Nova Scotia students that warrants any risk to safety associated with opening the Nova Scotia House of Assembly on Monday." Meanwhile NDP Leader Gary Burrill stated, "The only reason to open Province House today is for Stephen McNeil to force an end to the cries of teachers, parents, and students for major investments in the classrooms of our province."
The blizzard did not stop Rachel Creasor a teacher at Glooscap Elementary School from venturing outside to protest the loss of her collective rights. Creasor stood at the gate of Province House for much of the day to draw attention to the mistreatment of teachers by the McNeil government. Creasor received province-wide media attention for her courageous act of solidarity.
The NSTU was shocked to learn what was included in Bill 75. The Bill eliminated many of the gains contained in the third tentative agreement. Essentially, it took almost \$17.5 million in wages away from teachers, while not investing any new money to improve classroom conditions. It also places limits on the right of NSTU members to determine how they approach a job action in the future.
"All Stephen McNeil did was take away wages from teachers and pocket the money



Credit: t-camphotography (Taylor Cameron)

for his own political purposes. He didn't invest a single extra cent in classrooms," says Doucet.
In reaction to this legislation NSTU announced its members would be going on a one-day strike on Friday, February 17. However, first teachers would be exercising their opportunity to speak out against Bill 75 at Law Amendments.
Over the course of 24 hours almost 100 teachers appeared on the provincial committee to speak publicly of the conditions they face on a daily basis in their classrooms. Thanks to a motion by PC MLA John Lohr a portion of the proceedings were live streamed on-line. This allowed Nova Scotians to hear first-hand stories about the urgent need for reform in our education system. This was unprecedented.
The McNeil government responded by unilaterally ending the law amendments committee with close to 300 people waiting in the queue to speak. "It's clear Stephen McNeil does not want to hear from Nova Scotians who want to see improved learning conditions in our schools, or believe in a fair collective bargaining process," said Liette Doucet. "Instead he locked the doors to the people's house and our democratic process."
The next day, the Premier would not be so fortunate, as NSTU members went on strike. Close to 10,000 people marched on Province House in what is considered the largest rally in our legislature's more than 250-year history.
Unfortunately, Government used the \$3.4 million in saved revenue from the strike to help fund grants for extra-curricular activities. Doucet, says teachers did not take a stand to increase funding for class trips and new jerseys.
"Teachers, students and parents who have been fighting for better education want to know why the Premier chose not to use this money to reduce class sizes or provide greater support for students with special needs? This decision does nothing to address the significant problems currently facing our system," she said.
In spite of strong public condemnation of Bill 75 and the thousands of people who attended one of many protests outside Province House, the McNeil government used its majority to force passage of Bill 75 on February 21.
Doucet says Bill 75 is a hard pill to swallow, but it will not deter teachers from continuing to fight for better classroom conditions.
"It was a humbling experience to watch teachers mobilize to protect their rights and for better education. I'm extremely grateful for the outpouring of support we received from students and parents and other unions. I especially want to thank the groups Nova Scotia Parents for Teachers and Students for Teachers for all that they've done on our behalf. Their efforts over the last few months will never be forgotten. Teachers will always remember how this government has treated us. We will stay disciplined, focused and #NSTUnited to make sure that we hold the Government to account."

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CALL FOR NOMINATIONS

Teachers Plus Credit Union (TPCU) is a member owned organization. As such, the members elect their Board of Directors at their Annual General Meeting. The Annual General Meeting will be held on April 22, 2017.

The TPCU Board represents members from different parts of the province and each year a number of Director positions are posted for election. This year (2017), TPCU is looking for members interested in filling Director positions from the following 4 areas:

- 1 seat from Central
- 1 seat from South
- 1 seat from HRM
- 1 seat from Cape Breton

This process closes on March 31, 2017.
For information please visit our website: www.teachersplus.ca

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March 2017, The Teacher, Page 3

from the nstu president



Remaining strong, united and proud

As I reflect on the events of the past several months, I have come to realize one thing for certain, You, the membership of the NSTU, have remained incredibly strong and united and have continually supported each other through one of the toughest, most gruelling seasons of your careers. Community College members, retired members, students, parents and our union brothers and sisters continually boosted our resolve by stepping up to support us in many ways. We have lifted each other up on the darkest of days and, as a result, we have demonstrated a united front like none we have ever experienced before. We have proven again that as we move through this fight #NSTUnited we remain steadfast in our resolve to continue this fight—which is far from over.

I would like to thank you for your patience as we navigated through this uncharted territory. NSTU staff, myself and the rest of your provincial executive worked days, nights and weekends to deal with the moving target this government dealt us over the past several months. I recognize that you, as members and as Local leaders, often felt like you were playing a waiting game. The situation changed almost daily and it was incredibly difficult to keep you up to date at all times. Despite facing uncertainty you continued to move forward and to complete any task asked of you. I would like to acknowledge the incredible amount of work your Local Leaders did in mobilizing members for participation in letter writing campaigns, social media campaigns and rallies. These actions were very successful and demonstrated the strength we have as a membership.

This fight is not over. We still have a long way to go. We will challenge Bill 75 in court while maintaining pressure on this government to do what is right for our students. We will not accept the status quo and will continue to stand for better education until the government takes action and makes changes. We deserve to be treated with respect and our students deserve the resources necessary to enable us to ensure their success.

I know the last few weeks have been difficult. We have not seen any immediate change in our working conditions or on the excessive time constraints placed on us during the instructional day. At this point, each of you must make very difficult decisions as to how you will maintain the work-life balance you were able to re-discover through our work to rule job action. Each person must make decisions according to their individual life situations and commitments to family, health and friends. Please continue to have each other's backs and to respect the decisions of your colleagues over the coming weeks and months. Please support those who choose to participate in extracurricular activities along with those who do not. We will never know the personal stories that each person is considering when making these difficult decisions.

I am extremely grateful for the outpouring of support we have received from students, parents and other unions. I especially want to thank the groups Students for Teachers and Nova Scotia Parents for Teachers for working tirelessly on our behalf. Their efforts over the last few months will never be forgotten by the NSTU and its members.

It has been a humbling experience watching teachers mobilized and engaged for better education. I am both honoured and proud to be your president. I sincerely thank you for your support over the first six months of my term. It has not been easy but the personal messages of encouragement along with the support I have received from you, Local leadership, provincial executive members and NSTU staff has been incredible.

Thank you for remaining #NSTUstrong, #NSTUnited and #NSTUproud. We will never forget how this government has treated us. By staying disciplined, focused and united we will make sure we hold this government to account.



NSTU president Liette Doucet addresses teachers and their supporters on February 17 in front of Province House

Restons forts, unis et fiers

Tandis que je réfléchis aux événements des derniers mois, je me rends compte qu'une chose est certaine : Vous, les membres du NSTU, êtes restés exceptionnellement forts et unis et avez continué à vous soutenir mutuellement durant l'une des périodes les plus difficiles et les plus éprouvantes de votre carrière. Les membres du Collège communautaire, les membres retraités, les élèves, les parents et nos frères et sœurs du syndicat ont continuellement renforcé notre détermination en nous appuyant de multiples manières. Nous nous sommes redonnés mutuellement courage durant les jours les plus sombres et, par conséquent, nous avons présenté un front plus uni que jamais auparavant. Nous avons prouvé une fois de plus que, tandis que nous avançons dans ce combat #NSTUni, notre détermination reste inébranlable de poursuivre ce combat, qui est loin d'être terminé.

Je voudrais vous remercier pour votre patience tandis que nous naviguions ce territoire inexploré. Le personnel du NSTU, moi-même, et les autres membres de votre Comité exécutif provincial, avons travaillé jour et nuit, ainsi que durant les fins de semaine, pour affronter la cible mouvante que le gouvernement nous a présenté au cours des derniers mois. Je reconnais que vous, en tant que membres et en tant que dirigeants des sections locales, avez souvent eu l'impression que vous jouiez au jeu de l'attente. La situation évoluait presque quotidiennement et il était extrêmement difficile de vous tenir constamment au courant. En dépit de l'incertitude à laquelle vous étiez confrontés, vous avez continué à aller de l'avant et à accomplir les tâches qui vous étaient demandées. Je tiens à souligner l'extraordinaire volume de travail accompli par les dirigeants de vos sections locales pour mobiliser les membres en vue de participer à des campagnes de rédaction de lettres, à des campagnes sur les médias sociaux et à des rassemblements. Ces activités ont été très fructueuses et ont démontré la force que nous possédons en tant que membres.

Ce combat n'est pas terminé. Nous avons encore beaucoup de chemin à faire. Nous allons contester le projet de loi 75 devant les tribunaux tout en continuant à faire pression sur ce gouvernement pour qu'il fasse ce qui est juste pour nos élèves. Nous n'accepterons pas le statu quo et nous continuerons à prendre position en faveur d'une éducation meilleure jusqu'à ce que le gouvernement agisse et apporte des changements. Nous méritons d'être traités avec respect et nos élèves méritent de disposer des ressources nécessaires pour nous permettre d'assurer leur réussite.

Je sais que les dernières semaines ont été difficiles. Nous n'avons pas vu de changement immédiat dans nos conditions de travail ni sur les contraintes de temps excessives qui nous sont imposées durant la journée d'enseignement. À ce stade, chacun d'entre vous doit prendre des décisions très difficiles sur la façon dont vous allez maintenir l'équilibre vie-travail que vous avez été en mesure de redécouvrir durant la grève du zèle. Chaque personne doit prendre des décisions en fonction de sa situation de vie personnelle et de ses engagements à l'égard de sa famille, de sa santé et de ses amis. Je vous prie de continuer à vous soutenir mutuellement et à respecter les décisions de vos collègues au cours des prochaines semaines et des prochains mois. Je vous prie de soutenir ceux qui choisissent de participer à des activités parascolaires ainsi que ceux qui ne le font pas. Nous ne connaissons jamais les situations personnelles dont chaque personne doit tenir compte pour prendre ces décisions difficiles.

Je suis extrêmement reconnaissante du soutien massif que nous avons reçu des élèves, des parents et des autres syndicats. Je tiens à remercier tout particulièrement les groupes Students for Teachers et Nova Scotia Parents for Teachers pour avoir travaillé sans relâche dans notre intérêt. Leurs efforts au cours des derniers mois resteront à jamais dans la mémoire du NSTU et de ses membres.

Cela a été une belle leçon d'humilité de voir les enseignants mobilisés et engagés en faveur d'une éducation meilleure. Je suis à la fois honorée et fière d'être votre présidente. Je vous remercie très sincèrement de votre appui au cours des six premiers mois de mon mandat. Cela n'a pas été facile, mais les messages personnels d'encouragement ainsi que le soutien que j'ai reçus de vous, des dirigeants des sections locales, des membres du Comité exécutif provincial et du personnel du NSTU ont été extraordinaires.

Merci d'être restés #NSTUfort, #NSTUni et #NSTUfier. Nous n'oublierons jamais comment ce gouvernement nous a traités. En restant disciplinés, déterminés et unis, nous veillerons à ce que ce gouvernement soit forcé de répondre de ses actes.

Negotiations Background & Timeline

Background/Timeline	Action to Date
December 6	Work to Rule continues
December 17	Conciliation resumes
January 10-12, 14	Conciliation continues
January 14	Conciliaiton impasse
January 16-17	Conciliation resumes again
January 18	Tentative Agreement reached
January 20	Provincial Executive recommends acceptance of Tentative Agreement and suspends Work-to-Rule, for January 23, sets ratification vote for February 8.
January 27	NSTU announces Work-to-Rule to resume on January 30
January 30	Work-to-Rule continues
January 30	Five university presidents launch lawsuit against NSTU for breach of Education Act in not complying with practicums for student teachers
February 2	Provincial Executive modifies some work-to-rule directives
February 9	Tentative Agreement Vote (rescheduled from February 8 because of school closures due to inclement weather). 78.5 % reject agreement.
February 10	Hearing for university lawsuit
February 11	Province announces emergency sitting of the legislature for February 13, to impose a contract through Bill 75.
February 13	Sitting of legislature postponed due to inclement weather
February 14	Bill 75 introduced
February 15 & 16	Law Amendments process for Bill 75
February 17	Public School members hold historic one-day strike, and rally around Province House
February 21	3rd Reading of Bill 75, all Liberal MLAs vote in favour of legislation, all opposition MLAs vote against legislation. Bill 75 passes, imposing a contract on public school members.



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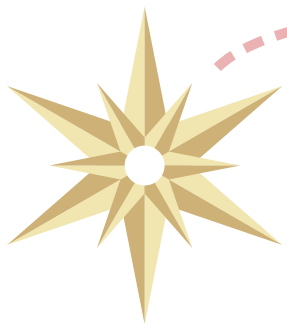
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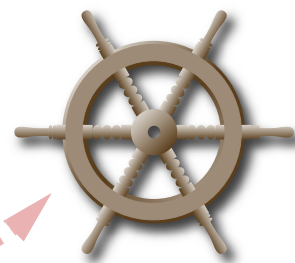


TEACHERS INSTITUTE
ON CANADIAN PARLIAMENTARY DEMOCRACY





Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Getting Better Together, teaching and living well with Educator's Health Guide

Betty Jean Aucoin, Executive Staff Officer

"You are rainbows in the clouds."
Maya Angelou

I had the distinct pleasure of attending a moving keynote given by renowned poet Maya Angelou to a large crowd of teachers in 2013. She spoke about all of the "rainbows in the clouds," the many wonderful teachers who brought her hope and helped change her life. I have often recalled her words for inspiration and never more than during these past few months.

I shared with you, the NSTU members, weariness, frustration and sadness in entering job action and later having your rights taken away by having a contract legislated upon you. This weariness was shown in the stories told at Law Amendments, in the social media posts of teachers and their supporters and through the many media stories generated across our province. Teachers drew strength from their colleagues, families, students, parents and so many others to stand up and voice their concerns for public education and classroom conditions. Unfortunately, these concerns fell on deaf ears.

The silence did not stop members and their supporters from rising to the call of democracy in rallying across this province. Co-leading the many NSTU rallies, I saw the faces of the rainbows in the clouds. We united together to call for action in support of our classrooms and our schools. We united together as professionals in support of our future, the children and youth of Nova Scotia.

This week we made the decision to move forward with the Sheonoroil Conference 2017. In response to the happenings of the past year, we have decided to call the Conference, **"Getting Better Together, teaching and learning well with Educator's Health Guide."** Just as we reflect on Canada's Food Guide to support us in healthy living, so to we thought this an excellent opportunity for teachers to concentrate on and cultivate their teaching and well being.

The **"Getting Better Together Conference,"** to be held at The Westin Halifax April 27 and 28 will have four strands. The keynotes and workshops will focus on the emotional, mental, physical and social health of our rainbows in the clouds. The sessions will include information and resources to support teachers and students. Information will be sent to schools this week and online registration opens Wednesday, March 8, 2017.

I encourage you as Maya encouraged us to keep talking and encouraging one another with "some sass...some flair, some passion, some compassion, some humour." Until then, remain united and the Sheonoroil Directors and I hope to see you at the **"Getting Better Together" Conference 2017.**

Sheonoroil Conference Getting Better Together



Teaching and living well with
Educator's Health Guide
April 27 & 28, 2017 The Westin Nova Scotian

Featuring: Zac Crouse • Stan Kutcher • Michael Ungar

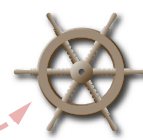
Registration fee of \$250 includes:

- Evening Banquet on April 27 • Breakfast & Lunch on April 28
- Keynotes & Workshops

On line registration begins March 8th at www.nstu.ca
For more information contact Toni Maggio at tmaggio@staff.nstu.ca



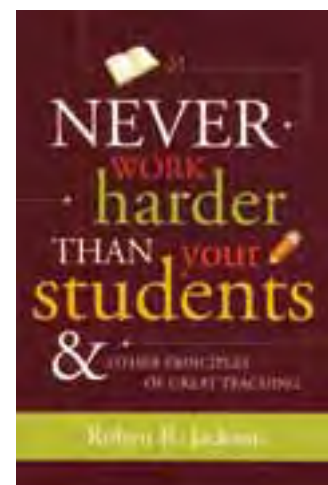
Charting Your Course FOR PROFESSIONAL DEVELOPMENT



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 **March 31** to be eligible for the draw.

Never Work Harder Than Your Students (& other principles of great teaching)
Robyn R. Jackson

Published by ASCD, this guide explores the seven principles of the master teacher mindset. Jackson shows how developing a master teacher mindset by using the mastery principles can support any teacher no matter where they are in their practice. Through stories from her own teaching and others, the book offers suggestions on how to implement the principles in your classroom right away.



EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by **March 31** to be eligible for the draw.

Hero

By Perry Moore

Published by Hyperion

This young adult novel is a Lambda-winning novel, by deceased openly gay film producer and novelist Perry Moore. Lambdas are awarded by the American-based Lambda Literary Foundation to published works which celebrate or explore LGBTQ+ themes. *Hero* is a fantasy about a teenage superhero, Thom Creed, who must deal with his ex-superhero father's disgrace, his own sexuality, and a murderer stalking the world's heroes. Upset about the mistreatment of LGBTQ+ superhero characters led Moore to write *Hero* and present a more positive side. Moore is well-known as an executive producer of the fantasy movie series *The Chronicles of Narnia*.



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 **March 31** to be eligible for the draw.

Parent Engagement: Supporting elementary and secondary teachers and educators working with parents and guardians

Published by Ontario Teachers' Federation, which represents teachers in Ontario's publicly-funded school system, this resource helps to support teachers in working with parents and guardians. It provides some guiding principles and practices that reinforce healthy and constructive teacher-parent relationships. The book also helps to promote further dialogue and reflection for parent engagement approaches.



NOTICE

Alumni Association of the Normal College/Nova Scotia Teachers College invites grads, faculty & spouses to the 47th annual reunion.

August 18th-20th 2017, at the Best Western Glengarry, Truro, N.S.
We will celebrate all grad years & decade classes ending in '7'.
For further information, alumni dues and to register, please access the website www.nsteacherscollege.ca or call Bob 902-890-9014 or Margie 902-890-1538.

Please keep your yearly alumni dues membership current!
Your contributions keeps your alumni alive!
Join us in Truro, see old friends and share your memories of your college days in Truro!



CONGRATULATIONS TO OUR December Book Winners!

PD — Lee-Ann Burke — CBVRSB
EQUITY — Erin Dunn-Keefe — SSRSB
FRESH — Lynn M. Smith — HRSB



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a great teacher.
We think you'd be
a great student.

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More info: teachmath.acadiau.ca

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More info: tesol.acadiau.ca

grow exponentially



Handing Back Childhood – March is Childhood Arthritis Awareness Month

Hailey Parliament, Marketing and Communications Coordinator
The Arthritis Society – Atlantic Region

Arthritis is often misinterpreted as a disease for older adults, a disease that causes stiffness and sore joints but that is a natural part of aging. However, arthritis is not just “aches and pains”; it is a debilitating disease that can alter the lives and lifestyles of people of all ages. One in four Nova Scotians live with arthritis, the highest prevalence in Canada, and 60 percent of those people are of working age or younger.

As many as 24,000 Canadian children and teens live with arthritis, or more than three in every 1,000 children. Many schools have at least one child with juvenile arthritis in their student body and it is The Arthritis Society’s mission to advocate for those children and support greater understanding of their disease.

While the cause of arthritis remains a mystery, we do know that juvenile arthritis is an autoimmune disorder in which the body’s own immune system attacks tissue in and around the joints. Fluid in the joints can cause pain and swelling and after time the inflammation can lead to permanent damage.

There are two main types of juvenile arthritis that can develop in children between the ages of 12 months and 16 years: oligoarticular arthritis and polyarticular arthritis. Oligoarticular arthritis affects up to four joints and usually involves the knees. Children living with oligoarticular arthritis also have an increased risk of developing uveitis, the chronic inflammation of the eyes which can be very serious. Polyarticular arthritis affects five or more joints and usually impacts the fingers and toes. Many joints can be affected by arthritis including ankles, knees, wrists, elbows, the jaw, fingers and toes. Stiffness and swelling in any of these joints can affect a child’s life, taking it longer for them to do everyday tasks.

“Usually when I wake up, my fingers are really stiff. I take a hot shower and the heat helps me reduce stiffness. It takes about an hour and a half to exercise my fingers and go through my morning routine,”

– Veronika, 15.

Arthritis can create challenges in even the simplest tasks and often children and students struggle to talk about their disease, what it is like to live with pain, and how it affects their schooling and their relationships with their peers and teachers. Since juvenile arthritis affects each child differently, the signs and effects can be hard to recognize. Flare ups can last for weeks or months, and then go into remission, leaving the child symptom free. Pain can vary drastically, even within the same day, which is difficult to understand.

“In the morning it would hurt a lot and my friends could see it hurt a lot. But then after lunch I felt better and they would think I was lying,”

– Jack, 11.

Children living with arthritis move between the world of the well and the world of the disabled. This inconsistency often leaves teachers and other children less able to recognize and consider the real difficulties that face children living with arthritis.

“I have to remind my teachers that I can’t do this, or have to remind them that I have arthritis and I’m hurting. Sometimes they just forget. It got to a point that I thought it was my fault that they can’t remember that I have arthritis,”

– Cindy, 16.

The pain of arthritis can affect a child’s ability to get out of bed, to get ready for school, or open their lunch pail and

containers. If the arthritis affects their fingers and wrists, writing and holding a pen or pencil can be a struggle and affect their ability to get work done on time. Arthritis can also affect a child’s learning experience due to the number of missed school days caused by pain or the numerous appointments and meetings with specialists.

“I have a lot of appointments, especially with my occupational therapist, and rheumatologist. I have to go to a clinic to do my pain medication because they do it through intravenous so I can’t really do that at home or at school”

– Veronika, 15.

Children with arthritis take anti-inflammatory medication to control their disease and must undergo regular blood tests. Some medications put children at a higher risk of infection. Sometimes finding the right medication can be a challenge, and children have to face the adverse side effects until the right one can be found.

“Some of my medication affects my liver. Others lower my immune system, so I get sicker more quickly than other people do. I have a needle phobia that I go to a psychologist for. This makes it so I have trouble with bloodwork and treatments. I also get nosebleeds that are hard to stop because of the medicine I take”

– Rylund, 12.

How to support a child with arthritis in your classroom

- Research; articles like this one are a great first step in open and effective communication
- Show you care; recognize what the child is facing and talk about available accommodations
- Allow children with arthritis to have the same experiences, just differently from other children
- Listen, be patient with the child as they learn to explain the effects of arthritis on their body
- Let children take part in their own way, at their own pace
- Be a source of encouragement
- Show compassion

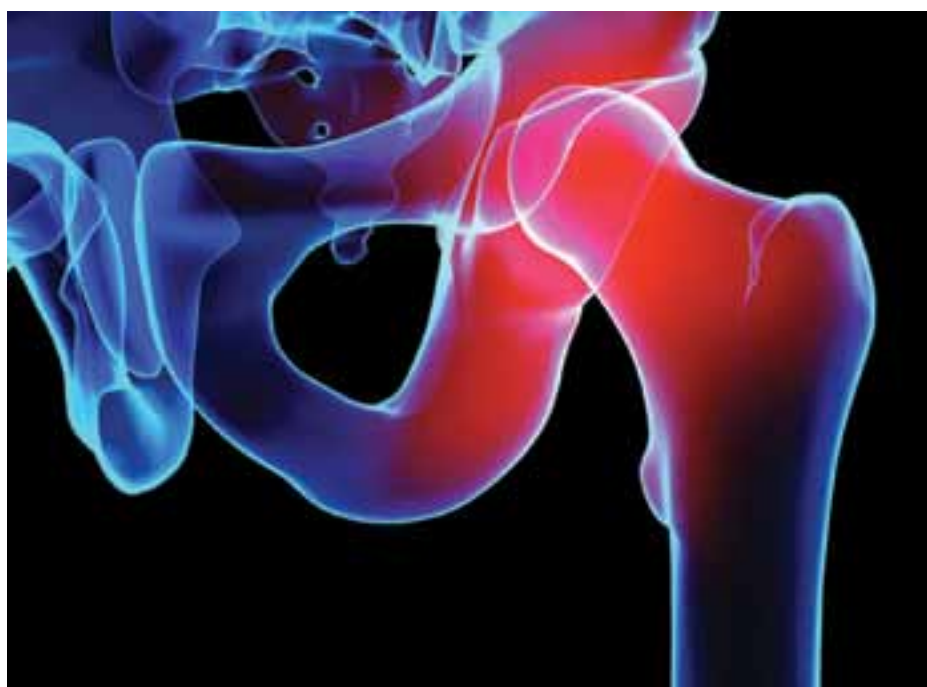
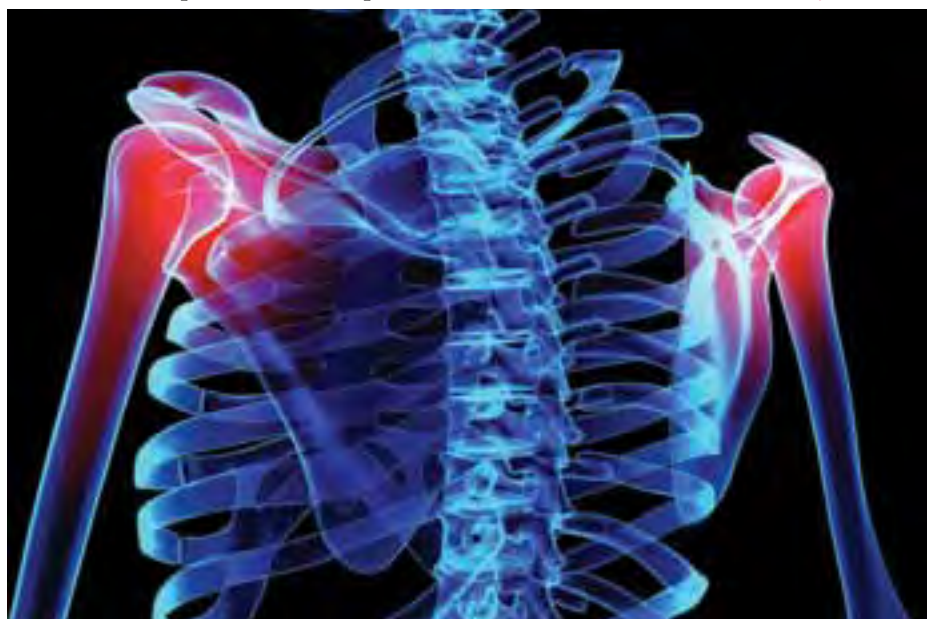
“I have special needs, but I am not a child with special needs. I just need tools to help me,”

– Veronika, 15.

The Arthritis Society is a charity that advocates on behalf of people living with arthritis. Since 1948, The Arthritis Society has been the largest non-government funder of basic and applied arthritis research in Canada, searching for underlying causes and the subsequent cures for arthritis. With so many people in Canada living with arthritis it is our priority to offer a wide range of programming to provide education, information, and services for those living with arthritis and their families. We advocate on behalf of Canadians living with arthritis, ensuring they have timely access to appropriate services and treatment options, while promoting greater understanding of the disease.

If you would like to learn more about arthritis or programming events in your area, visit our website www.arthritis.ca.

If you are interested in hosting an arthritis program in your school or classroom please contact Kim Slauenwhite, Community Education Coordinator, Nova Scotia Division at info@ns.arthritis.ca.



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

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

executive highlights

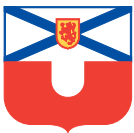
NSTU Provincial Executive Special Meeting
January 19-20, 2017

- Approved a recommendation that the current strike action be suspended;
- The Tentative Agreement on the Provincial Contract was reviewed with a recommendation to the membership to accept;
- Ratification vote to be held Wednesday, February 8, 2017;
- Authorized a telephone town hall to be scheduled Tuesday, January 24, 2017 from 6:00 p.m. to 9:00 p.m.
- Approved the publication of the Tentative Agreement Summary documents on the password protected area of the NSTU website at 5:45 p.m. on Tuesday, January 24, 2017;
- Approved a presentation to Local Presidents and RRC Chairs in advance of the release to the membership.

Poll Results Report for
Provincial Ratification Vote – February 9


Local	Region	Accept	Reject	Total	Eligible Voters	% of Voter Turnout
Annapolis	Valley	77	99	176	164	107.32 %
Antigonish	Strait	60	164	224	205	109.27 %
Cape Breton District	CB-Victoria	46	719	765	735	104.08 %
Colchester-East Hants	Chignecto	198	643	841	754	111.54 %
CSANE	CSANE	161	320	481	470	102.34 %
Cumberland	Chignecto	72	246	318	303	104.95 %
Dartmouth	Halifax	119	558	677	664	101.96 %
Digby	Tri-County	50	75	125	115	108.70 %
Guysborough County	Strait	17	57	74	83	89.16 %
Halifax City	Halifax	126	940	1066	983	108.44 %
Halifax County	Halifax	315	1952	2267	2070	109.52 %
Hants West	Valley	63	133	196	182	107.69 %
Inverness	Strait	60	152	212	199	106.53 %
Kings	Valley	198	421	619	626	98.88 %
Lunenburg County	South Shore	139	306	445	433	102.77 %
Northside-Victoria	CB-Victoria	42	261	303	272	111.40 %
Pictou	Chignecto	174	293	467	432	108.10 %
Queens	South Shore	16	94	110	105	104.76 %
Richmond	Strait	9	58	67	64	104.69 %
Shelburne County	Tri-County	57	87	144	143	100.70 %
Yarmouth	Tri-County	116	144	260	247	105.26 %

2017 REGIONAL ELECTION
INFORMATION FOR LOCALS



All regional elections will be conducted by electronic vote.


Region	Nomination Closing Date	Date of Election
Cape Breton Industrial	March 20	April 13
Digby-Shelburne-Yarmouth	March 21	April 11
Halifax County	March 10	April 18
Northside-Victoria	March 20	April 19



2016 - 2017

Pre-Retirement Seminars

SCHEDULE



DATES:	LOCATIONS:
March	6 & 7 (Monday & Tuesday) 9 & 10 (Thursday & Friday) 22 & 24 (Wednesday & Friday)
April	5 (Wednesday) 10 & 11 (Monday & Tuesday) 12 & 13 (Wednesday & Thursday)

Please register through your Board, **NOT** the NSTU

Dates/locations subject to change

GROWING INTO RESILIENCE: A Survey for Sexual and Gender Minority (LGBTTIQQ2SA) Youth



This survey is for Canadian sexual and gender minority (LGBTTIQQ2SA) youth and young adults between 12 and 29 years old. Dr. André P. Grace (andre.grace@ualberta.ca), Director of Research at the Institute for Sexual Minority Studies and Services (ISMSS) is conducting this research, which the Research Ethics Board at the University of Alberta has approved. You are invited to participate.

While we have made progress in achieving sexual and gender minority rights in Canada, many young people still experience discrimination and other problems based on their sexual orientation and/or gender identity. Challenges and difficulties often increase when other factors like age, ethnocultural group, religion, and where one lives (for example, urban, rural, and northern) are taken into account. As a result, many individuals experience health problems and take risks in dealing with their situations. Still some young people overcome adversity and trauma and find ways to thrive. Through this survey we want to learn about all sexual and gender minority youth and young adults and your challenges, difficulties, risk taking, sources of supports, and ways of surviving and thriving. The results of this survey will be used to help young Canadians through improvements in education, healthcare, foster care, group homes, youth justice, and other spaces that should provide recognition and support. This survey gives youth and young adults across Canada an opportunity to provide key input to help us in this work.

The **Growing into Resilience** survey asks you to respond to items about the many factors impacting your everyday life. These items focus on interactions at school and in healthcare, families, faith groups, and the larger community. The survey is designed so you can talk about the factors that affect your health and happiness; that is, the factors that affect how you become more resilient. It can take you up to 30 minutes to complete. However, please take the time to complete the entire survey. You will be helping all LGBTTIQQ2SA youth and young adults who need supports. You might consider some of the items to be sensitive and stressful to answer. If you have concerns and need assistance and support from us, please email Jeffrey Hankey (jrhankey@ualberta.ca).

To participate in the survey please follow this link:
For English Version: <http://ers.fluidsurveys.com/s/resilience-survey>.
For French Version: <http://ers.fluidsurveys.com/s/resilience-fr/>

To thank you for your participation, upon completion of the survey you will have the opportunity to enter an optional prize draw.



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 in September 2017.



For a list of opportunities see:

www.internationalprograms.ednet.ns.ca



Credit: t-camphotography (Taylor Cameron)



Credit: t-camphotography (Taylor Cameron)



Credit: t-camphotography (Taylor Cameron)

#NSTU United AGAINST BILL 75



Presidents of teacher organizations along with the President of the Canadian Teachers' Federation joined members of the Nova Scotia Teachers Union during their protest in front of the provincial legislature on February 17. These CTF Board members brought greetings of solidarity on behalf of over 232,000 Canadian teachers and expressed their staunch opposition to the McNeil government's legislation which undermines collective bargaining rights. Shown from left to right are: Mike Foulds, President, Ontario Teachers' Federation; Sam Hammond, President, Elementary Teachers' Federation of Ontario; CTF vice-president and NSTU past president Shelley Morse; NSTU first vice-president Wally Fiander; Heather Smith, CTF President; Rémi Sabourin, President, Association des enseignantes et des enseignants franco-ontariens; and James Dinn, President, Newfoundland and Labrador Teachers' Association. Credit: t-camphotography (Taylor Cameron)



Credit: t-camphotography (Taylor Cameron)



During the one-day strike on February 17 NSTU public school members and their supporters protested and picketed around the province. Above are some of the teachers who demonstrated in front of Finance Minister Randy Delorey's office in Antigonish.



Yarmouth Local



Credit: Bryhton Towns



Credit: Bryhton Towns



Guysborough Local



NOTICE OF ELECTIONS (Spring 2017)
Election of NSTU Provincial Executive Members

I. Background:

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

• Definition

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

• Duties

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

- (a) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration and terms of employment, including bonding;
- (b) provide suitable offices and equipment for carrying on the work of the NSTU;
- (c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions; (b) provide suitable offices and equipment for carrying on the work of the NSTU;
- (c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions;
- (d) determine the place and date and make arrangements for workshops and special Council meetings;
- (e) issue a post-Council press release;
- (f) provide assistance with organizing Locals and Regional Representative Councils and Professional Associations;
- (g) shall ratify constitutions of Locals, Regional Representative Councils and Professional Associations by following regulations outlined in the NSTU Guidebook;
- (h) determine the boundaries of the Locals;
- (i) publish a magazine or other official publications;
- (j) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (k) have the power to convene an emergency meeting of a Local or a meeting of the NSTU members in a given area; and
- (l) is empowered to exercise on behalf of the Union, as the Executive deems advisable from time to time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

• Representation

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

10. Composition of the Provincial Executive

- (a) Members of the NSTU in the following regions shall elect twenty-two members to the Executive subject to the following conditions: (2015-9)
 - (i) elections shall be held fifteen (15) days or more prior to the first meeting of the Council;
 - (ii) the regions and the numbers to be elected from each region shall be as follows:

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

(2014-14) (2015-17)

II. Election Locations:

Region	To be Elected
Annapolis-Hants West-Kings (2)	1 member
Apsea (1)	1 member
Cape Breton District (2)	1 member
Community College (2)	1 member
Cumberland (1)	1 member
CSANE (1)	1 member
Digby-Shelburne-Yarmouth (2)	1 member
Halifax City (2)	1 member
Halifax County (2)	1 member
Northside-Victoria (1)	1 member
Pictou (1)	1 member

III. Eligibility

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

IV. Time Line:

- A regional election must be conducted at least 15 days prior to Annual Council (May 5-7, 2017).
- Nominations close 30 days prior to Election Day in a region.
- The Regional Nominating Committee sets the exact dates for the election and the close of nominations in a region.
- Contact your Local President to obtain the dates for the Close of Nominations and Election Day.

V. Contact Person:

For further information regarding the 2017 Regional Elections, contact Lise Meunier at lmeunier@staff.nstu.ca or 1-800-565-6788.



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Latisse® (eyelash enhancement)		



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* Facilitator manual and online training for Healthy Relationships Plus Program

IN CONJUNCTION WITH
THE PUBLIC HEALTH
AGENCY OF CANADA

Contact Suzanne Zwarych for more information
Canada4thR@gmail.com



UNTIL APRIL 15, ONLINE APPLICATIONS ARE BEING ACCEPTED FOR COHORT 7, BEGINNING IN SEPTEMBER 2017.

Are you a principal, vice-principal, department head, consultant, or coordinator? Are you interested in pursuing graduate studies in instructional leadership?

Then consider applying for the Nova Scotia Instructional Leadership Program.

The Instructional Leadership Program leads to a Diploma in Instructional Leadership, granted by the NS Department of Education and Early Childhood Development, and with approval from the Office of Teacher Certification (EECD), can be used for a raise in your teacher certification level.

For more information about the program and access to the online application form, visit the Leadership Academy webpage at <http://www.nselc.ca/nsila/nsila-home>. (En français: <http://www.nselc.ca/elpne/bienvenue>.) Or, contact Sue LeBel, program coordinator, at slebel@nselc.ca or 902-354-8134.

43rd NSTU ANNUAL BOWLING TOURNAMENT 2017



"NEW TEAMS ARE INVITED TO PARTICIPATE"
(Team = Min. 5 – Max. 8)

DATES: APRIL 22nd & 23rd, 2017

LOCATION: WOODSIDE BOWLARAMA (DARTMOUTH)

HOSTED THIS YEAR BY: HALIFAX COUNTY TEACHERS

REGISTRATION DEADLINE: MARCH 31, 2017

FOR INFORMATION CONTACT TOURNAMENT Chair

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Individual teachers can contact Peter Balcom to be placed on a team.

Tournament Chair

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The deadline for the April issue of The Teacher is March 24.

Contact the NSTU at 1-800-565-6788 or theteacher@nstu.ca

NSTU CAMPAIGN GUIDELINES



The 2017 deadline for candidates' information is **March 31st** for the April 11th issue. This information should be given or sent directly to *The Teacher* office at theteacher@nstu.ca

The following guidelines are for NSTU members running for the following positions/committees during Annual Council 2017: First Vice-President, CTF Delegate, Discipline Committee, Professional Committee and Resolutions Committee.

7. Vice-Presidential Campaign Guidelines

In respect of Vice-Presidential campaigns, the following guidelines shall apply:

- Active campaigning within the Council Chambers other than the normal address to delegates is prohibited. Passive campaign activity within Council Chambers is permitted.
- Locals are prohibited from directly making any monetary or non-monetary contribution to any candidate's campaign. Such contributions do not include expenditure of funds designated for the Local (e.g. Local meeting room at Annual Council). (2013-4)
- Campaign spending, excluding travel, by or on behalf of each candidate may not exceed \$1,500.00. Such expenses are the sole responsibility of the candidate. All promotional items including prizes sponsored by the candidate shall be included in the determination of the amount spent and shall be supported by receipts or assessed at fair market value. (2011-8)
- All candidates must submit an approved financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This statement is to include a list of all contributions with non-monetary items being assessed at dollar value, and an itemized list of expenditures;
- The Annual Council Elections Committee shall refer the financial statements of candidates to the Provincial Executive for review. These financial statements will be published in *The Teacher*.
- Publicity:
Each candidate is permitted to insert in an issue of *The Teacher* prior to Council:
 - one head and shoulder photograph of himself/herself;
 - biography of personal, educational, and

career achievements, of no more than 150 words;

- a personally prepared platform of objectives, no more than 600 words in length.
- Items in (f) must be sent to *The Teacher* fifteen (15) working days before publication and these will appear in alphabetical order.
 - Each candidate will be given a second opportunity to publish a statement subject to the provisions of paragraph (f), which statement shall not be more than 750 words in length.
 - Paid advertisements in any medium (press, radio, TV, *The Teacher*) are prohibited.
 - The number of campaign posters and/or banners on display in the hotel at Annual Council may not exceed a total of twenty-five (25) for each candidate. When Annual Council is held at a facility where Local delegates are divided between two facilities, the number of posters will be increased to thirty-five (35). A campaign poster shall include any poster, banner or sign posted by or for a member running for an elected position that makes a reference to the candidate and/or the position being sought.
 - Upon request, each candidate shall be given a list of the room numbers at the main facility used by NSTU delegates, alternates, official observers and guests once delegates have been accommodated. Distribution of campaign materials to rooms shall be limited to those rooms so identified. Such identification shall not allow the name of the occupant of the room to be determined.

8. Committee Campaign Guidelines

The above guidelines apply with the following exceptions:

- Campaign spending by or on behalf of each candidate may not exceed \$100. Such expenses are the sole responsibility of the candidate.
- Items must be sent to *The Teacher* fifteen (15) working days before publication and these will appear in alphabetical order.
- Paid advertisements in any medium (press, radio, TV, *The Teacher*) are prohibited.
- The number of campaign posters and/or banners on display in the hotel at Annual Council may not exceed a total of twenty-five (25) for each candidate. When Annual Council is held at a facility where Local delegates are divided between two facilities, the number of posters will be increased to thirty-five (35). A campaign poster shall include any poster, banner or sign posted by or for a member running for an elected position that makes a reference to the candidate and/or the position being sought. (2011-9)
- Upon request, each candidate shall be given a list of the room numbers at the main facility used by

NSTU delegates, alternates, official observers and guests once delegates have been accommodated. Distribution of campaign materials to rooms shall be limited to those rooms so identified. Such identification shall not allow the name of the occupant of the room to be determined.

9. General Campaign Guidelines - Active and Passive Campaigning

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

- Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of delegates to avoid. Examples of such active campaigning include the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council chambers including the placing of campaign materials anywhere within Council chambers prior to, during or following a Council session, and demonstrations in support of a given candidate. (2011-13)
- Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of writing materials containing references to a candidate, the wearing of campaign clothing, buttons or ornaments, and the presence of a single copy of a candidate's campaign literature at the delegate's seat and table spot. (2011-12)
- A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council chambers prior to the start of the session. This would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council chambers. (2011-10)
- In the event that campaigning for any other NSTU election takes place during Council, the guidelines for the Council Committee election campaigns applicable to the conduct of the campaign during Council, shall apply.
- Active campaigning for election to a position not related to the structure of the NSTU is prohibited.

DEALS & DISCOUNTS - SPECIAL

THE PRINCE GEORGE HOTEL — is offering **NSTU/RTO members a special rate for 2016-March 2017 of \$115 for a Deluxe Guestroom including Parking and Wi-Fi.** The Prince George Hotel is located at 1725 Market Street, Halifax, NS, B3J 3N9. **General inquires** call **902-425-1986**. To make a **booking** call **902-425-6066** or **toll-free 1-800-565-1567**.

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YOGA in schools

CANADIAN CONFERENCE

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

Conference Leaders:

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

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

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

Date(s): July 17th-20th, 2017
Location: Chocolate Lake Hotel, Halifax, Nova Scotia
Fee: \$ 500.00 + HST

BreathingSpace
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NEW Certification!
Full 200hr Yoga in Schools & studio intensive Yoga Teacher Training, July 3-23rd - with this 4 day conference included.

Register early to secure your spot! Call 902.444.YOGA or email info@BreathingSpaceYogaStudio.ca to register.



update

Does the NSTU Group Insurance Plans Offer Travel Insurance? Frequently Asked Questions

Every year active and retired NSTU members travel within and outside of Canada. Depending on the time of year, this travel may be for visiting family and friends or escaping the Nova Scotia winter. Whatever your reasons for travel and wherever you may go, it is important to have travel insurance, particularly if your travels take you outside of Canada. Below are a number of frequently asked questions on the topic:

Q: *What does the NSTU Group Insurance Plans offer with respect to emergency out-of-province/country travel insurance?*

A: NSTU MEDOC® Out-of-Province/Canada Emergency Medical Insurance

The NSTU Group Insurance Plans offer to both active and retired members the MEDOC® Group Travel Plan insured by Medavie Blue Cross that provides year-round coverage. A 35 day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days per trip during the policy year. For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

NSTU Trip Cancellation / Trip Interruption Plan

The NSTU Trip Cancellation / Trip Interruption Plan is also available to active and retired NSTU members. This plan helps protect travellers against unforeseen circumstances that may prevent or discontinue a trip. This is also an annual plan that provides the following:

Trip Cancellation – up to a maximum of \$5,000 per insured person per annual coverage period.

Trip Interruption – up to a maximum of \$5,000 per insured person for each covered trip.

- Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
 - Personal effects – actual cash value or \$500, whichever is less.
 - Document replacement – up to a maximum of \$200.
 - Baggage Delay – up to \$400.

Q: *What should you know and do if you have a medical emergency while outside of Canada?*

A: If you or an eligible family member have an unexpected illness or injury and you are insured under the NSTU MEDOC® Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at 1-800-563-4444 in Canada and USA or collect at 1-506-854-2222 elsewhere in the world. These numbers are on your ID card(s). Therefore, it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family's provincial health cards when you travel.

The travel assistance provider will ask a number of questions including some information that is on your ID card like your policy number. They will also provide a file or claim number before you finish the call with them. You should mark this number down as it will need to be provided each time you call. The travel assistance provider will also coordinate with any medical facility you are in or being transported to. They will also confirm coverage and approve medical testing and treatment.

If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. Once you have contacted the assistance provider, you will be asked to provide additional information on the situation which may include proof of eligible expenses incurred and documented evidence that an eligible risk was the cause of the cancellation or interruption.

Preparation is the key to a smooth claims experience if you and/or an eligible family member have a medical emergency or have your trip cancelled or interrupted. Preparation should include the following:

1. Have all travel documents accessible.
2. Have your travel insurance ID card available and share its location with your family or travel companions.
3. Always call the travel assistance provider in the event of a claim.
4. Bring along your benefit booklet(s) for reference should you need them.

If you have any questions, please contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).

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resources



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!

Spotlight on Common Sense Media

When it comes to the Internet, we could all use a little common sense. Common Sense Media, a Learn360 producer that is dedicated to helping kids thrive in a world of media and technology, specializes in helping students discern the difference between noise and quality information. Its aim is to empower teachers and other educators by providing unbiased information, trusted advice, and innovative tools to help them harness the power of media and technology a positive force in all kids' lives.

Please log into the [EduPortal](#), click on the link for [“Online Video Library/Learn360”](#) and then use the links below to access these videos and many more.

Introduction to the Four Cs (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66113>

Learn about the 4 “Cs” for 21st Century Learning: critical thinking, communication, collaboration, and creativity. See how technology plays an important role in building these skills for students and how you can integrate the 4 Cs into you teaching. (2014; 5 min.)

Helen Soule on the 4 Cs (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66110>

Hear from Helen Soule, Executive Director of the Partnership for 21st Century Skills, on how technology is an essential part of integrating the 4 Cs into teaching and learning, and what classrooms implementing the 4 Cs look like. (2014; 7 min.)

Teaching Email Etiquette: Strategies (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66096>

Elementary students learn the difference between writing a formal email to a teacher and an informal email to a friend. (2013; 3 min.)

Using Tablets when Teaching Sensitive Subjects: Strategies (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66097>

See how one teacher uses a screen writing app when addressing the sensitive subject of sexting. Viewer discretion is advised. This video contains mature themes. (2013; 2 min.)

Understanding Fair Use in a Digital World (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66101>

Students meet ELA Common Core State Standards by analyzing video remixes to judge whether or not they fall under fair use. Students learn complex concepts to evaluate visual content and present supporting evidence. (2012; 7 min.)

Adapting Digital Citizenship to Elementary ESL Students (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66057>

Learn strategies one teacher uses with early elementary ESL students in teaching them about sending email. (2012; 6 min.)

Introduction to SAMR Model (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66112>

Use the SAMR model to reflect upon how you are integrating technology. Is it acts of Substitution, Augmentation, Modification, or Redefinition? (2014; 5 min.)

Ruben Puentedura on the Impact of the SAMR Model (Teacher PD)

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66117>

Hear from Dr. Ruben Puentedura, creator of the SAMR model, on how the model impacts student achievement, and how schools can use SAMR as a “common language” to design a “common language” to design meaningful learning experiences with technology. (2014; 5 min.)



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Halifax: March 20-21, 2017

SELF-INJURY BEHAVIOUR IN YOUTH—Issues & Strategies
Halifax: March 28-29, 2017

ADDICTIONS & MENTAL ILLNESS—Working with Co-occurring Disorders
Halifax: April 19, 2017

CHALLENGING BEHAVIOURS IN YOUTH—Strategies for Intervention
Halifax: May 3, 2017

BRIEF-FOCUSED COUNSELLING SKILLS—Strategies from Leading Frameworks
Halifax: May 17-18, 2017

CRITICAL INCIDENT GROUP DEBRIEFING
Halifax: June 1, 2017

DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™
Halifax: June 2, 2017

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Halifax: June 13, 2017

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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 Christa Blackmore at 1-800-565-6788 or email theteacher@nstu.ca

JOB SHARE – I am seeking a 20% job share partner with French Immersion qualifications. I teach grade 4/5 French Immersion in Lower Sackville. Please contact Amanda at astrang@hrsb.ca

TEACHER EXCHANGE – Permanent Junior/Senior High teacher (Eng/SS; Math also possible) in HRSB interested in an exchange with a permanent AVRSB or TCRSB teacher (Digby or Annapolis counties preferred) for 2017-18 school year. Returning from LOA, so opportunity to hand pick school/assignment. Permanent exchange possible. If interested contact Shane at srice@hrsb.ca or 902-292-5261.

TEACHER EXCHANGE – Permanent elementary teacher with the HRSB interested in an exchange with a permanent elementary teacher from CBVRSB for 2017-2018 school year. Possible permanent exchange desired. If interested contact whaler2780@gmail.com

JOB SHARE – Looking to work a 4 day work week? Experienced high school Visual Art Specialist, Global Geo, HHS12, would like to work 1 day/week 2017/18 school year. Contact morgans@hrsb.ca

JOB SHARE – Seeking a qualified and experienced Resource teacher to job share two days a week HRSB 2017-2018. Please contact sara.macleam@hrsb.ca

TEACHER EXCHANGE – Permanent elementary teacher with SRSB interested in exchange with permanent teacher from CCRSB for 2017-2018 school year. Possible permanent exchange desired. If interested contact: maria.gough@srsb.ca

Looking for up to 20% job share – Experienced resource /lc teacher to share in the HRSB with permanent teacher. 2017-2018. agiovannetti@hrsb.ca

Summer Rental – Two bdrm apt. in Dartmouth overlooking harbour, walking distance to amenities, bridge and downtown. agiovannetti@hrsb.ca

AUSTRALIAN TEACHER EXCHANGE – Permanent elementary school teacher living in Canberra (the capital), interested in a 12 month exchange with teacher from HRSB. This exciting exchange is possible though the HRSB and wouldn't impact pension, years of service or salary. Contact patvantassel@me.com for more information.

Eligible Educator School Supply Tax Credit

The Government of Canada values the contribution teachers make providing young Canadians with the education and skills they need to join a strong middle class.

There is a new refundable tax credit for 2016 and beyond: Eligible Educator School Supply Tax Credit. If you are an eligible educator you can now claim a 15% refundable tax credit on up to \$1,000 of supply purchases per year.

Who is eligible

You can only claim this tax credit if you are a teacher or early childhood educator employed at an elementary or secondary school or a regulated child care facility:

- You must have a teacher's certificate that is valid in the province or territory where you are employed; or
- You must have a certificate or diploma in early childhood education that is recognized in the province or territory where you are employed.

What kinds of teaching supplies are eligible?

For your supplies to be eligible for this credit, they must be:

- purchased in the taxation year by an eligible educator;
- used in a school or in a regulated child care facility for teaching or helping students learn;
- not reimbursable and not subject to an allowance or other form of assistance (unless the reimbursement, allowance or assistance is included in the income of the teacher or educator and not deductible); and
- not deducted or used in calculating a deduction from any person's income for any taxation year.

Some examples of eligible supplies include:

- construction paper;
- flashcards;
- items for science experiments;
- art supplies;
- various writing materials
- games and puzzles;
- books for the classroom; and
- educational support software.

If you claim this tax credit, the CRA may ask you to provide a certification from your employer attesting to the eligible supplies expense. You should request the certification from your employer in a timely manner and keep it in your files, along with your receipts, in case the CRA requests it.

For more information, visit <http://www.cra-arc.gc.ca/gncy/bdgt/2016/qa03-eng.html>.

NEW DEALS & DISCOUNTS

PEPCO FUEL DISCOUNT OFFER As an eligible NSTU/RTO member you will receive:

- 7 cents off posted residential price on every home heat fuel delivery made on automatic delivery.
- Special offers on Residential Propane.
- Special offers on the purchase of the Pepco Protection Plans.
- Special offers on the purchase of new heating equipment.
- Special offers for signing up on automatic delivery and EFT.
- Refer a Friend or Neighbour Program.

For Program details contact: **Daniel Hiltz at 902-220-9291**

Have your say!

✱ The *Racial Identity, Culture, and Pedagogy* project is seeking the perspectives of **TEACHERS** of all backgrounds to better understand the achievement gap in Nova Scotia. Whether you are a visible minority or not, whether you teach grade Primary students or grade 12 students, have been in the profession for two years or 20, we would like your help in understanding the difference in outcomes among students of different racial backgrounds. To be eligible for participation, you just need to have taught at least one student of European and one student of African descent within the last two years. Please consider joining us for a 1.5—3 hour focus group to discuss how race and culture impact student learning from your perspective as an educator.

Gift certificates available to project participants

Contact Hugh Samson at
hugh.samson@outlook.com to participate.

For advertising information in The Teacher,
1-800-565-6788
or email theteacher@nstu.ca

SENIOR STAFF POSITION AVAILABLE

DIRECTOR, RESEARCH AND PROFESSIONAL LEARNING CANADIAN TEACHERS' FEDERATION

The Canadian Teachers' Federation (CTF) is seeking a Director, Research & Professional Learning. Reporting to the Secretary General or the Deputy Secretary General, the Director, Research and Professional Learning will be a member of the CTF leadership team.

The ideal candidate will be an experienced teacher who has the following knowledge, experience and abilities:

- strong background in conducting educational research;
- deep knowledge of the teaching profession, particularly in Canada, including teacher welfare and professional learning;
- an advocate for teachers' organizations, the labour movement, and high quality public education;
- familiar with the CTF and its Member organizations;
- excellent communication skills, both in writing and orally;
- a resourceful, creative and strategic thinker, able to make sound decisions under pressure;
- a well-organized team player who can prioritize and work with little supervision;

Special consideration may be given to candidates who are bilingual (English/French) and/or possess a relevant Graduate degree.

Responsibilities will include, but not be limited to:

- Setting the strategic direction for CTF Research and Professional Learning;
- Conducting educational research;
- Overseeing the day to day operations and administration of the various files, such as the CTF Members' Only Internet site and the National Teachers' Research Network (NTRN);
- Leading and supervising a small team of staff members (researchers, administrative staff, and other staff members as needed);
- Providing sound timely information and recommendations to the Secretary General, Deputy Secretary General, Program Directors, Board of Directors and Committees of the Board, regarding the overall direction of the CTF and its initiatives;
- Liaising with and provide support to CTF Member organizations;
- Representing CTF at meetings and events as appropriate.

Following a three-month probationary period, the position is a permanent one that comes with a competitive salary and a full range of benefits. Duties begin June 1, 2017, or at a later date negotiated by the successful candidate and CTF Management. A transition period with the current Director of Research is desirable.

CTF welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Interested candidates are invited to submit a cover letter and résumé, along with the names and contact details of two references, to CTF Secretary General Cassandra Hallett DaSilva electronically via Sandra Lane, Executive Assistant at slane@ctf-fce.ca.

All applications must be received no later than **noon on Wednesday, March 15, 2017**.