

## Teachers debate how to improve public education at 97th Annual Council

The 97th Annual Council of the Nova Scotia Teachers Union concluded mid-day on May 6 following three days of engaged discussion and debate on the future of the province's public education system.

Some of the more prominent themes from the weekend included: ensuring the government does not cherry pick the recommendations from the Commission on Inclusive Education; trying to protect the rights of administrators who were banned from belonging to the NSTU as part of Bill 72; continuing to lobby government to return administrators to the NSTU; and ensuring that adequate resources and training is provided for the growing complexity of today's classrooms.

"The past five years have been difficult times for NSTU members, as the McNeil government has brought a great deal of turmoil and instability to our workplaces," says Doucet. "In spite of these persistent

challenges teachers, administrators and Community College members have remained resolute in their commitment to improving learning conditions for their students. This weekend was very much about getting together to share ideas and refocus our agenda, to help bring about positive change for teachers and their students."

On May 23, the NSTU presidential election will take place, and on Saturday, May 5 members had an opportunity to listen to the candidates and ask questions during a forum. Saturday's session also saw some 29 NSTU members honoured for service to their NSTU Locals and the teaching profession. Close to half of those honoured were administrators.

"This annual service recognition was bittersweet for our administrators who will no longer be members of the Nova Scotia Teachers Union—a union they helped to create," Doucet adds. "We will continue to fight for

administrators and lobby to have them brought back into our Union."

Canadian Teachers' Federation (CTF) president Mark Ramsankar addressed NSTU members as well on Saturday. He discussed the support of CTF and its affiliates against Bill 72. "We urged your Premier to halt the implementation of the Glaze report and to consult with you" says Ramsankar. "Canadian teachers from coast to coast to coast stand in solidarity with members of the NSTU and we share your concerns about the future of education in Nova Scotia."

This Annual Council marked NSTU's first as a member of the Nova Scotia Federation of Labour. Hugh Gillis, Secretary Treasurer of the Federation addressed delegates at the opening session on May 4.

From May 4 to May 6, 264 voting delegates debated 73 resolutions.



## NSTU Presidential Election Candidates 2018

Election be held May 23rd

To the left are the five NSTU members running for NSTU president (l – r) : Grant Frost, Liette Doucet, Paul Wozney, Cherie Abriel, and Shawn Hanifen. Their presidential platforms are found on pages 6 – 10. On Saturday May 5, 2018, a Presidential Candidates' Forum was held at the 2018 Annual Council. Below you will find a link to the video, which will require that you log into our website to view. The video is for NSTU members only. Here is the link where the video may be viewed:

<http://www.nstu.ca/the-nstu/structure/nstu-presidential-election/candidates-forum/>





# people

## Curriculum Committee

NSTU's Curriculum Committee held its second meeting of the school year on April 13. The Committee met for an overview and discussion around the upcoming curriculum and teaching standards changes from the Department of Education and Early Childhood Development. The Committee received presentations from Diane Racette regarding the draft of the new Public School Program (PSP). Wendy Driscoll, EECD consultant gave an overview of the Grade 9 Social Studies/Civics Pilot and Jennifer Burke, Director EECD discussed the Grade 7/8 renewal pilot.



Seated: Provincial executive liaison Crystal Isert; Holly MacDonald (Cumberland); and committee chair Jennifer Collishaw (Kings). Standing: Mary McLeod (Cape Breton District); Liam Timmons (Colchester-East Hants); and NSTU staff liaison Betty-Jean Aucoin. Missing: Bernard LeBlanc (Richmond); Angèle Marr (CSANE); and Stephanie McMillan (Hants West).

## Second John Huntley Internship for 2017-18

The second installment of the 2017-18 John Huntley Memorial Internship took place on April 12 and 13. The internship gives NSTU members an overview of all the services, benefits and advocacy provided through presentations and meetings with NSTU staff officers in member services, professional development, public relations, and the Member Assistance Program.



Seated: Natalie Campbell-Bouvette from the Colchester-East Hants Local. She is a French Immersion resource and early literacy teacher at Elmsdale District School; NSTU president Liette Doucet; and Kathy Evans (Northside-Victoria) who teaches visual arts (Grades 6 to 8) and social studies (Grade 8) at Dr. T. L. Sullivan Junior High School. Standing: Kurt Chadwick from the Dartmouth Local is a learning centre and resource teacher at Michael Wallace Elementary School; Achilles Huczel (Halifax City) teaches physical education at John W. MacLeod- Fleming Tower School; and Andrew Burton Ardley (Halifax County) who teaches Grade 3-4 at Ocean View Elementary.

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## Member Services Committee

The Member Services Committee held its third and final meeting of the school year on April 20 in advance of the Member Services Conference, which was held April 20 and 21. This year's conference included presentations by: NSTU staff officer Betty-Jean Aucoin on Meaningful Conversations; Gail Gaitchalian, Partner with Pink Larkin who gave a presentation on moving forward in the aftermath of Bill 75 and 72; and Al Loyst, former Canadian Auto Workers Union member and a trainer with Queens University's Industrial Relations Centre, who presented on Building Better Relationships.

(l – r) Seated: Bernadette Julien (Community College); Donalda Westcott (Cape Breton District); and Trish Munroe (Halifax County). Standing: Committee Chair and First Vice-President Tami Cox Jardine (Hants West); NSTU provincial executive liaison Ferne MacLennan (Community College); Milton Bonnar (Northside-Victoria) and NSTU executive staff liaison Wally Fiander. Missing: John Nolan (Colchester-East Hants); and Gabriel Rose (Halifax City).

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# Service Award luncheon — Local Service Awards 2018

Shown are the recipients of this year's Local Service Awards, which were presented at an Awards' Luncheon on May 5 during NSTU's 97th Annual Council. These awards recognize the outstanding contribution of NSTU members who serve at the Local level, for their hard work, dedication, and commitment to their members and the profession. This year 29 members were recognized, 13 of whom are current or former administrators. It was a particularly emotional event for these NSTU members. Through Bill 72 as of August 1, 2018, administrators will no longer be members of the NSTU.

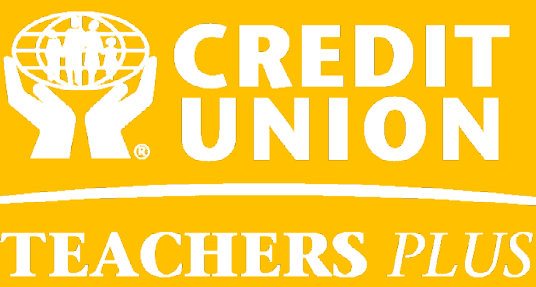


Front row: Denise Aucoin (Inverness); Sylvia Stewart-Pitts (Cumberland); Cécile Thériault (CSANE); Bev Curry (Cumberland); Sally Capstick (Cape Breton District); Chris Nicholson (Northside-Victoria); and Sandra Himmelman (Lunenburg County). Middle row: Kim Frank (Hants West); Cathy Burgess (Kings); Corena Burbidge (Kings); Donna Griffin (Kings); Peter Wicha (Halifax City); Joyce Lively (Cape Breton District); Karen Hudson (Halifax County); and Dawn Uhlman (Queens). Back row: Denis LeBlanc (CSANE); Terry Ryan (Halifax County); Phil Goora (Halifax County); Neil MacIsaac (Antigonish); Greg Deviller (Shelburne County); Derek Carter (Halifax City); Meg Ferguson (Halifax County); Roland Hannem (Yarmouth); and Stacy Thorburn (Queens). Missing from the photo: Cherie Abriel (Colchester-East Hants); John Helle (Cape Breton District); Mike Landry (Kings); Ellen Louth (Dartmouth); Andrea Mood-Nickerson (Shelburne County).

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# from the nstu president



## Report to Annual Council 2018

(excerpt from Liette Doucet's Address to Council 2018)

It has been another difficult year for the NSTU and our members. Just when we thought the McNeil government couldn't sink any lower, it did, with the swift and immediate commitment to implement the recommendations of the Glaze report.

However, I have to say that, once again, I am humbled by the strength and determination of teachers in the face of adversity. You have proven that individually, locally and as a provincial body, teachers can and will rise up.

You took every opportunity to educate the public in your communities so the voice of teachers were heard—that changes the government intended to make through legislation were not in the best interest of teachers, students or public education.

Since Stephen McNeil became Premier almost 5 years ago, our profession has been under attack and public education has suffered as a result.

On election night, when all signs pointed to a minority government, the Premier sounded like a new man. Admitting that he needed to take a new approach...to be willing to work with others to do what's best for Nova Scotians.

Almost immediately after, he proceeded to take away our Community College members right to a fair collective bargaining process by proclaiming Bill 148, then, only months later, followed that up by eliminating democratically elected school boards.

But perhaps his government's most heavy handed action to date was banning our administrators—principals and vice principals from belonging to their own union—a union they helped to create—with no thought or care for how this severely damages our collegial model.

Given all that has happened, it would be easy for us to feel defeated and to lose hope. But that's not the attitude I sense here this weekend and it's not the nature of our passionate, hard working members in general.

I continue to see a group of people who are focused on making things better and on continuing to fight for what is right

Despite these turbulent times we must not diminish the real accomplishments that you have made possible

- We now have class caps in place from Primary to 12
- The report on inclusive education offers real hope that our education system will soon be able to better meet the needs of all students.
- And the Council on Classroom Conditions has helped to address some of the systematic issues that have been plaguing our classrooms for many years.

While at first glance these changes may seem modest, but let's not forget the circumstances under which they were achieved.



Never before has our organization faced a government so unwilling to work with NSTU members, and yet we have still managed to persevere and achieve reforms that benefit our students.

While in hindsight the government may try to take credit for these improvements, in reality they fought against them every step of the way.

However, we continue to fight the damaging education reforms this government rallies against us. Positive energy is crucial for the NSTU moving forward. We have a lot to fight for and much work to do.

## Rapport à l'AGA du Conseil 2018

(Extrait du discours de Liette Doucet à l'AGA du Conseil 2018)

Cela a été une autre année difficile pour le NSTU et pour nos membres. Juste au moment où nous pensions que le gouvernement McNeil ne pouvait pas faire pire, il l'a fait, en prenant l'engagement rapide et immédiat de mettre en œuvre les recommandations du rapport Glaze.

Toutefois, je dois dire que, une fois encore, je m'incline devant la force et la détermination des enseignants face à l'adversité. Vous avez prouvé que, individuellement, localement et en tant que corps provincial, les enseignants peuvent et vont se relever.

Vous n'avez manqué aucune occasion d'éduquer le public dans vos collectivités afin que l'opinion des enseignants soit entendue : les changements que le gouvernement a l'intention d'apporter par voie législative ne sont pas dans l'intérêt fondamental des enseignants, des élèves ou de l'enseignement public.

Depuis que Stephen McNeil est devenu premier ministre il y a presque cinq ans, notre profession a fait l'objet d'attaques et l'enseignement public en a souffert les conséquences.

Le soir des élections, lorsque tous les signes semblaient indiquer un gouvernement minoritaire, le premier ministre paraissait être un homme nouveau. Il a admis qu'il devait adopter une approche nouvelle... et être prêt à travailler avec les autres pour faire ce qu'il y a de mieux pour les Néo-Écossais.

Presque tout de suite après, il a procédé à l'abolition du droit à la négociation collective des membres de notre Collège communautaire en proclamant le projet de loi 148, puis quelques mois seulement plus tard, il a éliminé les conseils scolaires démocratiquement élus.

Mais la mesure la plus grave prise par son gouvernement à ce jour a probablement été d'interdire aux administrateurs scolaires (directeurs d'école et directeurs adjoints) d'appartenir à leur propre syndicat – un syndicat qu'ils ont aidé à créer – sans réfléchir ni se soucier à quel point cela nuit à notre modèle collégial.

Vu tout ce qui s'est passé, nous pourrions facilement nous sentir vaincus et perdre tout espoir. Mais ce n'est pas l'attitude que je constate ici cette fin de semaine et ce n'est pas dans la nature de nos membres passionnés et courageux.

Je vois toujours un groupe de personnes qui sont déterminées à améliorer les choses et à continuer à lutter en faveur ce qui est juste.

En dépit de ces temps agités, nous ne devons pas dénigrer les résultats très réels que vous avez rendus possibles :

- Nous avons maintenant des plafonds de classe en place de la maternelle à la 12e année.
- Le rapport sur l'intégration dans l'éducation offre un réel espoir que notre système éducatif sera bientôt en mesure de mieux répondre aux besoins de tous les élèves.
- Et le Conseil pour l'amélioration des conditions en salle de classe a permis d'aborder certains des problèmes systémiques qui sévissent dans nos salles de classe depuis de nombreuses années.

À première vue, ces changements peuvent sembler modestes, mais n'oublions pas les circonstances dans lesquelles ils ont été réalisés.

Jamais notre organisation n'avait été confrontée à un gouvernement aussi réticent à travailler avec les membres du NSTU, et pourtant nous sommes tout de même parvenus à persévérer et à obtenir des réformes qui profitent à nos élèves.

Même si, après coup, le gouvernement peut tenter de s'attribuer le mérite de ces améliorations, en réalité, il s'y est opposé à chaque étape.

Cependant, nous continuons de lutter contre les réformes préjudiciables à l'éducation que ce gouvernement réclame contre nous. Il est crucial que nous restions positifs pour que le NSTU puisse aller de l'avant. Nous avons beaucoup à défendre et beaucoup de travail à faire.

L'année à venir va exiger de la force, de la patience et encore plus de résilience de la part des membres du NSTU.

Nous avons renforcé nos liens avec les autres syndicats en adhérant à la Fédération du travail de la Nouvelle-Écosse et nous continuerons à recourir à leur appui.

Tout d'abord, nous devons veiller à ce que la nouvelle association pour les administrateurs scolaires réponde aux besoins et protège les droits des directeurs et des directeurs adjoints. Le projet de loi 72 a porté un coup très dur au NSTU et au modèle collégial; mais nous devons nous relever et travailler dans l'objectif que cette nouvelle relation n'entraîne pas davantage de conflits dans nos écoles. Cela servirait uniquement les intérêts du gouvernement actuel.

Les membres du Collège communautaire n'ont toujours pas de convention et ont été privés de leur droit à un processus de négociation collective vraiment équitable lorsque le gouvernement a proclamé le projet de loi 148, l'été dernier. Nous devons travailler ensemble pour faire en sorte que les membres de notre Collège communautaire obtiennent la convention collective qu'ils méritent.

Bien que la Commission sur l'intégration dans l'éducation soit une victoire pour notre organisation, nous devons rester vigilants. Le gouvernement n'a pris aucun réel

*continued on page 5*

*suite à la page 5*



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The next year will require strength, patience and even more resilience on the part of NSTU members.

We’ve strengthened our relationship with other unions through our membership with the Nova Scotia Federation of Labour, and will continue to draw on their support.

First, we need to ensure that the new association for administrators meets the needs and protects the rights of principals and vice principals. Bill 72 was a painful blow for the NSTU and the collegial model; but we need to pick ourselves up and work to ensure this new relationship does not lead to greater conflict in our schools. That would only serve the interests of the current government.

Community College members remain without a contract and were stripped of their right to a truly fair collective bargaining process when the government proclaimed Bill 148, last summer. We need to work together to ensure our Community College members get the contract they deserve

While the Commission on Inclusive Education is a high point for our organization, we can’t get complacent. Government has been less than committal when it comes to implementing the full report, and is already trying to back away from some recommendations.

This report is too important to be watered down by a government that puts its own agenda ahead of what’s best for public education.

And of course our current imposed contract will expire this year, and public school members will face another round of negotiations with a government that has never once bargained in good faith.

Now is the time to regroup, refocus and reenergize.

We must be prepared.

We must predict.

We must strategize.

We must become politically active.

We must look inward to find ways to re-structure and strengthen our organization.

We must start now.

It’s clear that our policies and procedures need to be fixed. We need to modernize the NSTU and ensure we can respond to issues in a timely manner. We cannot keep doing things the same way and hoping for a different result.

As we embark on this process let’s not forget what the NSTU has been built on: promoting and advancing the teaching profession and quality public education.

While our methods will change our motives must not.

We can never lose sight of why the NSTU exists. And we must remember the past in order to improve our future.

It’s about building up our profession to ensure Nova Scotia students receive the education they deserve.

Thank you.

suite de la page 4

engagement au sujet de la mise en œuvre de l’intégralité du rapport et tente déjà de remettre en cause certaines de ses recommandations.

Ce rapport est trop important pour être minimisé par un gouvernement qui fait passer son propre programme devant ce qui est le mieux pour l’enseignement public.

Et bien entendu, la convention imposée actuelle prend fin cette année et les membres des écoles publiques seront confrontés à une autre ronde de négociations avec un gouvernement qui n’a jamais négocié de bonne foi.

Le moment est venu de nous regrouper, de nous recentrer et de trouver un nouvel élan.

Nous devons être bien préparés.

Nous devons faire des prévisions.

Nous devons élaborer une stratégie.

Nous devons nous impliquer en politique.

Nous devons nous tourner vers nous-mêmes pour trouver des moyens de restructurer et de renforcer notre organisation.

Nous devons commencer dès maintenant.

Il est clair que nos politiques et nos procédures doivent être remaniées. Nous devons moderniser le NSTU et veiller à ce que nous puissions réagir aux problèmes en temps opportun. Nous ne pouvons pas continuer à faire les choses de la même manière et espérer un résultat différent.

Alors que nous entamons ce processus, n’oublions pas ce sur quoi le NSTU a été bâti : la promotion et l’amélioration de la profession enseignante et de la qualité de l’enseignement public.

Bien que nos méthodes doivent changer, nos motivations doivent rester les mêmes.

Nous ne pouvons jamais perdre de vue la raison d’être du NSTU. Et nous devons nous souvenir du passé pour améliorer l’avenir.

Nous devons renforcer notre profession pour veiller à ce que les élèves de la Nouvelle-Écosse reçoivent l’éducation qu’ils méritent.

Merci.

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*“Optimism is a strategy for making a better future.”*

- Noam Chomsky

Times like this require **courage**.

In the past two years, we have faced some of the most difficult challenges to our profession and union in recent memory.

Stephen McNeil and his government have had their disdain for teachers on full display since they came into office. And, understandably, some of us are angry.

They have taken shots at us every chance they have had to try to sway public opinion so they can ram through their union-busting bills. We have a right to be angry.

But anger is not sustainable. We cannot afford to continue to react to the actions of a government that is intent on disrespecting and disregarding collective bargaining and tearing apart the foundations of public education.

We are teachers, instructional leaders, guidance counselors, speech language pathologists, school psychologists because we love the work that we do.

We are passionate about it and about serving our students and our communities. And we won't let this government, or any government, take that away from us.

We need to have **clarity** in our collective actions.

The next two years bring with them the opportunity to clearly define what a strong public education system could look like, and then fight for it. To do this, we need to have solidarity among our own membership.

But we must also build strong **coalition**. Coalition with the broader labour movement, with parents, and community members.

We can be angry, but we must also have compassion. We can be tired, but we must also be determined. We are worth fighting for. Our students are worth fighting for. Public education is worth fighting for.

On May 23rd, I am asking you to cast a vote for me, and I will continue to fight side by side with you.

We are the NSTU. **Let's Rise Again!**

## AS NSTU PRESIDENT, CHERIE ABRIEL WILL WORK TO:

- Strengthen local voices.
- Build coalitions with parent and community groups.
- Reach out to our millenials through a Young Teachers Committee.
- Improve communication with our Community College, APSEA and CSANE members.
- Promote member engagement.
- Encourage members to become more politically active.

“During her years as a school rep and while a member of the Colchester East Hants Local Executive, Cherie served our local with integrity and professionalism.

During the past four years, as a member of the Provincial Executive, Cherie has been consistently responsive to members' questions and concerns while providing effective and principled leadership during very trying times. As NSTU President, Cherie will lead us with an intelligent, articulate and resolute voice. On May 23, I will proudly vote for Cherie Abriel”

- Kevin Farrell, Colchester-East Hants Local

## CONTACT CHERIE:

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A new day is dawning in the history of the Nova Scotia Teachers Union.

I am committed to being the agent of the changes that must occur as we move forward. NSTU members in both the public school and community college systems continue to face unprecedented challenges.

With government's attitude toward unions and the need for a more open and accountable NSTU, it is time to change how the NSTU does business. I am

committed to examining the past direction of the NSTU so that we may move forward together by changing our structures to allow for a more open and accountable NSTU.

As our education system undergoes massive reorganization over the next few months, we must work together to ensure that these changes are positive, our school administrators are supported and all members can benefit from the opportunities that change brings.

We must become more labour oriented and must move together toward a more politically active agenda. The status quo is not serving members well.

As your president, I will be the positive leader through these challenging times.

Liette Doucet  
NSTU President

L'histoire du NSTU, je m'engage à être l'agente de ces changements qui sont nécessaires pour avancer.

Les membres du NSTU des écoles publiques et du collège communautaire continuent de faire face à des défis sans précédents.

Avec l'attitude du gouvernement face aux syndicats, ainsi que le besoin d'avoir un NSTU plus ouvert et responsable, il est temps de changer comment le NSTU fait affaire. Je m'engage à examiner les routes du passé du NSTU pour que l'on puisse aller de l'avant, ensemble, en rendant nos structures ouvertes et responsables.

Alors que notre système d'éducation est en train de subir une énorme restructuration pendant les mois qui suivent, nous devons travailler ensemble pour 1/ pour permettre des changements positifs, 2/ pour démontrer un soutien à nos administrateurs des écoles 3/ et pour permettre à tous les membres de bénéficier



des changements qui seront apportés.

Nous devons nous orienter vers un mouvement syndical et progresser ensemble vers un agenda d'activités politiques. Le status quo ne dessert plus assez bien nos membres.

En tant que votre présidente, je serai votre leader positif pendant ces temps exigeants.



Contact me:  
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<https://lsdoucet.wixsite.com>

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# Shawn Hanifen

**FOR PRESIDENT OF THE NSTU**  
*Leadership and Integrity*



**Take Back  
Your UNION!**

My name is Shawn Hanifen and I would appreciate your support in the upcoming election for Provincial President.

The past two years have been turbulent times for our members and the NSTU. While the past few years have been a difficult time in the NSTU; our grassroots membership, the members themselves, has shown resiliency, engagement and strength. It is time the NSTU has a leader who shares those traits and their vision.

The President of the Nova Scotia Teachers Union comes with a great responsibility. First, and foremost, is to its members. The state and well-being of public education is prevalent upon this one truth. This one truth, of looking after our members has been missing these past few years. This is evident across the broad scope of our membership.

No matter if you are a public school classroom teacher, specialist, community college member or and administrator you have been let down by the NSTU constantly these past two years. That isn't just my perception; they are the comments and feelings from the membership during this campaign. It is in the voices of our members, the ones who have felt let down by the elected leadership of the NSTU.

Three unacceptable recommended tentative agreements to the membership that were soundly rejected demonstrated that real disconnect. And during the past two years there has been a lack of communication from NSTU leadership and issues servicing the members. Recent decisions by NSTU that demonstrates being out of touch with the membership in their failure to protect large groups of the members and in disregarding the will of the membership for illegal strike action.

These failures have brought us to a critical point in our history. These are areas that unions are created for, yet ours has continued to fail the membership time and time again. Continued failure is no longer an option. It is vital to have a President who understands this and the needs of the membership so we can move forward together. It is time to have a President who puts the MEMBERS FIRST.

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**There are 6 areas that I wish to focus on as your President.**

- Negotiations
  - Working Conditions
  - Class Size and Composition
  - Funding
  - The Disconnect with the NSTU and Government
  - Unity within the NSTU
- 

**Contact Shawn:**

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*On May 23rd, VOTE Shawn for President of the NSTU*  
*Votez pour Shawn le 23 mai*



# Wozney *for* President

Courage to Listen  
Strength to Advocate  
Boldness to Act

"Paul is an authentic collaborator and listens as well as he speaks. He brings reason and integrity to every issue we debate and understands the unique realities of rural Nova Scotia."

*Ian Kent  
Provincial Executive, South Shore*

"Paul views the union as a whole, and all members as equals. When he sees a problem, he inquires about the issue and acts with others to build a stronger union in the best interests of ALL members."

*Barbara Gillis, Local President,  
Community College Local*

"Paul Wozney has become a proven, effective advocate for teachers provincewide. ... As a Cape Bretoner, I value how the ideas he articulates reflect the views of union members throughout Nova Scotia."

*Maureen McNamara, NSTU member,  
Cape Breton District Local*

**nstu 2018**  
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# Administrators' Terms and Conditions Regional Meetings.

The NSTU held regional meetings for administrators and other public school members from April 23 to 26. These meetings included a review of EECD’s draft Major Terms and Conditions of Employment for Public School Administrators’ document and provided an opportunity for member feedback. The NSTU is preparing a provincial response to the draft Major Terms and Conditions over the next few weeks and the feedback that members provide at the meetings will help inform this response.



From left to right are some of the participants at the Hants West Local meeting on April 25 at Avon View High School: First vice-president Tami Cox Jardine; administrators Steve Miller, Shelley Morse, and Sheldon States; Hants West Local president Adam Boyd; administrator Kim Frank; and NSTU’s secretary-treasurer Thérèse Forsythe.



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# THE CANADIAN FORUM ON PUBLIC EDUCATION

## SAFE AND CARING SCHOOLS

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 The early-bird deadline is **June 1<sup>st</sup>**

**HIGHLIGHTS INCLUDE**

- An opening plenary on violence against teachers
- Award-winning teacher Maggie MacDonnell on “Running for Resilience”
- Dr. Leyton Schnellert on inclusive education
- Connecting with colleagues at the Science Soirée
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Canadian Teachers' Federation  
 Fédération canadienne des enseignantes et des enseignants  
[www.ctf-fce.ca](http://www.ctf-fce.ca)

## Council Invests in More Teachers

The Council to Improve Classroom Conditions will fund 57 new high school teachers in the 2018-19 school year and continue investments.

The Council will also continue to support the 153 teacher positions created last year supporting smaller classes, complex classrooms, and attendance.

The 57 new teachers will be hired for schools outside the Halifax Regional Centre for Education. The cost in this budget year is \$3.4 million to March 31, and \$5.2 million for the full school year. The goal is to create greater equity across the province, given that more than two-thirds of the council’s class size funding for 2017-18 went to schools within the Halifax Regional Centre for Education.

- This year, the council will also continue to:
- maintain the junior high and high school class caps by again investing \$8.9 million to fund 99 junior high and high school teachers across the province. This was recommended in the Students First report on inclusive education
  - fund 40 teachers to work with junior high math and literacy teachers in supporting students in complex classrooms. This is the second year for the pilot project at a cost of \$3.6 million
  - invest \$1.3 million to fund 14 attendance support workers, who are also teachers, for the second year of that pilot project.

The Council will also continue its Inspiring Schools pilot project for one more year, aimed at supporting the needs of students within complex classrooms.

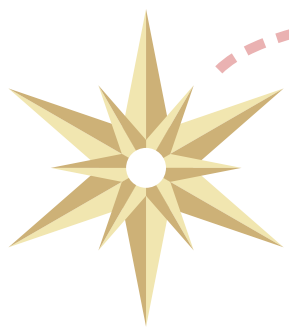
This project provides grants to schools identified by the Regional Centres for Education and Conseil scolaire acadien provincial. The council received a report from participating schools, which identified additional staff being hired and benefits for students and classroom conditions.

The \$2 million Inspiring Schools grants are cost-shared by the council and the Department of Education and Early Childhood Development.

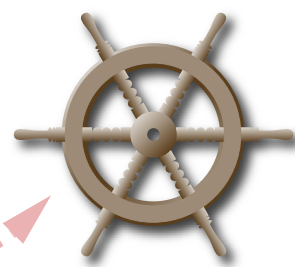
Government increased the council’s budget for 2018-2019, to \$20 million, to enable it to build on work from last year. The council has \$1.78 million remaining in its budget for the 2018-19.

For the remainder of this year, the council will focus its attention on advising on implementation of the report on inclusion, as well as student assessment issues, including a new policy and report card changes. The Council also continues to advise on streamlining TIENET, in line with changes recommended to the program planning process in the inclusion report.





# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## Raising a Generation of Data Defenders

by MediaSmarts

How can you help pre-teens understand the value of their personal information and empower them to take steps to manage and protect it? *Data Defenders* (<http://mediasmarts.ca/digital-media-literacy/educational-games/data-defenders-grades-4-6>), an educational game for children ages 10 to 12, lifts the curtain on data collection by showing how apps and games can find out all kinds of things about them and by providing steps they can take to control the collection of personal information online.

MediaSmarts' research has found that the majority of Canadian kids do not understand the bargain they are entering into when they use online services and apps: almost half of Grade 5 students agree with the statement "companies are not interested in what I say and do online" and more than three-quarters believe that "if a website has a privacy policy, it will not share my personal information with others." Even among teens, there is little understanding of how the services they use depend on personal information as a main source of revenue.

That's not to say that youth don't *care* about privacy: our research has shown that they want to have more active control over their personal information. Almost three-quarters of Grade 5 students say that "I would like more control over what companies do with the photos and information I post online," and almost all feel that marketing companies should not be allowed to view material they post on social networks.

Nationwide consultations by the Office of the Privacy Commissioner of Canada (OPC) have found the economics of personal information to be one of Canadians' biggest privacy concerns. Children's participation is a particular area of concern for the OPC because of questions surrounding whether or not kids are genuinely able to provide informed consent to the exchange of their personal information for the online services they use.

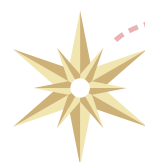
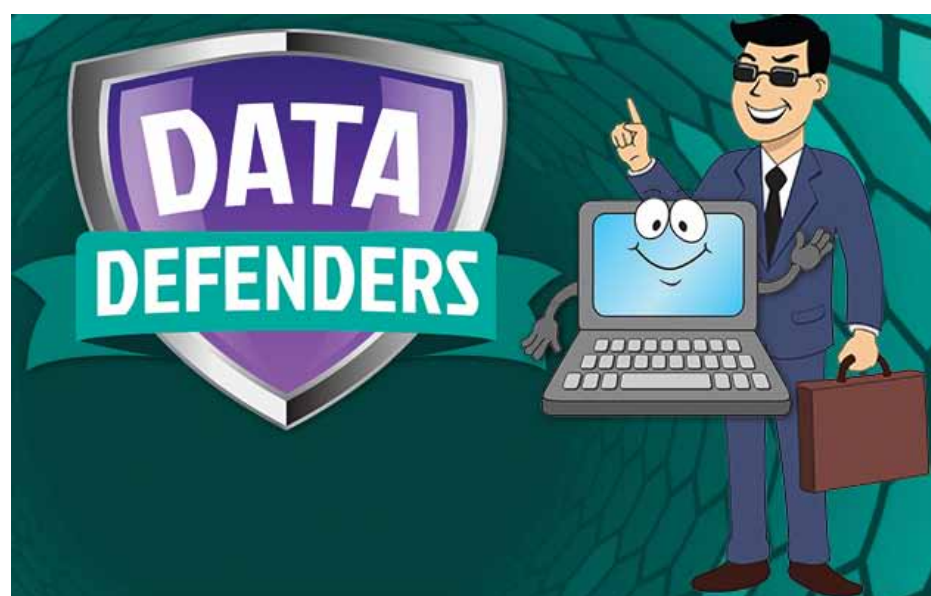
But the fact is that by age ten most Canadian children are active participants in the information economy. As soon as children start using the Internet, they are buying online services with their personal information, a commodity that is in high demand. In fact, apps and websites aimed at children collect more data than those aimed at adults.

*Data Defenders* helps pre-teens better understand this exchange of personal information for online services while providing them with tools and know-how to manage and protect it. Given the popularity of online games with pre-teens, *Data Defenders* looks and plays very much like popular matching games such as Candy Crush, making it fun, familiar and easy to use. In fact, young players may not realize they're learning anything at all, until the end of the first round when the friendly computer that has been helping them reveals itself as an Ad Broker who has been collecting their personal information and costing them privacy points. Luckily, players are given a second chance to replay the game – this time with opportunities to earn privacy points through quizzes that introduce skills and knowledge that children can apply to protect their privacy both within the game and in real life.

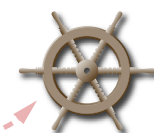
While *Data Defenders* can be played on its own, the best way to encourage the transfer of the skills learned in the game to actual online experiences is for an adult to be present to help young players make those connections. To support teachers and parents in doing this, we have developed guides (<http://mediasmarts.ca/digital-media-literacy/educational-games/data-defenders-grades-4-6#guides>) and a lesson plan (<http://mediasmarts.ca/teacher-resources/data-defenders-understanding-data-collection-online>) to accompany the game.

Of course, it's not just kids who need to learn a bit more about how the "free" services we use online turn our personal information into money. A lot of us probably need to polish our skills on how to manage and protect our personal info, so why not test yourself, and see if you can keep the Ad Broker from finding out what you do online?

*Data Defenders was funded by the Office of the Privacy Commissioner of Canada.*



## Charting Your Course FOR PROFESSIONAL DEVELOPMENT

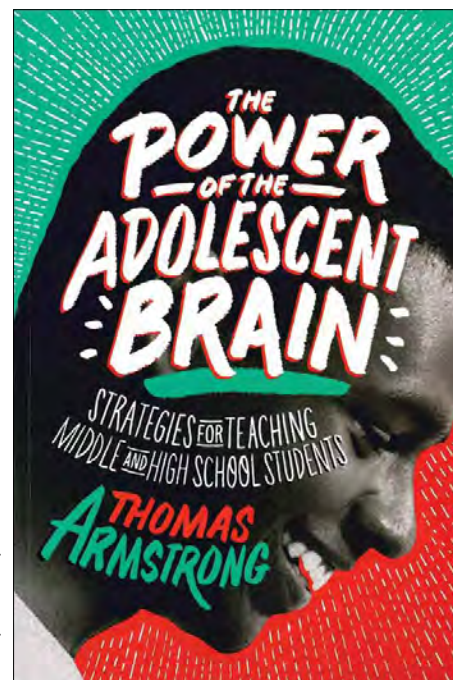


**Email your name, home address, and the name of your school or campus with *PD Giveaway* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 1, 2018 to be eligible for the draw.**

### *The Power of the Adolescent Brain*

by Thomas Armstrong

*The Power of the Adolescent Brain: Strategies for Teaching Middle and High School Students* is a thought-provoking book by Thomas Armstrong that looks at the power and promise of the teenage brain from an empathetic, strength-based perspective. According to publisher ASCD, it describes what middle and high school educators can do to make the most of their students' potential exploring current neurological research about how the adolescent brain works. It proposes instructional elements that will help students develop the ability to think, regulate, handle social conflict, consolidate their identities, and move into adulthood with dignity and grace. The author provides practical strategies and real-life examples from schools that illustrate key practices in action. A glossary of brain terms, selection of brain-friendly lesson plans, and a list of resources are also included.



## Media Literacy Week November 5-9, 2018

Media Literacy Week is an annual event that takes place every November. Co-led by MediaSmarts and the Canadian Teachers' Federation (CTF), the week puts a spotlight on the importance of digital and media literacy as key components in the education of children and youth.

Working with Canadian schools, libraries, and educational associations and organizations, MediaSmarts and CTF seek to inspire a leap in Canadians' thinking towards media education as an important – and innovative – approach for creating thoughtful, engaged and informed young people.

The official theme of Media Literacy Week 2018 is "Fact or Fake: Help the World Stop Misinformation in Its Tracks." Through the theme we will highlight the importance of verifying that online information is true, unbiased and relevant.

This initiative provides Canadians with a focal point for media-related activities and, at the same time, showcases the creative ways that digital and media literacy are being integrated into classrooms and communities across the country.

For more information visit [mediasmarts.ca](http://mediasmarts.ca).



CANADA'S CENTRE  
FOR DIGITAL AND  
MEDIA LITERACY





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- ❖ With what can our treatment help you?
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  - ▶ **Acute and chronic pain treatment:** headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
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Your treatment is 80% covered by your health benefit under acupuncture and direct billing to Blue Cross is available. So arrange a time to visit us, you deserve a healthier and happier life. Call 902-444-3111 to make an appointment. The clinic is located at 6021 Young Street (at Robie Street). You can also visit the website at [www.istoppain.ca](http://www.istoppain.ca) to get more information.



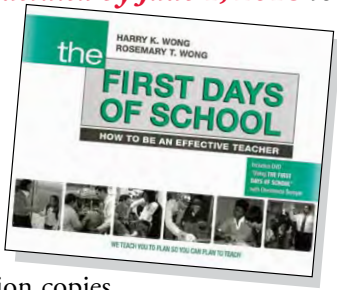
# fresh

## 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](mailto:theteacher@nstu.ca) by June 1, 2018 to be eligible for the draw.

### *The First Days of School* by Jonathan Eckert

*The First Days of School: How to Be an Effective Teacher* by Harry K. Wong and Rosemary T. Wong is the best-selling book ever on classroom management and teaching for student achievement. With over 4 million copies sold, the book, published by Harry K. Wong Publications, walks teachers, through structuring and organizing a classroom for success that can be applied at any time of the year at any grade level—Primary through college.



## CONGRATULATIONS TO OUR APRIL BOOK WINNERS!

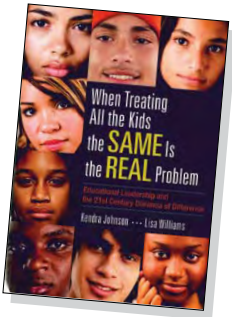
FRESH — Tracy Webb — ARVSB  
EQUITY — Danielle AuCoin — CBVRSB  
PD — Andrée Morin — CSAP

# 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](mailto:theteacher@nstu.ca) by June 1, 2018 to be eligible for the draw.

### *When Treating All the Kids the Same is the Real Problem* by Kendra Johnson and Lisa Williams

*When Treating All the Kids the Same is the Real Problem: Educational Leadership and the 21st Dilemma of Difference*, offers a solution-oriented guide to equity-driven reform for school leaders. Published by Corwin this book helps to provide empowered solutions to serving disadvantaged children, and other marginalized student groups. It includes case studies and reflective-discussion questions.



## 2018 REGIONAL ELECTION RESULTS

All regional elections were conducted by electronic vote

Region	Result
Annapolis-Hants West-Kings	Allister Wadden – Acclaimed
Antigonish-Guysborough	Tammy Landry – Elected
Cape Breton District	Peter Day – Acclaimed
Colchester-East Hants	Drew Moore – Acclaimed
Community College	Suzette Lowe – Acclaimed
Dartmouth	Mike Jamieson – Acclaimed
Digby-Shelburne-Yarmouth	Gerald Reber – Elected
Halifax City	Richard MacLean – Elected
Halifax County	Shaun Doyle – Elected
Inverness-Richmond	Angela Deagle – Re-Elected
Lunenburg County-Queens	Ian Kent – Acclaimed

# Learn how teaching yoga can bring joy to a school.

Inspire growth, inner peace and connection in your students.



# YOGA in schools | CANADIAN CONFERENCE

This Yoga in Schools Conference, themed **Power of Now**, presents leaders in the field of mindfulness and is applicable to both the curious beginner and the certified yoga instructor. It also provides the opportunity to become certified through the full Yoga in Schools 200hr summer intensive Yoga Teacher Training. Workshop titles include: Mindfulness in the Classroom, Mindfulness activities, Mindfulness from a Native perspective and Mindfulness for mental health. Other specialty workshops include Yoga for Special Needs, Autism, and advanced yoga postures.

### 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  
**Location:** Chocolate Lake Hotel, Halifax, Nova Scotia  
**Fee:** \$ 500.00 + HST

**NEW Certification!**  
Full 200hr Yoga in Schools & studio intensive Yoga Teacher Training, July 3-22nd - with this 4 day conference included.



Register early to secure your spot! Call 902.444.YOGA or email [info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca) to register.



## Healthy Legs and Feet

by Lisa Shebib, Certified Pedorthist, Comfort Orthotics & Podiatry Clinic.

May is World Foot Health Awareness Month

As educators, you focus on your students. As a result of your dedication, your own needs are often neglected. This article explains the importance of maintaining healthy legs and feet. There are a number of things you can do to help reduce the symptoms of some conditions and help in the prevention of possible future problems regarding your legs and feet.

### Your Legs

In your workplace, many employees stand or sit for extended periods of time. The function of standing/sitting for long periods of time over the accumulation of years of work can lead to a variety of symptoms ranging from mild to severe. Symptoms may include: **Heaviness and Fatigue, Edema, Varicose Veins, Skin Changes** or even **Deep Vein Thrombosis (DVT)**. The following are tips that will assist you in maintaining healthy legs.

- **Avoid sitting or standing for long periods of time.** Our circulation improves with physical activity, so GET UP! Take a short walk, climb stairs, or make an effort to move around the office and at home. Avoid prolonged sitting or standing as this may increase leg pain and swelling.
- **After a long tiring day, especially during the summer, revitalize your legs with a cool shower or bath.** Avoid extended exposure to heat from sunbathing, hot baths, or the sauna as excessive heat will cause your veins to dilate and may induce swelling.
- **Elevate your legs.** To boost your body's natural circulation, elevate your legs while you are sitting on the sofa or lying in bed at home. At the office, keep a leg rest under your desk.
- **Work out. Regular exercise helps keep your body healthy.** Some sports are better for improving circulation, such as swimming, walking, biking and yoga.
- **Control your weight.** When you manage your weight through a healthy diet and regular exercise, you are more likely to have less leg symptoms and/or less swelling.
- **Wear graduated compression socks and stockings.** Quality compression socks and stockings improve venous circulation to prevent and treat venous problems.

Compression stockings are available in an assortment of products designed to fit your lifestyle. These products can help improve your circulation, increase your energy and aid in keeping your legs healthy. Your physician will prescribe the right level of compression for you and a Certified Compression Fitter will measure your legs and help you find the type of material best for you.

**Patients who benefit from graduated compression include:**

- People who stand or sit for long periods of time
- People who have been prescribed anticoagulants
- People who travel
- Women who are pregnant
- People who have had a Deep Vein Thrombosis (DVT)
- People who experience swelling in their legs and feet
- People with varicose and/or spider veins

### Your Feet

Your foot health can have a big impact on both your professional and personal life. Day to day tasks are certainly more difficult when you feel discomfort with every step you take, or you know that by 2 pm your feet will scream **"We have had enough."**

If you are experiencing foot pain, it is important to know the cause of the pain to determine how to best treat it. The best place to start is either with your family physician or a visit to a podiatrist. Both of these professionals can access, diagnose and prescribe a treatment. Depending on the condition, physicians often recommend patients see a pedorthist to get orthotics or orthopedic footwear. In other cases they may refer to a podiatrist to have them diagnose and prescribe the best treatment plan.

Some of the common conditions foot professionals can assist with include:

- Injuries
- Diabetes
- Plantar Fasciitis
- Heel Spurs
- Metatarsalgia
- Morton's Neuroma
- Arthritis
- Hammer Toes
- Leg Length Differences
- Calluses / Corns
- Bunions
- Ulcer Care
- Nail Care
- Ingrown toe nails
- Fungal conditions
- Warts
- And more

Treatments for the above conditions may include: orthotics, orthopedic footwear, footwear modifications, exercises, minor office procedures, foot care, etc. Pedorthists and Podiatrists are allied health professionals and work with your physician to ensure you receive the best possible care.

Your choice of footwear also plays a big role in your foot health. It is important to select your footwear carefully. When seeing a foot specialist like a pedorthist or podiatrist, they will be able to provide you with information regarding the footwear that will work best to meet your specific needs. The information below is a general guideline to follow when selecting footwear.

### Selecting Footwear

- **Wear footwear appropriate for the activity.** On occasion where dress shoes must be worn, limit excessive walking.
- **Lace-up shoes** provide more support than slip on shoes.
- **Fit for your largest foot** - Many people have one foot larger than the other.
- **Replace footwear as required** – Many people wear shoes long after they wear out. Factors such as activity, walking surfaces, and weight, will affect the life of your footwear.
- **Ensure the shape of the shoe matches the shape of your foot** – Make sure the widest part of your foot (the ball) fits comfortably into the widest part of the shoe.
- **Shoes should be as wide as your feet** and up to (3/8 – 1/2) inch longer. When shoes do not fit correctly, their function is compromised and flex points will not match your foot anatomy.
- **Shoe sizes are not standardized.** Sizes vary between all shoe brands and styles. A size 9 from one shoe manufacturer might fit like a size 8

from another. Don't rely on the size marked on the shoe.

- **The shape of the shoe should match the shape of your foot.**
- **Shop for shoes at the end of the day** – During the day feet often swell.
- **The arch area of the shoe should be strong and supportive**, it should never bend. You should not be able to compress the heel counter (back of the shoe) or easily twist the shoe.
- **Shop at shoe stores that offer a good selection** of sizes and widths.
- **Properly trained staff** will ensure a good fit.
- **Shoes with removable insoles** allow for full length orthotics should they be required.

If you have already taken a step forward in addressing your foot and leg health – Congratulations!

If you would like additional information, there is help available. Quite often the issue is finding the time. As educators, you know the value of information and we understand the challenges you face in finding the time to take care of your foot and leg health.

### Information Session:

Help is just a call away. As a team of certified health professionals (Podiatrist, Pedorthists, Bracing Specialist, Sigvaris and Bauerfeind Compression Fitters) we are pleased to offer schools in the Halifax Region a "Foot and Leg Health Education" session at your school. This is an information session only. Products will not be sold at these sessions. If you would like to schedule a session for your school please contact Lisa at Comfort Orthotics & Podiatry at the Sunnyside Mall in Bedford 902-835-7463 or [comfortorthotics@eastlink.ca](mailto:comfortorthotics@eastlink.ca) to arrange a date and time.

*If you are outside the Halifax area, we are happy to contact professionals in your area to arrange a similar service.*



For previous The Well Teacher articles, go to [www.nstu.ca](http://www.nstu.ca)

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



# 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](http://www.CARE4YOUconference.com)



*The Strait RRC hosted an Education Week ceremony and awards' celebration on April 19 in Port Hawkesbury. Shown from left to right are: Richmond Local president Paula Landry; award recipient Tommy Samson, Richmond Education Centre and Academy; Strait RRC Chair Tammy Landry; Inverness Local president Robert LeLievre; award recipient John MacInnis, Dalbrae Academy; Guysborough Local president Deena Jewers; and award recipient Scott Hudson, St. Mary's Education Centre and Academy.*

## executive highlights

### April 5, 2018

- Filed the Table Officers Report;
- Selected members for the John Huntley Memorial Internship Program;
- Approved a recommendation that amendments to Operational Procedures 5 (b) (i) NSTU Group Insurance Trustees be referred to the Insurance Trustees for a Legal Opinion;
- Approved a recommendation that amendments to Operational Procedures 20 (g) (ii) Dispute Resolution and Operational Procedures 22 Negotiations be referred to the Governance and Policy Committee and report back at the June meeting;
- Approved the granting of nine Local Service Awards;
- Approved a recommendation that Eckler's proposal for performance monitoring at a yearly cost of \$15,000 be approved;
- Approved an amendment to Operational Procedure 10. NSTU Locals;
- Approved a recommendation that the Governance and Policy Committee review Local and RRC Honoraria;
- Approved a recommendation that the Duties of the Nominating Committee and committee selection process be forwarded to the Governance and Policy Committee;
- Approved the format for the 2018 Leadership Conference with the following leadership roles being invited to attend: Local Presidents/RRC Chairs, 1st Vice-Presidents, VP Public Affairs, Secretary and Provincial Executive;
- Approved meeting dates for the Provincial Executive for 2018 – 2020;
- Approved amendments to the following Operational Procedures: Operational Procedures 3. Committees – General Information, (a) General Terms of Reference; Operational Procedures 4. NSTU Committees, (a) Standing Committees, (viii) Nominating Committee (vii); Operational Procedure 4. NSTU Committees, (a) Standing Committees, (xiv) Substitute Teacher Committee, b. Composition iv;
- Approved up to two additional full day meetings for the Public Affairs/Public Relations Committee in the 2017-2018 year;
- Ratified names that were forwarded to the NS Federation of Labour to serve on NSFL Committees;
- Approved the granting of two additional Local Service Awards.

### Special Meeting – Friday, April 6, 2018

- Approved a recommendation that the deadline to submit names for Local Service Awards be extended to Tuesday, April 10 at 3:00 p.m.

## Mapping Democracy with CPAC Route 338

Who said that civic education can't be fun and interactive? Certainly not the thousands of students in more than 50 schools across Canada that have already taken advantage of a game-changing new initiative called CPAC Route 338.

Imagine your students walking – or even running – across a giant map of Canada, as big as a school gym, while they learn about our democratic institutions. Imagine them eagerly digging through the interactive riding profiles as they take a virtual road trip from community to community, coast to coast.

What's Canada's largest riding? What does an MP do? How far is it from West Nova to Ottawa? What are some of the local issues in Manitoba, and how do they differ from those in Newfoundland? It's civic education, reinvented for the 21st century.

Route 338 was created by the non-profit Cable Public Affairs Channel (CPAC) to pique the political interests of the next generation of Canadians. As the only national TV network focused exclusively on Canadian politics, CPAC wanted to help students understand Canada's rich political history, how Parliament works and why political participation is important.

There are three key elements: a giant floor map measuring 11m by 8m, developed in partnership with Canadian Geographic Education; the [route338.ca](http://route338.ca) website profiling and showcasing all of Canada's 338 federal ridings through photos, fast facts and videos from CPAC's extensive archives; and 11 curriculum-linked lesson plans themed around Canadian democracy.

The Route 338 resources are designed to help educators teach students at all levels, from elementary to secondary, about the various facets of a democratic society. The

interactive activities are user-friendly, engaging and adaptable. The teacher's kit also comes with handouts, talking points, assignments and discussion questions, as well as a clear statement of pedagogical objectives.

So far, Route 338 has been a huge hit. Rave reviews continue to pour in from teachers, MPs, Senators, educational bloggers and commentators alike, who appreciate Route 338 for its usability, interactivity, scalability and visual appeal.

Teachers can borrow the giant floor map for a two-week period for free, at <http://route338.ca/en/giant-floor-map>. Additional resources can be found at [www.route338.ca](http://www.route338.ca).

Together, and with the fun new approach Route 338 provides, we are inspire a whole new generation of students to become more active participants in their democracy. Inspire yours by visiting [www.route338.ca](http://www.route338.ca).



*Grade 5 and 6 students from Thomas D'Arcy McGee Catholic School in Ottawa learning about democracy with CPAC Giant Floor Map.*





update

# I’m Thinking of Retiring... What Happens To My Benefits When I Retire?

It is approaching the time of year when many teachers will begin to consider or may have already decided to retire from the teaching profession at the end of this school year.

The NSTU Group Insurance Trustees want to ensure that you are aware of exactly what occurs at retirement with respect to your NSTU Group Insurance Program coverages.

Listed below is a summary of the coverages that are available to Retired Teachers under the age of 65 and any cost sharing that may be available to you. Also, we have listed a few important items to remember as you consider the coverage you will have at retirement.

There is a considerable amount of information listed below. Once you have read, you will be able to answer the question, “What Happens To My Benefits When I Retire?”

PLAN	RETIRING UNDER AGE 65	
Total Care Medical	Total Care Medical continues. Premium is paid 100% by the Province of Nova Scotia, APSEA, or Community College for a Single or Family Plan for Retired Teachers in receipt of a N.S. Teacher’s Pension cheque or a Public Service Superannuation Pension (PSSP). <b>You must apply for coverage within 60 days of receipt of your first pension cheque. A form is included in the package from the Nova Scotia Pension Services Corporation.</b>	
Total Care Dental	Total Care Dental continues if enrolled at the date of your retirement. <b>Premium is paid 100% by you</b> and is deducted monthly from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP.	
Provincial Master Life & Accidental Death & Dismemberment	\$50,000	Life
	\$50,000	AD&D
	\$2,000	Critical Illness for member
	\$3,000	Dependent Life – Spouse
	\$1,500	Dependent Life – Children
	Coverage may be continued. <b>Premium is paid 100% by you</b> and is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP.	
Optional Life Insurance/ Spousal Life Insurance	\$30,000 to \$300,000 Premium is paid 100% by you and is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP. Effective October 1, 2014, you or your eligible spouse can apply for or increase coverage as a retiree up to age 65 by submitting medical evidence of insurability.	
Voluntary Accidental Death & Dismemberment	\$5,000 to \$300,000 Premium is paid 100% by you and is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP. <b>You can only continue the coverage in effect prior to retirement.</b>	
NSTU MEDOC® Group Travel Plan	Available to all Members. Premium is based on age and is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP. Pre-existing conditions apply.	
NSTU MEDOC® Trip Cancellation / Interruption Plan	Available to all Members. Premium is based on age and is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP. Pre-existing conditions apply.	
Voluntary Critical Illness	Available to all members under age 75 up to \$300,000 of coverage. Coverage is also available for your spouse and eligible dependent children. Premium is paid 100% by you and is based on age. You may apply at any time. Pre-existing conditions apply.	
Resilience® Employee/Family Assistance Program	Available to all active members and is sponsored by the NSTU Group Insurance Trust Fund. <b><u>This program is not available to retired members.</u></b>	
CAREpath Cancer Assistance Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.	
CAREpath HealthCareAssist Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.	
Seniors’ Care Assistance Program	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.	
MHCSI Supplemental Prescription Drug Benefit	Available to all active and retired members enrolled in the Total Care Medical plan. This program provides a benefit of \$2 per prescription filled at an eligible Lawtons / Sobeys pharmacy. For active members and retirees under age 65, the Total Care Medical \$5.00 co-pay per prescription is reduced to \$3.00 per prescription. This benefit provides a reduction to the prescription drug co-pay. Members also receive a Lawtons Discount Card.	
Home / Auto	Coverage continues. Premium is deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP.	
Nova Scotia Teachers <i>Plus</i> Credit Union	The requested amount will be deducted from your N.S. Teacher’s Pension cheque or your bank account if receiving a PSSP.	

## IMPORTANT THINGS TO REMEMBER

### Provincial Master Life:

Coverage reduces to \$10,000 at age 65, however, you can convert the terminated coverage to an individual policy of insurance.

### Optional Life:

Effective October 1, 2014, retirees under the age of 65 and their eligible spouse under 65 may apply for Optional Life / Spousal Life Insurance by submitting medical evidence of insurability. At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage will continue with the lesser amount. Coverage cancels at the end of the month of your 85<sup>th</sup> birthday.

### Voluntary Accidental Death & Dismemberment:

Members can enroll or increase coverage only while you are actively teaching. Coverage ceases at age 75. **If you wish to enroll or increase coverage before retirement, make sure you start the process before the end of May, as you must be actively at work on the effective date. Coverage decreases at age 70 to \$100,000 and there is no Permanent Total Disability, Home-Maker Weekly Indemnity or Hospital Indemnity coverage.**

### Total Care Medical:

Members must remember to enroll within 60 days of the receipt of your first pension cheque if you are

currently enrolled. Prescription drug coverage under the Total Care Medical program ceases the end of the month prior to you turning age 65. Coverage under the Nova Scotia Seniors’ Pharmacare program commences the first of the month that you become age 65. Therefore, there will be no lapse in prescription drug coverage.

### Total Care Dental:

Total Care Dental coverage may be continued into retirement and there is no termination age. **Members must be enrolled in the Total Care Dental program prior to retiring.**

For members who have deferred their pension and have not continued their Group Insurance coverage, these members have **60 days from receipt of their first N.S. Teacher’s Pension cheque or Public Service Superannuation Pension cheque to enroll in the Total Care Medical and Dental Plans.**

### CAREpath – the Cancer Assistance Program:

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members permanently residing in Canada. CAREpath provides assistance and support to active and retired members, spouses, and dependent children who suspect having cancer or have a diagnosis of cancer.

### CAREpath – HealthCareAssist:

This program is sponsored by the NSTU Group

Insurance Trustees and introduced in March 2018. HealthCareAssist provides individualized case management for all types of medical conditions. 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.

### Seniors’ Care Assistance Program:

This program was introduced on January 1, 2016 and is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members. This program is the only service in Canada that connects members, immediate family, and parents to a Registered Nurse who specializes in senior care assistance.

### Summary:

There are many issues to consider as you move toward retirement. As well, there are many benefits available to you to continue through retirement to make your life a bit easier.

The Trustees encourage members to ensure that you consider your insurance needs prior to retirement to avoid any surprises after having finished your teaching career.

If you have any questions with respect to your NSTU Group Insurance coverage at retirement, please do not hesitate to contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).



# NSTU hosts inaugural Status of Women Conference

NSTU’s first biennial Status of Women Conference was held at the Delta Halifax on April 13 and 14. This conference provided information and opportunity to come together and support, encourage, inspire and motivate one another in advancing the status of women in teaching and in society.

The conference theme was Empowered Women Empower Women, and it was organized by NSTU’s Status of Women Committee and began with a brief history of Women in Teaching and the Union in Nova Scotia presented by Executive Staff Officer Pamela Langille.

El Jones, poet, professor, activist and Mount Saint Vincent University’s Nancy’s Chair in Women’s Studies, ended the Friday evening with a poetry presentation.

A panel discussion featured Deborah Graham, Dr. Nur Zincir-Heywood, and Liane Tessier, who shared their personal experiences of empowered women empowering women. Graham is an Associate Professor with St. Francis Xavier’s School of Education, Zincir-Heywood is a computer science professor at Dalhousie University, and Tessier is a former volunteer firefighter with Halifax Fire and Emergency Service who filed a complaint with the Nova Scotia Human Rights Commission alleging historic systemic discrimination based on gender.

Concurrent sessions on April 14 included, Self-Advocacy in Work & Life with NSTU executive staff

officer Adela Njie, Work-Life Wellness with NSTU’s former Supervisor of Counselling Services Fran Reddy Chisholm, and Violence in Schools and Campuses with Partner with Pink Larkin, Gail Gatchalian.

The conference ended with a reflection session in which each panel guest shared their key points and themes from the conference and offered closing remarks.



Above are members of NSTU’s Status Of Women Committee with El Jones (l – r): Kareen Knox (Colchester-East Hants), Mary-Claire MacMillan (Halifax City), provincial executive liaison Colleen Scott, El Jones, committee chair Keli Brewer (Cape Breton District), executive staff liaison Pamela Langille, and Lynette Rankin (Antigonish). Missing: Diana Lynn Corkum (Halifax County), and Lori Richard (Inverness).

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**INSURANCE**  
If it happens to you, it happens to us.

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](http://www1.johnson.ca/bmw2018)





## Global Education Services

Is seeking applications for teaching positions at Alruwad International School (AIS) for the 2018-19 school year.

**Alruwad International School** – is a K-9 private school located in Muscat, Oman with over 900 students. The school is currently accredited by the province of Alberta, Canada and offers the Alberta program in conjunction with the International Baccalaureate program.

Our teacher contract includes a competitive salary package commensurate with qualifications and experience, round trip tickets, housing, transportation, medical and dental insurance.

**Muscat** – the school is situated in the beautiful modern city of Muscat, Oman which is a growing, modern, fast-paced city located on the Arabian sea. It provides the benefits of easy access to travel, to experience many cultures and social opportunities. Oman provides an opportunity to experience the mix of Western and Middle Eastern Culture in a truly international experience.

### Teachers Required

Junior High Math/Science (2)  
Music (1)  
Home Room Grade 4-6 (4)  
Kindergarten (2)  
Grade 1 (1)

### Qualifications

Minimum Bachelor of Education degree  
Minimum two years successful teaching experience  
Willingness to work collaboratively as part of the instructional team  
Strong, positive interpersonal skills  
Willingness to participate in extra-curricular programing

### Apply

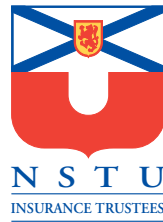
Email resume including references and a copy of teachers' certificate to:

Global Education Services

Teachers.GES@gmail.com

We will be conducting interviews in Halifax at the end of May and beginning of June

# myresilience.com



## Resilience®

EFAP/Employee and Family Assistance  
Program offered by the NSTU Group Insurance Trustees

## Counselling Services

Stress  
Marital /Family  
Separation/Divorce/Custody issues  
Alcohol and Drug Abuse  
*and more. . .*

## Plan Smart and Career Smart Services

Childcare, Elder, and Family Care Services  
Legal and Financial Advisory Services  
Nutritional Support  
12 Weeks to Wellness  
*and more. . .*

## Depression Care Services

Provides assistance for individuals suffering from certain types of depression

## Wellness Sessions

One hour group wellness sessions for 10 to 35 members.  
(Contact NSTU Liaison Officer for Trustees)

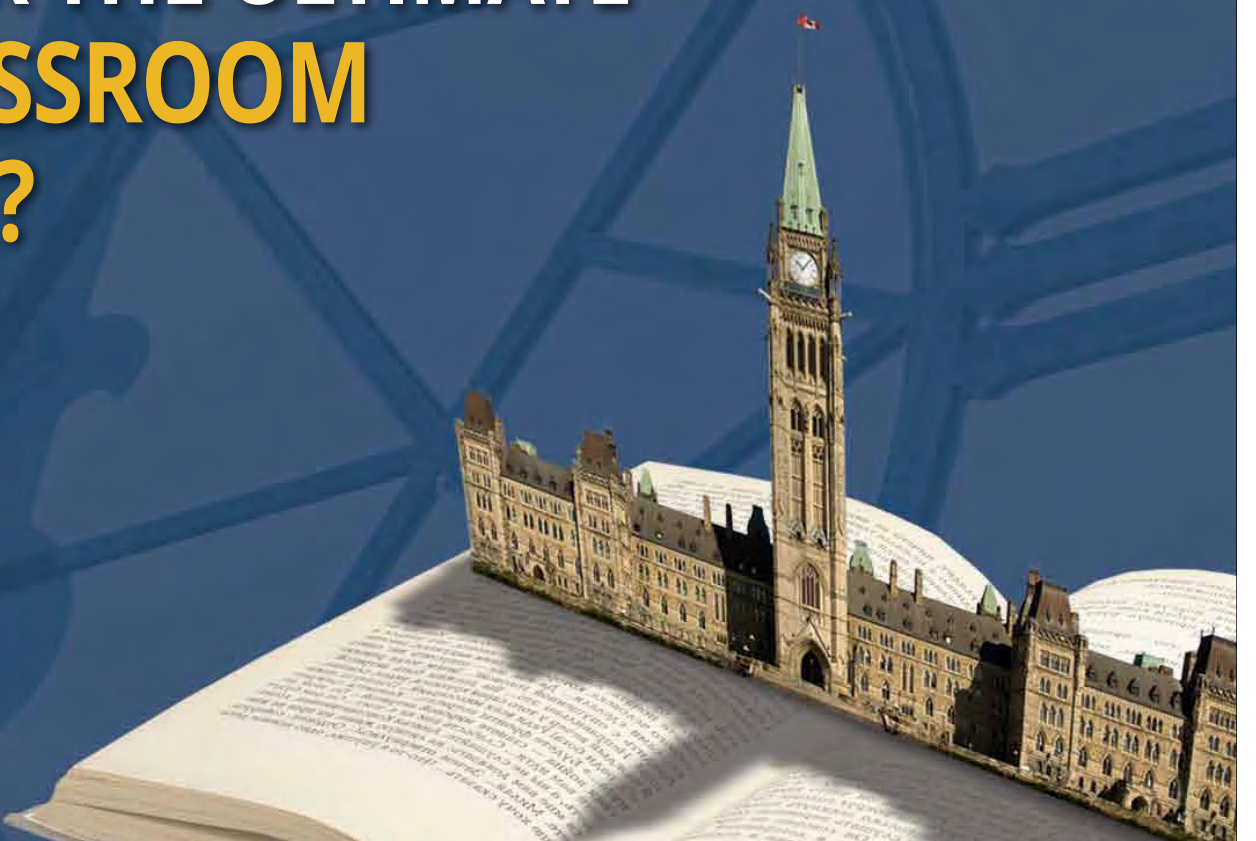
## Access is Easy !

**1-877-955-NSTU (6788)**

Call collect if outside of Canada 1-604-689-1717  
Pour service en français, appelez à frais virés au 1-514-875-0720  
On-line access at: [www.myresilience.com](http://www.myresilience.com)

# LOOKING FOR THE ULTIMATE OUT OF CLASSROOM EXPERIENCE?

**APPLY NOW!**  
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teachers](http://www.parl.gc.ca/teachers)



# TEACHERS INSTITUTE ON CANADIAN PARLIAMENTARY DEMOCRACY



PARLIAMENT | PARLEMENT  
CANADA



# 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!

### English as an Additional Language Videos from the Media Library

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. You can access these videos in many ways... if you are at school, you can simply click the links below. If you are at home, simply log into either your EduPortal or your Google Apps for Education account, click on the link for Learn360, and then use the links below to access these videos and many more.

**Simple English Series** (grades 9-12)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=112994&wID=114538>

This series of 20 videos combines psychology, linguistics and instructional design to engage learners of English. Each video includes tips and encouragers for new learners, simple chatting examples of language in use, grammar and language rules, words and expressions and opportunities for learners to copy examples in real time. It can be used in a wide range of language learning situations, in classrooms and for self-study. (ca. 15 min each)

**English Language Learning Lessons Series** (grades pre-primary-5)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=121929&wID=114538>

This 6 part series of videos teaches the most common 200 English words and phrases. (ca. 25-30 min. each)

**Integrating ESL Students into the Classroom** (teacher professional development)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=35996>

This video will help classroom teachers of any subject will come away with concrete information and advice that they can use to teach—and reach—their English-language learners (ELLs) better. Practicality and relevance guide the program as it reviews basic ESL standards and strategies, gives examples of how to incorporate these techniques into teaching various subject areas, suggests ways to assist ELLs in mastering English in social and community settings, and addresses the use of technology in helping ELLs improve their understanding and expand their knowledge. (27 min.)

**Adapting Digital Citizenship to Elementary ESL Students** (teacher professional development)  
<https://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. (6 min.)

**Refugee Kids: One Small School Takes On the World** (grades 9-12; teacher professional development)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=128618>

This program follows students at a New York City summer program for children seeking asylum from the world's most volatile conflicts. It presents an intimate, emotionally gripping account of the students' stories of escaping war and conflict and resettling in America, chronicling their triumphs and setbacks as their lives unfold over the course of one formative summer. The program humanizes complex geopolitics and depicts the challenges and urgency of immigration to America in an increasingly dangerous – and interconnected – world. (40 min.)

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



## NSTU STANDING & OTHER COMMITTEES



Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,\* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

*\*NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

☐ **APPEALS** – reviews applications for assistance on appeals under Section 26 of the Education Act and decides if the appealing teacher is to receive legal assistance from the Nova Scotia Teachers Union.

☐ **COMITÉ DE PROGRAMMATION ACADIENNE** – studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.

☐ **CURRICULUM** – studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.

☐ **EQUITY** – is concerned with matters pertaining to equity, diversity and social justice.

☐ **FINANCE & PROPERTY** – prepares the annual budget for Council, keeps informed of the Union's financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure on property.

☐ **MEMBER SERVICES** – identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiators; reviews results of most recent contract bargaining. **NOTE: One appointment will be made to a Community College member.**

☐ **PDAF** – reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.

☐ **PENSION** – studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **NOTE: Three appointment will be made from the Chignecto, Strait and Cape Breton Regions.**

☐ **PROFESSIONAL DEVELOPMENT** – reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.

☐ **PUBLIC AFFAIRS/PUBLIC RELATIONS** – promotes the involvement in public affairs by encouraging NSTU members (and others) to take an active part in government affairs pertaining to public education. Examines and reviews NSTU public relations and communications programs.

☐ **SHEONOROIL BOARD OF DIRECTORS** – the Sheonoroil Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding. **NOTE: Two appointments will be made, one of which will be a retired member.**

☐ **STATUS OF WOMEN COMMITTEE** – promotes ways of enhancing the status of women in the teaching profession and in society.

☐ **SUBSTITUTE TEACHER** – advises the Provincial Executive on issues affecting and of concern to substitute teachers.

☐ **TECHNOLOGY** – To provide advice on the content, delivery and design of technology

☐ I would be willing to serve on any committee.

### Applications must be received in Central Office by Friday, May 18, 2018

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<http://www.nstu.ca/the-nstu/structure/provincial-executive/committees/>

*The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.*



## 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](mailto:theteacher@nstu.ca)

**CCRSB music teacher** seeking job share partner for 2018-2019 school year. Job share would be 40% music (30% Rawdon District School, 10% Enfield District School). Please contact Gillian Sproul at [sproulgillian@gmail.com](mailto:sproulgillian@gmail.com) if interested.

**"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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:whaler2780@gmail.com).

**Need longer weekends?** Experienced Resource/Learning Center teacher looking to job share one day a week in HRSB 2018/19. Very flexible with an excellent work ethic. [tpostler@nstu.ca](mailto:tpostler@nstu.ca).

**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](mailto: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.*

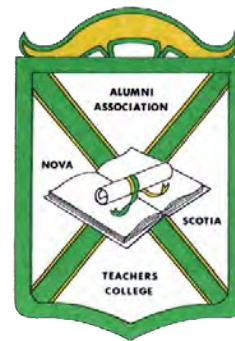
*Applications for active NSTU members are available through your NSTU rep, on the NSTU website at [www.nstu.ca](http://www.nstu.ca) or at Central Office 477-5621 or 1-800-565-6788.*

*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](mailto:alumni-nstc@uniserve.com)

More info [www.nsteacherscollege.ca](http://www.nsteacherscollege.ca) and [reunion@nsteacherscollege.ca](mailto: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'!!!



**SUMMER 2018**

SPACE IS LIMITED

**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+gst. 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=9C0IE6GS](https://www.bestwestern.com/en_US/book/hotel-details.65013.html?groupid=9C0IE6GS) There is an NSTU rate of \$135.00 available and there are also other hotels in the area.

**Registration available on the NSELCL website**

[www.nselc.ca](http://www.nselc.ca)

**Cost**

**\$499.00 + hst**

**= \$573.85**

**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](http://www.internationalprograms.ednet.ns.ca)