

New Provincial Attendance and Engagement Policy now in effect

A new provincial attendance and engagement policy officially came into effect on Monday, October 2. The *Council to Improve Classroom Conditions* played a central role in helping to develop the policy, which had been in the works for several years.



Dartmouth High teacher Michael Cosgrove, a member of the Council to Improve Classroom Conditions discusses with media the new attendance policy.

"The fact that we now have a new provincial policy is an important step," says NSTU President Liette Doucet. "Since the announcement I have received some positive feedback. I've also received some concerns, particularly that this will lead to even more unnecessary paperwork, adding to teacher and administrator workload."

Doucet adds, "Our primary focus now is monitoring the situation over the coming months. If the new policy does not meet expectations, we will have a chance to present our concerns when it is reviewed at the end of the school year. Ultimately, we hope that through this policy teachers and administrators will have better access to interventions to deal with the root causes of absenteeism."

The NSTU has been advocating for an improved policy for close to a decade recognizing that learning and engagement are not separable, and absenteeism appears to be increasing at all grade levels. In May 2010 a *Working Committee on Absenteeism and Classroom Climate* was created,

which lobbied government to implement 13 recommendations. This committee was developed in response to a resolution passed at NSTU's Annual Council in 2009. In the fall of 2010, the Department committed to a two-year attendance pilot in some schools which started in the 2011-12 school year.

As outlined in the government press release under the new policy:

- students will be considered absent unless they are attending an activity that directly relates to their learning, or a school activity
- teachers will not be required to prepare additional materials or release test and exam information ahead of their release to the class
- Grade 10 to 12 students who miss more than 20 per cent of class time for a given course may lose a credit for that course based upon individual circumstance and the professional judgment of the teacher and principal
- addressing absenteeism or chronic lateness will vary based on the age, grade and the individual circumstances of the student.

Doucet says we would not be at this point without the efforts of the members of the *Council to Improve Classroom Conditions*.

"I want to thank the members of the Council for all their work in recent months. They have donated a great deal of their own time to prepare this document and their commitment to our education system is commendable," she said.

Over the summer, a small group of teachers and administrators were tasked with reviewing the draft policy that was in place at the end of the school year, and creating an operational plan. "It's important to note that NSTU members were

involved in the process, which resulted in the new attendance policy," Doucet adds.

Teachers and administrators who encounter any challenges as the policy takes effect are encouraged to share them with their representative on the Council or by emailing attendance@novascotia.ca.



NSTU president, Liette Doucet, is shown fielding questions from media on September 20, the day the new attendance policy was announced.

NSTU in solidarity with victims of hurricanes and floods, pledges \$10,000 to the CTF Urgent Action Appeal

At the September provincial executive meeting, \$10,000 was donated to CTF's Urgent Action Appeal for teaching colleagues in the Caribbean, in the south of the United States and in Bangladesh, who have been going through difficult times due to extreme weather conditions in the latter part of the summer.

The Canadian Teachers' Federation has been working together with the Caribbean Union of Teachers, Education International (EI) and partner organizations in the United States to organize a solidarity response to help colleagues in need as well as their union organizations in the Caribbean.

CTF member organizations across Canada have also provided assistance, and the NSTU is pleased to respond to the EI Solidarity Fund to help those affected by hurricanes and floods. This fund will help to provide direct assistance to teachers and education workers and their families and work with member organizations to organize assistance for their members and restore education for all.



Solidarity Rally Against Bill 148



New presidents new faces

NSTU’s Local presidents and RRC Chairs held their first conference of the school year on September 22 at NSTU’s Central office in Halifax. There are many new faces around the Local President/RRC Chair table. During the conference Local presidents and RRC Chairs received an update on the implementation of new teaching standards for public school members, were provided with a presentation on the interim report of the Commission on Inclusive Education and reviewed their roles and responsibilities. They were also given a chance to network during the day and attended sessions on the NSTU’s resolutions’ process, insurance and benefits and given an overview of Local President’s Handbook. There are eight Local presidents and one RRC Chair new to their roles this year. They are shown above with NSTU President Liette Doucet.

Seated: Standing: (l – r): Dayna Enguehard (Cape Breton District); Charles Yorke (Northside-Victoria); Adam Boyd (Hants West); Glenys Stephenson (Yarmouth); Laura McCulley (Kings); and Sarah Tutty (South Shore RRC Chair). Seated: Robert Wigle (Dartmouth); Liette Doucet; and Paula Landry (Richmond). Missing: Chris Weeks (Cumberland).



NSTU president Liette Doucet joined Nova Scotia union leaders and members at the Nova Scotia Federation of Labour organized Solidarity Rally Against Bill 148 on September 21. The rally took place outside of the Nova Scotia Legislature (Province House) on the first day of the fall sitting of the legislature. The rally gave public sector unions a forum for standing up collectively against attacks on Charter-protected collective bargaining rights. Members of the RTO also joined in the rally and march around Province House. Shown left to right: John MacKay, RTO Shelburne Branch president and former provincial executive member; NSTU president Liette Doucet; and Cynthia Copp, RTO member Halifax County Branch.



A large crowd turned out for the Solidarity Rally Against Bill 148 on September 21. NSTU president Liette Doucet was one of the featured speakers at the rally. Her speech is posted on NSTU’s Facebook page at: www.facebook.com/nsteachersunion.

INVOLVING | INFORMING | INSPIRING

ISSN 0382-408X

Managing Editor: Angela Murray

Contributing Writer: Mark Laventure

Advertising & Circulation: Nancy Day

Layout: Paul Hamer

Published eight times a year (September-June)

by the Nova Scotia Teachers Union

Return undeliverable Canadian addresses to:

3106 Joseph Howe Drive,

Halifax, N.S. B3L 4L7

Phone: 902-477-5621 Fax: 902-477-3517

Toll free: 1-800-565-6788

Email: theteacher@nstu.ca

Website: www.nstu.ca

Submission deadlines for 2017-2018:

ISSUE..... DEADLINE

Nov/Dec November 17

Jan/Feb January 12

March February 23

April March 30

May May 11

June June 1

Mailed under Canada Post Publications

Agreement Number 40063555.

The opinions expressed in stories or articles

do not necessarily reflect opinions or policy of the

Nova Scotia Teachers Union, its staff

or elected provincial representatives.

We assume no responsibility for loss or damage

to unsolicited articles or photographs.

We welcome your comments and suggestions:

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



You may find past issues posted on

our website: www.nstu.ca

© Nova Scotia Teachers Union 2017

IGNITING CLASSROOM DISCUSSIONS ABOUT COMPLEX SOCIETAL ISSUES

The Canadian Teachers’ Federation has developed three classroom resources to enable teachers to engage students in open, frank and respectful discussions on:



Truth and Reconciliation



Mental Health



Child Poverty

Students and educators were engaged throughout the production process of these pedagogical booklets. Teachers who are already registered with the CTF’s social justice program Imagineaction can easily access the booklets’ accompanying **lesson plans** by login in.

Not yet registered as an Imagineaction teacher? Visit www.imagine-action.ca/members/Login.aspx and follow the instructions. It’s simple and free.

JOIN THE 2,900+ TEACHERS ALREADY REGISTERED WITH IMAGINEACTION!



Canadian Teachers’ Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca



imagineaction

www.imagine-action.ca

Unions seek to be added as parties as province tests constitutionality of portion of Bill 148 at Nova Scotia Court of Appeal

On Friday, September 8, public sector unions, including the NSTU, CUPE, NSGEU, NSNU, SEIU, CUPW and Unifor, filed to be added as parties at the Nova Scotia Court of Appeal in response to the Government’s latest attack on unionized workers.

On August 22, the government referred a portion of the *Public Services Sustainability Act*, otherwise known as Bill 148, to the Nova Scotia Court of Appeal for review, namely the wage package. The government did not add the unions as parties to the proceeding, even though the employees they represent are directly affected by Bill 148. The Unions must now ask the Court for permission to participate in the proceeding. If they are not present, the interests of employees may be compromised. Party status will enable the unions to give evidence regarding the potential impact of the wage portion of Bill 148.

Although only the wage package is before the Court, the unions continue to press for the entire bill to be reviewed and tested for its constitutionality.

“The NSTU is seeking to be named as a party before the Court of Appeal because by proclaiming Bill 148 the government has taken away our right to a free and fair collective bargaining process,” said NSTU president Liette Doucet at a joint union news conference held on September 6. “Our Community College members have been at the table negotiating, and continue to bargain. This action has directly impacted them and compromised our current negotiations.”

“As participants in the proceeding, unions can help protect the rights of workers being targeted by this government and speak to the adverse affect that Bill 148 will have on public sector workers,” said NS Federation of Labour President Danny Cavanagh.

“This is the second time in the past year that NSTU members have lost their right to free and fair collective bargaining,” added Doucet. “Together we need to ensure that our right to a fair collective bargaining process is one day restored.”

The unions assert that since its inception in 2015, this bill has seriously impaired the prospect of fair and successful collective bargaining. The damage created by this bill, and others before it, will be expensive and will far exceed any short-term cost-savings to the government. Meanwhile, retaining and attracting skilled workers in Nova Scotia is sure to become much more difficult.

While other legal challenges are underway, labour

leaders are steadfast in their resolve to defend their members at the Court of Appeal.

On August 22, the provincial government proclaimed Bill 148 that imposes a wage package and freezes a negotiated benefit known as the retirement allowance or service award. This benefit is eliminated for all new hires post April 2015.



Above are union leaders at a news conference on September 6, held at the CLC main office in downtown Halifax. The leaders were seeking to be added as parties to the province’s constitutional test of portions of Bill 148 at the Nova Scotia Court of Appeal.

Clockwise bottom left are: Jason MacLean, Nova Scotia Government & General Employees Union president; Nan McFadge, CUPE Nova Scotia president; NSTU president Liette Doucet; Lana Payne, Unifor Atlantic Regional Director; Danny Cavanagh, Nova Scotia Federation of Labour president; legal counsel Gail Gatchalian, Partner with Pink Larkin; Gerard Higgins, Service Employees International Union business agent; Jeff Callaghan, Canadian Union of Postal Workers National Director; and Janet Hazelton, Nova Scotia Nurses’ Union president.

16-36 Brookshire Court,
Bedford Nova Scotia
B4A 4E9
Tel:
902-477-5664
Toll Free:
1-800-565-3103
www.teachersplus.ca

ABM Access
Global Payment Card
Line of Credit
MasterCard
Mobile Apps
Mortgages
Online Banking
Overdraft
Personal Loans
RESP's
Automatic Withdrawals
RRSP/RRIF
Savings Accounts
Seniors Accounts
Student Loans
Tax Free Savings Account
Teleservice
US\$ Chequing Accounts
Youth Accounts
Deposit Anywhere
Chequing Account
Chequing Overdraft
Debit Card
Direct Deposit
e-Transfers
GIC's

Tax Free Savings Account

Missing your summer vacation already?

Start saving for next summer’s trip now.
Contact Teachers Plus to open a new

Tax Free Savings Account.

We can make it easy with payroll deduction.

Teachers Plus is **YOUR** credit union and we want to help you become financially better.

Stop. Lock. And Block.

If you lose your debit card,
Lock’N’Block™
will help you find peace of mind.

Simply log in to your credit union account and lock your card to block any transactions.
It’s that easy!

Open weekdays
10 a.m. – 5 p.m.
Evening appointments
available on request.



Drawing strength through solidarity

As I sit to write this in the lead up to NSTU's Member Engagement Day and World Teachers' Day, I am pleasantly distracted by the photos Locals are beginning to post of their solidarity lunches. This causes me to reflect back to this time last year and the struggles we could not have anticipated we would face in the year ahead. We did not know how significant our Member Engagement Day *#NSTU*United theme would be. It is important to recognize that not only were we united but that we were supported by so many other organizations across the country. This year's Member Engagement Day theme of *#NSTU*StandTogether reiterates the importance of solidarity.

The solidarity lunches that NSTU Locals are holding were made possible by a large donation from several Locals of the Elementary Teachers' Federation of Ontario (ETFO), greater Toronto area. It is further proof that the stand we took against a government not willing to respect our constitutional rights has indeed been inspiring. In their letter our ETFO colleagues stated: *"We too know firsthand how easily governments will ignore the constitutional right to free collective bargaining and will use their legislative hammer to meet their political needs. Your determination and solidarity to defend those rights and the best interests of public education in the face of your government's attacks is an inspiration to us."*

Please continue to share photos of the members at your school site enjoying their solidarity lunch on social media with the hashtags *#NSTU*StandTogether, *#NSTU*United *#Solidarity*ETFO.

While my first year as NSTU President was filled with an extraordinary amount of strife, I recognize how fortunate I am to represent you and have never once regretted my decision. This year I, along with our incredible NSTU staff and you, the membership, will continue to address the critical issues we are facing within the public school system, for public school and APSEA members, and those faced by our Community College members who are currently bargaining and greatly affected by proclamation of Bill 148.

In the coming weeks and months, I look forward to joining you in your Locals so that I can meet and have personal discussions with you about your classroom experiences, your successes and your expectations of me. Meeting with you face to face through your Locals is something I have always felt is extremely important. Last year's events did not afford me the time or opportunity therefore I will be making it a top priority this year.

We are quickly approaching our province-wide NSTU Professional Associations conference day. Hundreds of NSTU members have spent many hours planning and preparing for this member-driven professional development day. Please visit the NSTU website for the complete professional Association conference program offerings and register by October 13 to take advantage of this learning opportunity.

As you know, the NSTU will be joining the Nova Scotia Federation of Labour as per the Resolution 2017-7 passed at Annual Council last May. As a result, I will be attending the Federation's convention in early November representing the NSTU. I am extremely optimistic about this new affiliation and am excited about the new opportunities this will provide for you. More information will be provided regarding opportunities for NSTU involvement on committees etc. We will ensure that you are given the opportunity to learn about ways in which you can participate in solidarity with public sector unions in Nova Scotia.

Puison notre force dans la solidarité

Alors que je me prépare à rédiger ce message à l'approche de la Journée de l'engagement des membres du NSTU et de la Journée mondiale des enseignants, je suis agréablement distraite par les photos que les sections locales commencent à publier au sujet de leurs déjeuners de solidarité. Cela me rappelle cette époque l'année dernière et les combats que nous n'avions pas prévu devoir engager au cours de l'année. Nous ne savions pas l'importance que prendrait notre thème de la Journée de l'engagement des membres *#NSTU*Uni. Il est important de reconnaître que non seulement nous étions unis, mais que nous étions également soutenus par beaucoup d'autres organisations à travers le pays. Le thème de la Journée de l'engagement des membres de cette année, *#NSTU*Solidaire, réitère l'importance de la solidarité.

Les déjeuners de solidarité organisés par les sections locales du NSTU ont été rendus possibles grâce à un don important de plusieurs sections locales de la Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario (ETFO), région métropolitaine de Toronto. Ceci est une preuve supplémentaire que la position que nous avons prise à l'encontre d'un gouvernement qui refuse de respecter nos droits constitutionnels a été effectivement une inspiration. Dans leur lettre, nos collègues de l'ETFO ont déclaré : *« Nous aussi savons de première main combien il est facile pour les gouvernements d'ignorer le droit constitutionnel à la libre négociation collective et d'utiliser la massue législative pour satisfaire leurs besoins politiques. Votre détermination et votre solidarité en vue de défendre ces droits et les intérêts de l'enseignement public face aux attaques de votre gouvernement sont une inspiration. »*

Veuillez continuer à partager les photos des membres de votre établissement scolaire prises lors de leur déjeuner de solidarité sur les réseaux sociaux avec les mots dièse *#NSTU*Solidaire, *#NSTU*Uni et *#Solidarity*ETFO.

Bien que ma première année à la présidence du NSTU ait été marquée par une énorme quantité de conflits, je reconnais la chance extraordinaire que j'ai de vous représenter et je n'ai jamais regretté ma décision. Cette année, avec l'appui du personnel exceptionnel du NSTU et avec vous, les membres, je continuerai à aborder les problèmes critiques auxquels nous sommes confrontés dans le système scolaire public, pour les membres des écoles publiques et de la CESSA, et ceux auxquels sont confrontés nos membres du Collège communautaire qui sont actuellement en train de négocier et sont directement touchés par la proclamation du projet de loi 148.

Au cours des prochaines semaines et des prochains mois, je me réjouis à la perspective de me rendre dans vos sections locales afin de vous rencontrer et de discuter personnellement avec vous de vos expériences en classe, de vos réussites et de ce que vous attendez de moi. Les rencontres en face à face par le biais de vos sections locales sont des occasions que j'ai toujours considérées comme extrêmement importantes. Les événements de l'an dernier ne m'ont pas donné le temps ni la possibilité de le faire et je vais par conséquent faire de cela une priorité absolue cette année.

Notre journée de conférence des associations professionnelles du NSTU approche à grands pas. Des centaines de membres du NSTU ont passé de nombreuses heures à planifier et à préparer cette journée de développement professionnel à l'initiative des membres. Visitez le site Web du NSTU pour connaître le programme complet de la conférence des associations professionnelles et inscrivez-vous avant le 13 octobre pour ne pas manquer cette occasion d'apprentissage.

Comme vous le savez, le NSTU va adhérer à la Fédération du travail de la Nouvelle-Écosse conformément à la Résolution 2017-7 adoptée à l'AGA du Conseil en mai dernier. Par conséquent, je participerai à la convention de la Fédération au début novembre pour y représenter le NSTU. Je suis extrêmement optimiste à propos de cette nouvelle affiliation et très enthousiaste à propos des nouvelles possibilités qu'elle vous offrira. De plus amples renseignements seront fournis au sujet des possibilités de participation du NSTU aux comités, etc. Nous veillerons à ce que vous ayez la possibilité de savoir comment vous pouvez participer en solidarité avec les syndicats du secteur public de la Nouvelle-Écosse.



Public school members from the Inverness Local are shown enjoying their Solidarity Lunch courtesy of the Elementary Teachers' Federation of Ontario. This lunch took place at the Inverness Education Centre/Academy.

MULTIZONE

What is Multizone?

Multizone is an educational activity that engages children as they work together in teams to solve nutrition questions while participating in fun physical challenges. The constant movement of this game keeps children excited and interested in the learning experience. At the same time, the team component motivates everyone to do their best!



Get in the “Zones”!

Multizone brings to the table an impressive fusion of fun, nutrition knowledge and activity that children of all ages will enjoy.



Get in the “Zones”!

There are five energizing zones to this game. Each zone is tailored specifically for students in grades 2 to 6, providing age appropriate questions and activities that keep children motivated and entertained.



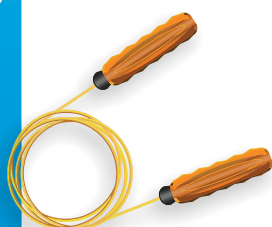
What Do I Need?

A member from our nutrition team brings everything required for the game. All you need is a gymnasium, approximately 45 minutes of time per classroom, and a teacher or coordinator to help assist with the game.



Who Can Apply?

Multizone is now available to all elementary schools throughout New Brunswick, Nova Scotia and Prince Edward Island.



What is the Cost?

This program is free of charge.

How Can I Register my School?

Don't delay! Schools will be scheduled on a first-come, first-served basis. Contact our dietitians today at 1-800-465-2697 (ext. 2) or e-mail us at infonutrition@dfc-plc.ca.



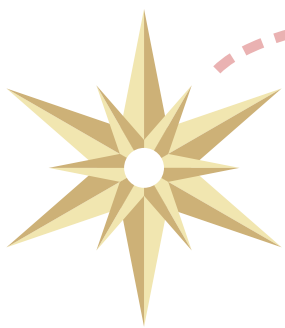
NUTRITION + PHYSICAL ACTIVITY



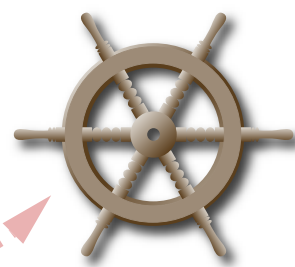
BROUGHT TO YOU
BY OUR DIETITIANS

Teach**Nutrition**.ca

Created by Registered Dietitians for Maritime Educators



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Mirror image: Reflections on gender and media

By Matthew Johnson, Director of Education at MediaSmarts

From the tablet to the TV screen, media are a huge influence on how we see ourselves and our world. Nowhere, perhaps, is that more true than when it comes to gender: media provide many of our ideas of what “male” and “female” are, and many of our models of how to behave, what to avoid doing, and whom to emulate in order to play the role we’ve been assigned.

Many youth know intuitively that the ways gender is represented in media do not accurately reflect reality, and when asked often bristle at the ways in which their gender is stereotyped. MediaSmarts’ lesson Girls and Boys on Television (Grades 3–6) helps young children articulate these views and create a new character who better represents their experience. Avatars and Body Image (Grades 4–6) looks at the ways in which the nature of different media forms influences their message by shining a light on the way that video games shape kids’ views of gender and body image. Students play an online game where they create typical video game avatars – burly men or shapely women – and then move to a second level where they have wider and more realistic options, followed by a reflection session where the teacher prompts them to consider the differences



between the two experiences.

Students in the “tween” years are ready to think about gender in more abstract ways, and Exposing Gender Stereotypes (Grades 8–9) prompts them to consider how media portrayals “box them in” to behaving – and not behaving – in particular ways. Gender Messages in Alcohol Advertising (Grades 7–10) spotlights the ways that media “divide and conquer” by using stereotypes and targeting ads by gender, while our peer-led workshop Half Girl, Half Face (Grades 7–9) looks at the ways in which the Internet and social media can make girls’ own bodies into commodities.

As high school students get ready to enter the adult

world, an understanding of media on gender roles becomes more important than ever. Suffragettes and Iron Ladies (Grades 10–12) examines how women in politics are portrayed in media and helps students understand different forms of bias in journalism. Relationships and Sexuality in the Media (Grades 9–12) exposes myths about gender and sexuality that students may have absorbed from media and then lets them analyze the gender messages in their favourite media and compare them to their own experience. Online Relationships: Respect and Consent (Grades 9–12) focuses in on students’ own lives by examining the different dimensions of the idea of consent in relationships and how they apply to the digital realm. Finally, Transgender Representations in TV and Movies (Grades 9–12) looks at how mass media represent trans people and examines the impact of inaccurate portrayals on members of marginalized communities.

To see how these and other MediaSmarts lessons meet curricular expectations for your province or territory, see <http://mediasmarts.ca/teacher-resources/digital-and-media-literacy-outcomes-province-territory>.

This article originally appeared in Issue # 23, February 2017 issue of The Canadian Teachers’ Federation’s publication, Perspectives. The issue focused on gender rights in education.



Delmore “Buddy” Daye
Learning Institute
Excellence in Africentric Education

The 2018 African Nova Scotian History Challenges

Entries accepted from October 5, 2017 to February 10, 2018

Awards include bursaries totalling \$3,000.00, prizes and gifts.



Entries are accepted via mail only or hand delivered during regular business hours. You are encouraged to apply early. Please send entries to: **The African Nova Scotian History Challenges, Delmore “Buddy” Daye Learning Institute, 5539 Cornwallis St., Halifax, N.S. B3K 1B3.** Please include your name, address, phone number, school name, grade, teachers name, and contact number. For more information, <http://dbdli.ca/events/the-2018-african-nova-scotian-history-challenges/>



Charting Your Course
FOR PROFESSIONAL DEVELOPMENT

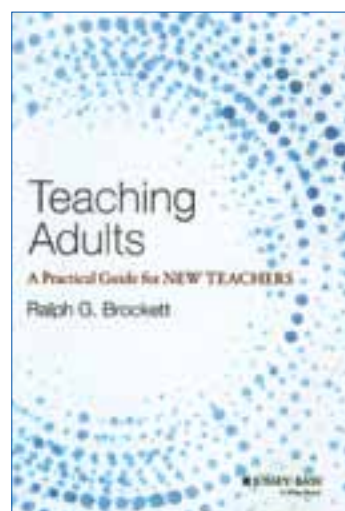


Email your name, home address, and the name of your school or campus with **PD Giveaway** in the subject line to theteacher@nstu.ca by **November 17, 2017** to be eligible for the draw.

Teaching Adults: A Practical Guide for New Teachers

by **Ralph G. Brockett**

This book is especially pertinent for NSTU’s Community College members. *Teaching Adults*, published by Jossey-Bass gives readers with a quick and easy guide to understanding adult learners. Author Ralph G. Brockett is a leading authority on adult education and is currently the interim department head of University of Tennessee’s Department of Educational Psychology and Counseling teaching in the Adult Learning and Adult Education programs. *Teaching Adults* outlines seven essential qualities of an effective teacher, and provides practical ways to address common challenges faced by adult educators.



#NSTUnited and #NSTUStandTogether at Labour Day celebration



NSTU president Liette Doucet participated in the HRM Labour Day celebration in Halifax on September 4. The rally, march and parade is organized by the Halifax-Dartmouth District Labour Council. Participation in these events helps show the provincial government that public school teachers and Community College and APSEA members are united with working brothers and sisters in celebrating the social and economic achievements of working people. The NSTU was a strong presence at this event. Members of the HRRRC (Halifax Regional Representative Council), which includes the Dartmouth, Halifax City and Halifax County Locals helped to promote NSTU involvement in the event which saw close to 200 NSTU members and their family and friends at Victoria Park in downtown Halifax for the beginning rally. As in past years the march and parade of union representatives took place along Spring Garden Road and Summer Streets. Doucet addressed the crowd thanking union brothers and sisters for their support last school year as teachers engaged in job action and had a contract legislated through Bill 75.

We offer direct billing and free parking.

- \$49.99 plus tax into massage.
- Reg price massage \$85 taxes in.
- For every 10 reg. priced massages clients will receive a massage at the intro price.
- This offer is valid for one year starting upon first visit.

We are located at:

3 Major Street
Dartmouth NS
B2X 1A3

Contact Information:

Maryann Harvey, RMT, STT
(902) 489-2167 (call or text)

Amanda Cheverie, RMT
(902) 329-2900 (call or text)

There are no drops in. By appointment only.



TEACHING STANDARDS

We need your feedback

The process for implementing new Teaching Standards for Nova Scotia has been re-launched this school year.

The NSTU wants to ensure that teacher voice is included in determining how Teaching Standards will eventually shape pre-service education, teaching, teacher certification, teacher professional learning, and teacher evaluation.

Visit the NSTU website for further information and updates

<http://www.nstu.ca/nstu-members/professional-development/certification-upgrading/teaching-standards/>

You can communicate directly with NSTU staff officer Anne Rodrigue at arodrigue@staff.nstu.ca or Paula Hayden at EECD at Paula.Hayden@novascotia.ca.

ALL STAR FUELS

SERVICING GLACE BAY, NEW WATERFORD, SYDNEY, SYDNEY MINES & SURROUNDING AREAS

FURNACE OIL DELIVERY

- \$200 CALLS
- EQUAL PAYMENT PLANS
- AUTOMATIC DELIVERY
- 24/7 EMERGENCY CALLS
- FREE FURNACE CLEANINGS*

SAVE 5 CENTS ON YOUR FIRST FILL UP! Call for more details.

902.578.5900

www.allstarfuels.ca • facebook.com/allstarfuels

CHECK OUT **ALLSTARFUELS** ON FACEBOOK FOR FUTURE CONTESTS & PROMOTIONS

N.S.T.U. MEMBERS SAVE 3 CENTS PER LITRE

Reviving Legs and Feet from overuse

by Maya Fallows, O.T. Reg. (NS)
Member Assistance Program, EIP Case Coordinator

We all know teachers, administrators, specialists and community college members work long hours involves standing continuously on a daily basis. What you may not know is you can implement strategies to rest and recover your legs and feet from overuse.

The health of your legs and feet can be at risk with the ultra marathoning you do. Not taking time to recover after the day, or not working in some preventative strategies throughout the day, can contribute to the risk. The term “accidental athletes” has been used to describe the teaching community because you work out your legs and feet to the same level of many athletes. You are performing all of this activity unintentionally, not even realizing the impact on your body. This high performance daily activity will lead to angry muscles and joints that have been over worked and over stimulated. It's the equivalent of running a marathon and the response is fatigue, soreness, and restlessness.

Beyond simple fatigue and discomfort, more serious health effects can result from working on your feet. Some of these include plantar fasciitis and heel spurs, orthopedic changes in the feet (e.g. flat feet), restricted blood flow, swelling in the feet and legs, varicose veins, and increased chance of arthritis in the knees and hips.

What can cause these health issues?

- Joint Compression: Gravity compresses your joints. Each body part is squeezed by all of the sections of the body above it. Your feet are compressed by the weight of your entire body.
- Postural muscle fatigue: Postural muscles keep your body upright while you're standing or walking. Standing or walking for prolonged periods forces these muscles to work without a rest. Without rest these muscles become tired and worn out, resulting in pain or tenseness.
- Inadequate venous blood return in the legs: Gravity pulls blood down into your feet. Blood is pushed back up to your heart through recurring muscle contractions, often called a 'muscle pump'. If the muscles are occupied in one lengthy contraction to keep you standing, they cannot fabricate a 'muscle pump' effect.
- Shock transmission from heel impact on the floor: With regular walking, your heel strikes on the floor with a force of 1.5 to 2 times your body weight. This impact can lead to microscopic damage to the soft tissue of your feet. With insufficient rest (i.e. sitting), these microscopic traumas can lead to injury.

What can you do to promote the health and well-being of your legs and feet?

- Try to arrange your work activities so you can alternate between standing and walking, with sitting. Incorporating periods of sitting throughout the day is a great way to rest and recuperate. Your chair supports your body, giving your legs and feet a break. Consider sitting or perching on a stool for positions that traditionally require standing. If on a high stool, you can still easily be seen by all your students, capturing their attention.

With smaller classes, it may be possible to rearrange student seating so you may sit on a classroom chair but still be easily viewed by all your students, i.e. semi circle.

If sitting is not an option, there is still an advantage from alternating between standing and walking as walking has a muscle pump effect to increase blood flow and can somewhat counteract the effects of working on your feet.

- Shift your balance between feet. This allows one leg to rest while the other supports your body. This also increases blood flow in the legs. You could also try standing with one foot raised on a box or small stool. This posture moves your weight forward from the heel to the ball of your foot.
- Wear supportive foot wear and consider the use of insoles or orthotics. Using insoles or orthotics is similar to having an anti-fatigue mat inside your shoes. The benefit is that you can take your mat anywhere you go. Insoles will change the fit of your shoe so it may be necessary to buy both shoes and insoles at the same time to ensure an appropriate fit. Always ask your treating health professional(s) if you have concerns about your insoles or orthotics. You may consider buying a new pair of shoes as this can achieve

the same effect. As shoes break down, their shock absorbency decreases and may provide little or no protection against the effects of working on your feet.

Consider the following when purchasing shoes:

- Wear shoes that do not change the shape of your foot.
- Shoes should have a firm grip for the heel, but allow freedom to move the toes. Your feet should not slip inside your shoes. Such instability can lead to soreness and fatigue. Shoes with laces allow more control of how your shoe fits.
- Wear shoes with arch supports.
- Shoes with flat soles are not recommended. Your heel should be elevated by at least 1/4-inch.
- Shoes with heels higher than two inches are also not recommended.

So, all of you teachers, ultra marathoners, accidental athletes, please pay attention to the health of your legs and feet. Reduce your risk of injury from working on your feet.

To learn more about how you can improve the health of your legs and feet if you're standing on the job, please contact the staff at NSTU's Early Intervention Program for Teachers at eip@nstu.ca, local 902-477-5621, or toll free 1-800-565-6788.

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

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

The First Page Youth Writing Challenge

The First Page is a brand new creative writing challenge for students in Grades 7 to 12, created by CBC Books.

CBC wants students to give a glimpse of the great Canadian novel of the year 2167. Write the first page of a book set 150 years in the future, with the protagonist facing an issue that's topical today and setting the scene for how it's all playing out in a century and a half.

The book could be any literary genre, from mystery or thriller to literary fiction, from adventure or romance to satire or sci-fi. Two winning entries will be chosen by award-winning YA writer Erin Bow, author of *The Scorpion Rules*.

Both winners will receive a one-year subscription to [OwlCrate](http://OwlCrate.com), which sends fresh boxes of books to young readers across Canada on a monthly basis. In addition, each of the winner's school libraries will receive 50 free YA books.

SUBMISSION LENGTH: 300 to 400 words, plus a title for the novel.

WHO CAN ENTER: Canadian residents who are full time students enrolled in Grades 7 to 12. Entries will be judged in two age categories: Grades 7 to 9 and Grades 10 to 12.

WHEN YOU CAN SUBMIT: From November 9, 2017 at 9:00 a.m. ET to on November 30, 2017 at 6:00 p.m. ET.

HOW TO SUBMIT: Starting November 9, 2017, a link will be found here: <http://www.cbc.ca/books/new-cbc-creative-writing-challenge-invites-students-to-imagine-canada-s-future-in-150-years-1.4269274>

QUESTIONS? Email cbcbooks@cbc.ca.





CRISIS & TRAUMA
RESOURCE INSTITUTE

PUBLIC WORKSHOPS COMING TO
NOVA SCOTIA FALL/WINTER 2017-2018

Exceptional Training And Resources - Mental Health, Counselling And Violence Prevention



VICARIOUS TRAUMA—Strategies for Resilience
Halifax: October 18, 2017

WALKING THROUGH GRIEF—Helping Others Deal with Loss
Halifax: October 24, 2017

AUTISM—Strategies for Self-Regulation, Learning and Challenging Behaviours
Halifax: November 7-8, 2017

BORDERLINE PERSONALITY DISORDER—Understanding and Supporting
Halifax: November 27, 2017

DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™
Halifax: December 8, 2017

COGNITIVE BEHAVIOURAL THERAPY—Tools for Thinking Differently
Halifax: December 12, 2017

NARRATIVE THERAPY—Tools for Exploring Stories
Halifax: December 13, 2017

MINDFULNESS COUNSELLING STRATEGIES
—Activating Compassion and Regulation
Halifax: February 14-15, 2018

RESILIENCE IN CHILDREN—Creative Strategies for Helping
Halifax: March 1-2, 2018

TRAUMA—Strategies for Resolving the Impact of
Post-Traumatic Stress
Halifax: March 20-21, 2018

UNDERSTANDING MENTAL HEALTH CONCERNS
IN CHILDREN AND YOUTH
Halifax: March 26, 2018

LIVE STREAM WORKSHOPS

Participate in full-day,
live workshops from
any location.

For a list of workshops
being streamed in
2017-2018 please
visit our website at:

www.ctrinstitute.com



www.ctrinstitute.com 877.353.3205 info@ctrinstitute.com

THE GATHERING PLACE

An Exploration of
Canada's Capital

A free teaching resource for
Social Science and History,
Grades 5-8

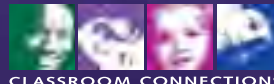
THE LESSONS AND ACTIVITIES EXPLORE:

- Canadian culture, identity and symbols
- Government, citizenship and democracy
- Canadian stories, heroes and celebrations

SMART NOTEBOOK® LESSON OPTIONS ALSO AVAILABLE.

Look for it in your school or download a
copy at www.canada.ca/GatheringPlace

Created and distributed on behalf of
the Department of Canadian Heritage.



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 **November 17,
2017** to be eligible for the draw.

**The Novice Advantage: Fearless Practice
for Every Teacher**

by **Jonathan Eckert**

The Novice Advantage, published by Corwin, provides a humorous and insightful guide which reveals that risk, reflection and revision help teachers grow best. Filled with practical advice for beginning teachers, *The Novice Advantage* provides a design to develop capacity to teach effectively over time.



EQUITY COMMITTEE BOOK REVIEW

Nova Scotia Teachers Union

Email your name, home address, and the name of your school or campus
with **EQUITY** in the subject line to theteacher@nstu.ca by **November 17,
2017** to be eligible for the draw.

**Bullying Today: Bullet Points and Best
Practices**

by **Justin W. Patchin and Sameer Hinduja**

Published by Corwin, *Bullying Today* outlines strategies for addressing bullying in bite-sized portions that include prevention strategies, distinguishing bullying from other hurtful behaviour, the connection between cyberbullying and in-person bullying and responses that work. It helps teachers, administrators and schools make meaningful changes before bullying even surfaces, and provides tools to promote healthy and safe learning environments.



CONGRATULATIONS TO OUR SEPTEMBER BOOK WINNERS!

HOLLIS — Pascale Landry — CSAP

PD — Sarah Gilbert — AVRSB

EQUITY — Mireille Lewis — CSAP

FRESH — Angela Amey — HRSB

Feel young today . . . look younger tomorrow
Welcome Teachers! Ask for your exclusive discounts!

(902) 322-6805
Doreen Hare, owner
Nurse Practitioner
www.firstimpressionsclinic.com
info@firstimpressions.com

First Impressions
MEDICAL AESTHETICS & REJUVENATION CLINIC

PRODUCTS & SERVICES

Botox Cosmetic,® Xeomin® (wrinkles & fine lines)	The Perfect Peel® Chemical Peel Rx (slow the aging process, improve acne, remove or reduce sun damage, age spots, acne scars, reduce pore size, soften fine lines & wrinkles, & more)	Sclerotherapy (varicose, spider & facial veins)
Hyperhidrosis (Excessive sweating)	Juvederm®, Belotero® Antelis®, Radiesse® (volume loss & deeper lines)	Cryotherapy (skin tags & benign lesions)
Latisse® (eyelash enhancement)		Ear Syringing (wax removal)
		Belkyra® (treatment for double chin)

coming events

OCTOBER 20

Junior Diabetes Research Foundation Revolution Ride

The JDRF Revolution Ride to Defeat Diabetes is a stationary cycling event taking place in Bedford on Friday, October 20th at Bedford Place Mall. This event will challenge Canadians to go further to defeat diabetes. It is a fun, high energy team event where each member of a team (five people) rides for seven minutes. Ride10 encourages team spirit and friendly competition among friends and colleagues.

Type one diabetes (T1D) strikes children and adults suddenly, causing dependence on injected or pumped insulin for life, and carries the constant threat of devastating complications. There are more than three million Canadian children, adolescents, and adults with some form of diabetes and 300,000 live with T1D. Life with T1D requires 1,095 to 1,460 needles a year and 1,460 to 2,920 finger pokes a year to test blood sugar levels. Your support is helping children and adults worldwide by accelerating life changing T1D breakthroughs.

For more information visit: <http://www.jdrfrevolution.ca/Ways-to-Ride>

OCTOBER 31 DEADLINE

Canada's Outstanding Principals

Nominations for The Learning Partnership's 2018 Canada's Outstanding Principals Award are being accepted until October 31, 2017. According to The Learning Partnership's website, "Canada's Outstanding Principals recognizes outstanding contributions of principals in publicly funded schools. It honours principals from every province and territory in Canada who demonstrate innovation, entrepreneurial spirit and who have done something truly remarkable in public education."

Not only is Canada's Outstanding Principals (COP) a nationally recognized award, it is also an executive leadership training program. Launched in 2005, COP's executive leadership program was created in partnership with Rotman School of Management. It brings Canada's Outstanding Principals to Toronto at an annual gala awards evening and then experience a five-day executive leadership training program at the Rotman School of Management. Winners of the program also become part of a National Academy of Principals, a pan-Canadian learning community of over 400 Canada's Outstanding Principals alumni.

For application information and criteria visit: <http://cop.thelearningpartnership.ca/>

NOVEMBER 6 TO 10

Media Literacy Week 2017

MediaSmarts and the Canadian Teachers' Federation (CTF) are gearing up for the 12th annual Media Literacy Week! This year's theme—*Inclusion in a Connected World: A Place and a Voice for Everyone*—promotes ways that diverse voices, perspectives and talents can participate in and enrich our media and digital spaces. Diversity and inclusion in our online world is the focus of many of the great events and activities happening during Media Literacy Week.

From November 6 to 10, Media Literacy Week will highlight how young people can create welcoming digital environments and engage in respectful dialogue online. Media Literacy Week, an annual event co-hosted by MediaSmarts and CTF, highlights the importance of teaching children and teens digital and media literacy skills. Over 100 collaborating organizations – which include Girl Guides of Canada, YWCA and teacher associations – participate each year by organizing activities across Canada and internationally. Media Literacy Week was officially adopted in the U.S. in 2015, where it is led by the National Association for Media Literacy Education.

The Nova Scotia Teachers Union continues to be a proud sponsor of this Week. For regular updates about Media Literacy Week and all things media literacy visit mediasmarts.ca and medialiteracyweek.ca. Announcements for events, programs, partners and more will continue leading up to Media Literacy Week. For updates, visit or sign up for the e-bulletin at <http://www.medialiteracyweek.ca/e-bulletins/>.

NOVEMBER 16, 2017

Holocaust Education Week Seminar

Author and Professor of Holocaust Studies, Doris Bergen of the University of Toronto will be the guest speaker at Temple Sons of Israel in Sydney, Nova Scotia. For more information visit: <https://sites.google.com/gnspes.ca/holocausteducationawareness/home> or email: educationholocaust@gmail.com.

NOVEMBER 19 TO 25

Bullying Awareness Week

PREVNet and Family Channel have free, bilingual, evidenced-based resources and activities for you, your students, and parents to use for Bullying Awareness Week November 19 to 25 at <http://promo.family.ca/stand-up/resources.php>.

Highlights include: Tips to deal with cyberbullying; Tips to help reduce bullying against LGBTQ2+ students; 9 classroom activities including a quiz, word search, draw a comic strip! Please join Family Channel and PREVNet in celebrating the 15th Anniversary of the Stand UP! campaign for Bullying Awareness Week.

Environmental education starts in your classroom! ♻️

Divert NS has created a suite of educational resources to help teach youth about the importance of reducing, reusing, and recycling—with the goal of engaging students to become environmental champions.

These curriculum-aligned materials include lesson plans, activity booklets, and more!

Download your FREE classroom-ready resources for grades P-6 at DivertNS.ca/education.



divertNS
Nothing Wasted

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!

October is Mi'kmaq History Month!

This month, we are highlighting videos that you can stream and download. To access these videos, please log into the EduPortal and either click on the link for "Online Video Library/Learn360" or use any of the links below to access these videos and many more.

For DVDs you can purchase and/or borrow for your classroom, please visit us at <https://medialibrary.ednet.ns.ca/mikmaq-studies>

Building Legends: The Mawio'mi Project

Grades 9-12

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28752>

This installment of the Building Legends Series shares the stories, regalia and diverse communities of Mawio'mi 2011 – A Culture to Celebrate, A Time to Share. Directed by Youth Participants and produced by ViewFinders: Atlantic Film Festival for Youth and the Mi'kmaq Liaison Office, Nova Scotia Department of Education. (2011; 24 min.)

Building Legends: The Mi'kmaq Canoe Project

Grades 9-12

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28751>

Mentored by industry professionals, ten young filmmakers participated in the making of this documentary that follows the construction of a seafaring, birch bark canoe by traditional Mi'kmaq artist and artisan, Todd Labrador, at the Maritime Museum of the Atlantic during Mi'kmaq History Month. Directed by Youth Participants and produced by ViewFinders: Atlantic Film Festival for Youth and the Mi'kmaq Liaison Office, Nova Scotia Department of Education. (2010; 27 min.)

Creative Native Series

Grades 6-12

<http://learn360.infobase.com/PortalPlaylists.aspx?seriesID=82610&wID=114538>

This series highlights artist profiles, in-depth interviews, traditional and contemporary art projects and historic snapshots that explore Aboriginal cultural contexts relevant to the theme of each episode. Saturated with the crafts and traditions of indigenous peoples, the series also offers instruction for a variety of age-based art projects that can be completed in the classroom. (2001-1006; ca. 25 min. each)

Eskasoni – The Trailblazers

Grades 9-12

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=49492>

The Tripartite Forum is very proud to present its Voices of Knowledge video project titled "Eskasoni – The Trailblazers." This video focuses on the first ever Mi'kmaq Immersion graduating class of Chief Allison Bernard Memorial High School in Eskasoni, NS, and the work that students and staff put into preserving our Mi'kmaq language. It also features Elders speaking about the history of Eskasoni and the importance of the Mi'kmaw language. (2014; 25 min.)

From the Spirit Series

Grades 9-12

<http://learn360.infobase.com/PortalPlaylists.aspx?seriesID=77928&wID=114538>

This series of half-hour documentaries presents the work and thoughts of a diverse group of Aboriginal artists. From across Canada, these artists tell the story of their journey, not quitting in the face of adversity, and making a difference to both their communities and to the world of contemporary art. (2005; 25 min. each)

Mi'kmaq Family – Migmaoei Otjiosog

Grades 9-12

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28840>

Mi'kmaq filmmaker Catherine Anne Martin takes a reflective journey into the extended family of Nova Scotian Mi'kmaq society where the wisdom of experience and the collective responsibilities of the Mi'kmaq community play a major role in the way their children are raised. Members of her community share their stories about the recovery of First Nations values, particularly through the teachings of elders giving an enlightening and inspiring resource for both First Nations and non-First Nations audiences who are looking for ways to strengthen and explore their own families and traditions. (1994; 33 min.)

Mi'kmaq Series

Grades 5-12

<http://learn360.infobase.com/PortalPlaylists.aspx?seriesID=851&c=1&wID=114538>

This five-part series shows the life, customs and culture of pre-contact Mi'kmaq. These programs are dramatizations with a narrative voice-over and depict the lifestyle of a fifteenth-century Mi'kmaq family as accurately as careful research would allow. (2012; 45 min. total)

Please also take an opportunity to visit the Mi'kmaq Heritage Month website at: <http://mikmaqhistorymonth.com/>


DELTA
HOTELS
MARRIOTT
HALIFAX



Pack your bags and get away...

Escape all the back to school stress and treat yourself to a Delta Staycation with your NSTU Leisure Rate.

starting at
\$109
per night

RESERVATIONS: 1-800-268-1133
ONLINE BOOKING CODE: YTY

Taxes not included. Based on single/double occupancy per night and includes self-parking for \$10, complimentary local and long-distance access fees, and HSIA. NSTU card must be presented upon check-in.

WWW.MARRIOTT.COM/YHZHF



For detailed information on individual businesses in our Deals & Discounts Program for our NSTU Members (including RTO Members) – go to www.nstu.ca and click on Communications and then Deals & Discounts.

TEACH IN CHINA WITH AEI



Atlantic Education International

We can offer you an enriching professional and cultural experience teaching in China. Since 1997, more than 500 educators have been hired through partnership agreements between AEI, the New Brunswick Department of Education and Early Childhood Development and our international partners.



Benefits of teaching at a New Brunswick affiliated school

- Competitive salary
- Chinese taxes paid for by the employer
- Designated accommodations
- Airfare to and from China is provided
- Contribution to medical insurance
- 2 year contract
- Enhanced opportunity to travel

Looking for an
adventure?

Apply here:

aei-inc.ca/jobs-listing

Atlantic Education International
P: (506) 453-8300
F: (506) 453-5894

aei-inc.ca | aei@gnb.ca



Registration open for Second Annual Happy Hands Contest

Sharpen your crayons and colored pencils; registration is now open for Deb Group’s second annual Happy Hands dispenser design contest. The contest aims to educate students about the importance of hand washing, while also allowing them to express their artistic sides through the creation of an original design for a Deb dispenser.

“The Happy Hands contest gives students an opportunity to be imaginative while learning about the importance of hand washing. We were overwhelmed by the response we received from last year’s contest and can’t wait to see all the creative designs we receive this year,” said Isabelle Faivre, Vice President of Marketing, Deb USA.

The Happy Hands dispenser design contest is open to all students in Grades Primary through 12. Submissions will be evaluated for visual appeal, overall hand hygiene design, creativity and unique design elements.

Designs will be accepted through November 30, 2017. Finalists in each category will be announced on February 1, 2018 and the public will have the opportunity to vote for their favorite designs. The designs with the highest numbers of votes in each category will receive the grand prize – a \$200 gift card, a \$500 donation to the school and up-to 500 manual Deb soap/sanitizer dispensers custom printed with the winning design.

Schools that register for the contest will receive all the necessary rules, coloring templates and free hand washing educational materials for their students. Schools can register online at <http://www.debgroupp.com/ca/happy-hands>.

Last year local St. Agnes Junior High School student, Ciana Dickie, was the winner in the Grade 6-8 grade category of Deb Canada’s first Happy Hands Dispenser Design Contest. Her design (*shown inset*) appears on 500 manual Deb soap/sanitizer dispensers.

“We are thrilled Ciana was chosen as the winner from so many excellent submissions,” said St. Agnes Junior High Family Studies teacher Marilyn MacInnis. “It was great to see the school and community support her entry. This contest was a fun way for students to express their creativity while we learned about the importance of handwashing in and out of the Family Studies classroom.”

Students submitted their designs online Oct. 3-Dec 5, 2016 and ten finalists in each category were announced on Jan. 16. Submissions were evaluated for visual appeal, overall design, creativity and unique design elements. The public voted for their favorites Jan. 16-March 1.

For more information regarding the Happy Hands contest, please contact Deb Marketing at marketing@debcanada.com.



Above is student Ciana Dickie (centre), with St. Agnes Junior High Family Studies teacher Marilyn MacInnis and principal Brad McGowan.

executive highlights

July 5, 2017

- Personnel Committee Report:
 - Approved a probationary contract for Wally Fiander for the Member Services – Permanent position effective August 1, 2017;
 - Approved a probationary contract for Louis Robitaille for the Research, Governance and Policy – Permanent position effective August 1, 2017;
 - Approved a one year Member Services position for Preman Edwards to replace S. Wilkin on sabbatical leave effective August 1, 2017 to July 31, 2018;
 - Approved the revised sabbatical leave application from S. Wilkin;
 - Approved the recommendation that Gary Elliot be offered the position of Executive Director with a start date to be determined;
 - Approved the recommendation of the Personnel Committee to approve the tentative agreement between the Nova Scotia Teachers Union and the Professional Executive Staff.
- Approved signing officers for 2017-2018.
- Appointed PE liaisons to the Appeals, Substitute Teacher and Public Relations/Public Affairs Committees.
- Approved motion to endorse the tripartite agreement on substitute teachers with the TCRSB, the Department of Education and Early Childhood Development and the NSTU for the 2017-2018 academic year.
- Approved motion to endorse the tripartite agreement on substitute teachers with the CSAP, the Department of Education and Early Childhood Development and the NSTU for the 2017-2018 academic year.
- Approved the disposition of 2017 Resolutions.
- Referred two motions relating to schedules in the Annual Council Workbook to the Finance and Property Committee and adopted a third motion requesting that the Committee investigate the possibility of adding a schedule. Report to be provided to the Executive at the December meeting.
 - First referred motion suggests adding a report to the current schedules detailing the conferences, workshops, dates, locations and costs associated with attendance for the President, Executive Director and Executive Staff Officers.
 - Second referred motion suggests adding a schedule detailing expenses for the President, Executive Director and Executive Staff Officers.
 - The third motion requests that the Committee investigate adding a schedule detailing expenses claimed by Local Presidents, RRC Chairs, CTF Delegates and Provincial Executive members
- Referred a motion pertaining to Operational Procedures for Expense Guidelines for Standing Committees to the Governance and Policy Committee.
- Approved a motion to amend Operational Procedures to provide a 30 minute Q&A each for the Executive Director and the NSTU President on the Annual Council Agenda.
- Approved a motion amending the Operational Procedures to provide clarification relating to regional representation on the Provincial Economic Welfare Committee.
- Approved a motion amending the Operational Procedures relating to bargaining sessions.
- Approved a motion requesting that the Finance & Property Committee review pet care guidelines.

September 15-16, 2017

- Filed the Table Officers Report;
- Selected two candidates to the John Huntley Memorial Internship Program, along with two alternates;
- Approved a recommendation that five new Provincial Executive members attend the upcoming John Huntley Memorial Internship Program and that the next John Huntley session have five participants instead of six;
- Approved a recommendation that the NSTU donate \$10,000 to the CTF Urgent Action Appeal – Solidarity with victims of recent hurricanes and floods;
- Approved a recommendation that Louis Robitaille be placed on the second year of the salary grid as per Article 4.06 (i) (a) of the Professional Executive Staff Contract;
- Approved a recommendation that the Executive Director offer an in-house legal counsel position to the number one candidate for a Personal Services contract and that in the event the number one candidate does not accept the in-house legal counsel position the Provincial Executive recommends that the Executive Director offer the position to our number two candidate;
- Approved a recommendation that the Governance and Policy Committee review NSTU hiring practices;
- Approved a recommendation that we expedite the process of the investigation into joining the Nova Scotia Federation of Labour which may involve affiliation with the Canadian Labour of Congress and that the Executive Director report back to the October meeting of the Provincial Executive;
- Approved a recommendation that the Provincial Executive receive recommended nominees from the Community College Local Executive for appointees to replace outgoing members on the current Community College Negotiating Team.



\$300 Project Subsidies are Available!
Subventions de 300 \$ sont disponibles

School-community project subsidies are available to classrooms and school clubs. This is a wonderful opportunity to engage your students in social action projects that seek to address poverty in our communities, or address human rights, or challenge mental health stigma in your school, or any other social justice issue of importance to your students. Perhaps you even wish to become a Fair Trade school.

To create a project and apply for funding, please [login](#) or [create a profile](#) and select the social action project subsidy.

Join the 170,000 students in Canada engaged in over 590 school-community social actions projects. You have until June 30, 2018 to complete your project.

If you want ideas, [browse our public showcases](#) on Imagineaction. Join the 3,000+ teachers registered with [Imagineaction](#)! Hope to see your application soon!!

La FCE offre aux classes et clubs scolaires des subventions de 300 \$ pour des projets école-communauté. Ces projets constituent une excellente occasion de faire participer vos élèves à des initiatives communautaires sur la pauvreté, les droits de la personne, la stigmatisation de la maladie mentale ou une autre question de justice sociale importante pour vos élèves. Peut-être aimeriez-vous, par exemple, faire de votre école une école équitable?

Pour élaborer un projet et faire une demande de subvention, veuillez [ouvrir une session](#) ou [créer un profil](#) et sélectionner la subvention pour projets d'action sociale.

Joignez-vous avec votre classe aux plus de 170 000 élèves au Canada qui participent aux 590 projets école-communauté d'[Imagineaction](#). Vous avez jusqu'au 30 juin 2018 pour réaliser votre projet.

Vous voulez des idées? Visitez la [vitrine des projets](#) d'Imagineaction.

Inscrivez-vous auprès des plus de 3 000 enseignantes et enseignants déjà inscrits. À bientôt j'espère!

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

HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS, CAMPUSES AND COMMUNITIES?



We can help you turn your idea into a useful practical program!

If you, your class, or your colleagues have ideas to share with other teachers, classrooms and campuses in Nova Scotia, get a Sheonorail Project Application From sheonorail.nstu.ca.

Our Mandate

is simple. The Sheonorail Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school or Community College students working in cooperation with a teacher advisor(s) faculty member.

Our purpose

is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools/campus initiatives.

Our Pledge

is to award funding grants for peaceful school/campus programs that have a direct and immediate impact on public school and Community College classrooms, students, administration and community.

PROJECT APPLICATION MAILING ADDRESS

Sheonorail Foundation
 Project Review Committee
 3106 Joseph Howe Drive,
 Halifax, NS B3L 4L7

DEADLINE

November 10, 2017



PROJECT OVERSEAS 2018

Teachers' Action for Teaching

Volunteer for Project Overseas with the Canadian Teachers' Federation!

Are you ready for something more in your professional life?
 Are you looking for a larger, more global view of education?
 As a teacher, do you feel you have more to offer, and more to learn?
 Are you ready for a personal and professional adventure?

If yes, Project Overseas (PO) might be for you!

CTF seeks English and French-speaking Canadian teachers at the primary, elementary, and secondary levels who are interested in volunteering to offer in-services in a wide-range of subjects in countries throughout Africa and the Caribbean. Many current projects include literacy acquisition, gender equality, special education and peace education as well as the core subject areas of English, Math, Science and Social Studies, within a child-centred methodology

Each year, close to 60 Canadian teachers are chosen to volunteer on CTF's Project Overseas. On PO, Canadian teachers give their time and talent to offer professional development in-service programs in partnership with teacher organizations in developing countries. Based on requests from CTF's partners overseas, teams of Canadian teachers are formed in January and in-service projects take place in July and August.

Application criteria include:

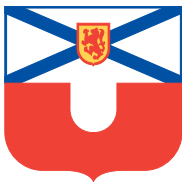
- be a member of a provincial or territorial teacher organization that supports PO
- hold a valid teachers' certificate
- have completed at least five full years of teaching in Canada by July 2018
- be a Canadian citizen
- be in excellent health and able to work in developing country conditions
- show evidence of flexibility, mature judgment, skills and a strong willingness to put the team and project needs above personal needs
- hold a Canadian passport valid until at least July 2019, (proof that a passport application has been made will be accepted)

PO is a volunteer experience. Administrative, travel, and living expenses are borne by CTF and provincial and territorial teachers' organizations that are CTF members. No salaries or honoraria are paid to participants in PO, sponsors do not cover costs associated with substitute teachers or release time, and no family or friends are permitted during pre-departure orientation or overseas programs.

Application forms and further information are available at <http://www.nstu.ca/nstu-members/professional-development/grants-opportunities/project-overseas/>

APPLICATION DEADLINE: NOVEMBER 10, 2017

CTF's International Program: Teachers' Action for Learning



Nova Scotia Teachers Union



Nova Scotia Teachers Union Member Assistance Program

Frequently Asked Questions

Along with the anticipation and excitement of teachers and instructors returning to school in the fall, we need to recognize that all of this activity can disrupt the balance in our lives. The NSTU Group Insurance Trustees want to remind you of the services available to members through the Nova Scotia Teachers Union Member Assistance Program (NSTU MAP). Below are answers to frequently asked questions on this topic.

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

A: NSTU Counselling Services

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

Early Intervention Program

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

Resilience® Employee and Family Assistance Program

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

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

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

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

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

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

Independent Psychological Assessment

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

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

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

CAREpath

CAREpath is a Cancer Assistance Program provided to NSTU members, partners, and eligible dependent children. If you, your partner, or dependent children suspect having cancer, are diagnosed with cancer, or are living with cancer, CAREpath is ready and able to provide you with support. This service connects the member with a personal oncology nurse with the support of leading oncologists who are there to guide the individual through every step of the cancer experience or diagnosis through to the end of active treatment. CAREpath covers all types and stages of cancer and CAREpath nurses have the knowledge and experience to be able to advocate for the member and their family. CAREpath can be accessed directly by dialing 1-866-883-5956 or through the NSTU at 1-800-565-6788, press 4.

Seniors' Care Assistance Program

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

The program is based on three main principles: **Connect, Access and Care**. The Seniors Care Assistance Program will **Connect** you to publicly funded senior care resources. Bayshore HealthCare nurses will assess all funding options and financial queries and help you and your family understand and access alternative ways to pay. Bayshore HealthCare nurses will also help you and your family manage **Access** to senior care and support services by finding and accessing services that are right for your family member. Bayshore also takes **Care** to ensure that recommended services such as nursing care, personal care, companionship, house cleaning, home retrofit and mail deliveries are fully assessed and approved by Bayshore HealthCare and are provided by organizations you can trust. The Seniors' Care Assistance Program can be accessed directly at 1-844-453-6788 or through the NSTU at 1-800-565-6788, press 4.

aviso

We Want to Hear Your Story

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

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

Or email submissions to aviso@nstu.ca

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

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

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

Original pictures or images related to submitted content are appreciated.

The themes for the 2017-2018 academic year AVISO editions are:

Fall 2017 – Agency, power and sustainability

Winter 2018 – Nourishing the whole self

Racontez-nous votre histoire

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

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

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

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

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

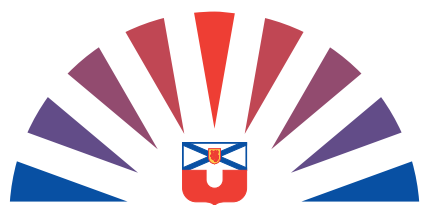
Les manuscrits envoyés par voie électronique doivent être en format Microsoft Word, Rich Text Format ou Texte seulement.

Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d'AVISO pour 2017-2018 sont les suivants:

Automne 2017 – Action, puissance et durabilité

Hiver 2018 – Nourrir la totalité de l'individu



PROFESSIONAL ASSOCIATIONS PROFESSIONNELLES

**NO ON-SITE
REGISTRATION**

Register Early!

2017 NSTU Professional Associations Conferences

Friday, October 27, 2017

Online Registration

Opens – September 8

Closes – October 13

(no refunds after October 13)

1	AAE	NSCC, MARCONI CAMPUS
2	AEA	École du Carrefour, DARTMOUTH
3	AST	Halifax West High, HALIFAX
4	ATA	HALIFAX
5	ATEC	Cineplex Theatre, DARTMOUTH CROSSING
6	ATENS	Eastern Passage Education Centre, EASTERN PASSAGE
7	ATYA	Riverside Education Centre, MILFORD
8	BETA	Delta Halifax, HALIFAX
9	EDANS	DARTMOUTH High School/Grafton Dinner Theatre, HALIFAX
10	FSTA	St. Matthew's United Church, HALIFAX
11	MTA	Charles P. Allen High School, BEDFORD
12	NSMEA	Auburn Drive High School, COLE HARBOUR
13	NSSCA	Spatz Theatre, Citadel High School, HALIFAX
14	NSTALL	Cobequid Educational Centre, TRURO
15	NSTEA	Avon View High School, WINDSOR
16	PETA	Double Tree by Hilton, DARTMOUTH
17	PISA	Mount Saint Vincent University, HALIFAX
18	SAA	Ecole Secondaire Du Sommet, HALIFAX
19	SPAA	Best Western Plus, DARTMOUTH
20	SSTA	Saint Mary's University, HALIFAX
21	TAPHE	Sackville High, LOWER SACKVILLE

2017 Provincial Conference Sites



**For Conference details &
Registration go to www.nstu.ca**

While we encourage members to have a NSTU web account, one is **NOT REQUIRED** to register for a conference. You may register utilizing any email account. The advantage to accessing the form with a NSTU username and password, plus confirmation of your identity with either your professional or NSCC employee number, is that your personal information will be automatically entered into the registration form.

NSTU web account activation is automated. You may activate an account from the NSTU website. Simply follow this link (<http://www.nstu.ca/the-nstu/communications/nstu-web-account/>) to the page containing activation information. Please read the information on the page carefully before activating your account.

As per NSTU Operational Procedure 14(e)(iii): **RECEIPTS OF PAYMENT** and attendance will not be distributed until the conference has concluded.

What would *you* do with \$5,000?

A chance to **WIN \$5,000*** is as easy as **1, 2, 3**,

Just give Johnson a call for a quote, it's free!

As a member of **NSTU**, you no longer need to look,

Your place with Johnson is valued,

just like the place in your favourite book.

Exclusive to NSTU members.

Call for a home or auto quote for your chance to WIN!

1-877-742-7490 | johnson.ca/win5000

(mention group code: 62)



If it happens to you, it happens to us.

JOHNSON
INSURANCE

Johnson Insurance is a tradename of Johnson Inc. ("Johnson") and operates as Johnson Insurance Services in British Columbia. Home and auto policies underwritten by Unifund Assurance Company ("Unifund"). Eligibility requirements, limitations, exclusions or additional costs may apply, and/or may vary by province or territory. Call 1-877-742-7490 for details. *NO PURCHASE NECESSARY. Open October 1, 2017 – December 31, 2017 to legal residents of Nova Scotia 19+ who are current members of the Nova Scotia Teachers Union. One (1) prize available: \$5,000 cheque. Odds of winning depend on number of eligible entries received. Math skill test required. Rules: www.johnson.ca/nstu-contest-rules

0416_0917

October 2017, *The Teacher*, Page 15

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

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

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

Free Family Studies/Junior High Science curriculum material — Former Family Studies teacher has 4 big tubs of well organized year-long curriculum material/resources for Grade 7, 8 and 9 to donate to a young teacher that could make use of this material. Brand new junior high science planning books are also available. Contact: Irene Healy Vihant, School Counsellor, Dutch Settlement School 902-883-3000, (Thursday & Friday) Musquodoboit Valley Education Centre 902-384-2555 (Monday & Tuesday) Upper Musquodoboit Consolidated School 902-568-2285 (Wednesday) or email IHealyVihant@hrsb.ca.

**The deadline for the
November/September issue
of The Teacher is November 10.**

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

Teachers' Pension Plan Inc. Board of Directors

Call for applications

The NSTU Provincial Executive is inviting applications from **retired** NSTU members for one (1) Director's position on the Teachers' Pension Plan Inc. Board. Operating under a Trust Agreement, this nine-member corporation oversees the administration of the Plan and the investment of the Plan's assets.

The NSTU is currently seeking:

- **One (1) retired member** – For a three-year term, renewable for a second three-year term. If you are interested in this appointment, please complete this application form and indicate your knowledge or experience with the criteria below and other related information.

Criteria for selecting persons for the above positions include:

- Has considerable knowledge about the Teachers' Pension Plan;
- Has experience in and/or knowledge about investments particularly the investments of pension funds; and
- Has experience as a Trustee or has a working knowledge of trusts.

Name: _____ Prof. Number: _____

Mailing Address: _____

Postal Code

Phone: _____ (Fax) _____ (Email) _____

Have you previously applied for an NSTU standing or *ad hoc* committee? Yes ☐

If so, when? _____ No ☐

OTHER PERTINENT INFORMATION (e.g., skills, interests, relevant courses, professional development, or experiences that relate to this Board. You may attach additional information to this application.)

* Please attach an additional sheet to list the NSTU Committees on which you served at the Local and Provincial Levels as well as the Offices you've held at the Local and Provincial Levels.

Submit to: Executive Director, NSTU, 3106 Joseph Howe Dr., Halifax, NS B3L 4L7

**Applications must be received in Central Office
by 12:00 noon, November 24, 2017**

The NSTU has an affirmative action policy that encourages participation of women, visible minorities, native persons and physically-handicapped persons within the teaching profession. Should you choose to provide any relevant information, please indicate:

This form is also found on the NSTU website. www.nstu.ca



2017 – 2018 Pre-Retirement Seminars SCHEDULE



DATES:

October 18 & 19 (Wednesday & Thursday)
23 & 24 (Monday & Tuesday)

November 9 & 10 (Thursday & Friday)
22 & 23 (Wednesday & Thursday)
28 & 29 (Tuesday & Wednesday)

December 11 & 12 (Monday & Tuesday)
14 & 15 (Thursday & Friday)

January 11 & 12 (Thursday & Friday)
23 & 24 (Tuesday & Wednesday)

February 15 & 16 (Thursday & Friday)
27 & 28 (Tuesday & Wednesday)

LOCATIONS:

CCRSB – (Pictou County Wellness Centre)
SRSB – Port Hawkesbury (Civic Centre)

HRSB – Halifax (Comfort Hotel)
CCRSB – Amherst (Super 8)
CBVRSB – Sydney (Holiday Inn)

HRSB – Halifax (Comfort Hotel)
SSRSB – Bridgewater (Days Inn)

CCRSB – Truro (Holiday Inn)
TCRSB – Yarmouth (The Rodd Grand)

HRSB – Halifax (Comfort Hotel)
AVRSB – Greenwich (Old Orchard Inn)

The John Huntley Memorial Internship Program

*The deadlines for application for the
John Huntley Memorial Internship Program
for the 2017-2018 school year are*

November 1, February 1 and April 1.

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

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

Nova Scotia Teachers Union



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.



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