Summer of uncertainty for education specialists

Specialists, including speech language pathologists (SLP) and school psychologists, endured a summer of uncertainty due to a unilateral policy directive made by the McNeil government near the end of the previous school year.

On June 12, the deputy Minister of Education and Early Childhood Development, Cathy Montreuil, announced on CBC the province was ending the certification process for new SLP and psychologists within the public education system. As a result, newly hired specialists are now banned from belonging to the NSTU. Originally Montreuil stated that moving forwards SLP and school psychologists would be “hired through the Department of Health and then assigned to regional centres for education (RCE).” However, that policy was subsequently altered, and instead specialists are being hired through the RCEs as non-unionized employees.

In a story aired by Global News on July 12, a group of specialists speaking under a condition of anonymity stated that the government made the decision without consultation, and as a result, the system could be facing a shortage of trained professionals in the years ahead. “There’s been phone calls made requesting a group consultation with several of us that are willing to sit down with Mr. Churchill and speak to him about our concerns and about our ideas to solve some of the problems,” said the specialist. “We’ve had no response.” They went on to add, “You may not see the problems in recruitment and retention this year but come back in a few years and you’ll see a massive shift.”

NSTU President Paul Wozney says the government’s decision to ban SLPs and school psychologists from the union has created confusion in the system, and represents a loss opportunity to rebuild trust with teachers.

“Given that the report on inclusive education calls for the addition of speech language pathologists and school psychologists, one has to question why government is creating a more divisive and toxic environment for these valuable professionals,” says Wozney. “Over the last few weeks, the feedback I’ve received is that there is a considerable amount of anxiety about the coming instructional year, which has been heightened by the government’s unwillingness to provide answers to many questions.”

Other groups have also voiced their opposition to the government’s unilateral changes, most notably the Speech and Hearing Association of Nova Scotia (SHANS) and the Nova Scotia Association of Psychologists (NSAP).

In a letter to Education Minister Zach Churchill, NSAP President Dr. Beverly Butler stated: “APNS is concerned that the changes your government intends to properly address challenges in the system. He says the approach the government has taken on this issue is unfortunate.

“While the NSTU fundamentally opposes the actions of the government that have thrown these specialists into turmoil and trampled on their collective rights, we acknowledge the potential for collaboration that results in more effective and efficient service delivery that sees more students thriving in classrooms throughout the province,” Wozney adds.

Wozney says ultimately the government needs to be willing to collaborate with teachers and specialists to properly address challenges in the system. He says the approach the government has taken on this issue is unfortunate.

“In a letter to Education Minister Zach Churchill, NSAP President Dr. Beverly Butler stated: “APNS is concerned that the changes your government intends to properly address challenges in the system. He says the approach the government has taken on this issue is unfortunate.

“While the NSTU fundamentally opposes the actions of the government that have thrown these specialists into turmoil and trampled on their collective rights, we acknowledge the potential for collaboration that results in more effective and efficient service delivery that sees more students thriving in classrooms throughout the province,” Wozney adds.

Office of the President

Dear Colleague:

Welcome back!

I hope you were able to enjoy the great weather we had this summer, and are ready to reconnect with colleagues and students and are feeling recharged for the upcoming school year.

The start of this school year is unlike no other. School Boards have been dissolved and teachers with administrative responsibilities—a huge segment of instructional leaders—are no longer members of the Nova Scotia Teachers’ Union because of legislation passed last spring. They begin this year without dedicated representatives to advocate for their unique concerns within education. While administrators are no longer protected by their union, they are still part of the NSTU family. We are working with our NSTU affiliated professional association, the Public School Administrators Association of Nova Scotia (PSAANS), through their interim board to navigate this relationship. Although administrators are no longer NSTU members, their service from NSTU will continue. I urge all NSTU members to stand with administrators over the coming year to ensure their rights, working conditions and ability to act in the best interests of students and teachers are protected in this time of sweeping uncertainty.

Through our Leadership Institute in August, NSTU’s provincial executive, Local presidents, RRC Chairs and those who serve as first vice-presidents, secretaries and vice-presidents of public affairs were given an opportunity to learn more about their respective roles and receive additional training to lead their portfolios.

The theme of our fifth annual NSTU Member Engagement Day, which will take place on October 5, World Teachers’ Day, is Remember, Reconnect, Recharge. This theme captures the spirit of what is needed after another very challenging year. Remembering experiences and lessons learned; reconnecting to the NSTU as the voice for teachers in Nova Scotia and recharging our efforts to support our students and bring about positive changes in public education in this province are all vital in moving forward. I encourage NSTU Locals and Professional Associations to continue their work in organizing unions and events, which support the engagement of NSTU members.

We continue to provide member-driven professional development to support members in coordinating professional development opportunities through the NSTU. You can access our online booking information and form at nstu.ca under NSTU Workshops & Presentations.

Our signature professional learning event, Provincial Professional Development Day—or October Conference Day—takes place October 26. Visit our website for the complete conference program offerings and register by October 12 to take advantage of this amazing learning opportunity.

I urge each of you to reach out to your local president and provincial executive member(s). Open lines of communication will fuel the change your vote supported. We look forward to listening and conversing with you.

Sustain your engagement throughout this coming year. We are working towards better mobilizing members and reshaping how we advocate for quality public education. Consider the role you can play in a stronger, more effective NSTU through direct participation in events, social media and influencing your immediate circle. We aim to grow from those lessons and strengthen our shared voice with your partnership.

I am excited to begin my term as your new president with Janine Kerr as Acting Executive Director. I look forward to the partnership we will share in providing excellent support to each of you.

Wishing you all a joyful and meaningful school year.

Sincerely,

Paul Wozney

NSTU President
Assistant Executive Director Janine Kerr was appointed Acting Executive Director at the provincial executive's July 5 meeting for one month and had her term extended until December 31, 2018 following the news that incoming executive director Adrien Amirault was unable to fill the position due to health reasons. She will be overseeing all of NSTU’s programs and services, sit on the Canadian Teachers’ Federation Board and Chair the Shoonenool Foundation Board.

Kerr has been in the role of Assistant Executive Director since January 1, 2016, in which she coordinated insurance, legal, pension and negotiating services among other duties. She began her career with the NSTU as an Executive Staff Officer in Member Services in June 2007. In her role in member services over the past 11 years, she has been a member of the provincial negotiating team for public school members for two rounds of negotiations. She has led regional negotiations and has been responsible for contract interpretations, arbitrations, and grievances, and arbitrations for NSTU members working for Conseil scolaire acadien provincial, the Annapolis Valley, Cape Breton-Victoria, Chignecto-Central, and Halifax Regional school boards—now regional centres of education, as well as for members employed by the Atlantic Provinces Special Education Authority.

She also worked in the areas of certification, privacy, and member discipline. She has been staff liaison to a number of NSTU provincial committees including, Provincial Economic Welfare, member services, discipline, appeals, and distance education. Before joining the NSTU, she was an associate with the Halifax law firm Wickwire Holm. She practiced in the areas of civil litigation, family, and labour and employment.

Fully bilingual, Kerr was a public school teacher with the Halifax Regional School Board where she taught junior high French Immersion at Astral Drive Junior High and Graham Crichton Junior High in Dartmouth. Kerr holds a certificate in Labour Relations from Queens University and has professional designation in both group benefits and retirement planning. She was admitted to the Nova Scotia Bar in June of 2004. Along with her LL.B. from Dalhousie University, she also has a BSc in Health Education, and holds a Nova Scotia teaching certificate.

The NSTU welcomes back Preman Edwards, who was appointed on a probationary contract as Executive Staff Officer, Member Services effective August 1, 2018. He completed a one-year term contract on July 31, 2018 in member services to replace Simon Wilkin while he was on sabbatical leave. In that role he coordinated technology initiatives, regional and provincial executive elections, member registry and the NSTU website, and was staff liaison to the Technology Committee. He will continue to provide contract interpretation, arbitrations, grievances, and negotiating services for the Tri-County RRC and associated Locals in his new role, and will also be responsible for coordinating public affairs/public relations and communications initiatives and NSTU’s professional magazine Aviso.

Edwards taught with Halifax Regional School Board, now regional centre of education for 20 years. He was a math teacher at Auburn Drive High School for 15 years. Edwards was an active member of the Halifax County Local.

He holds a BSc from Dalhousie University in Math, a BEd from Mount Saint Vincent University and is working towards a Master of Education in Curriculum Studies/Technology Cohort at MSVU.

The NSTU welcomes back Paul Syme, who has been seconded to a term as an executive staff officer in professional development effective September 4. Syme was previously seconded to the professional development department from November 1 to December 22, 2017. He is a teacher with the Annapolis Valley Regional Centre of Education, and teaches art, design and multimedia at Horton High School and was an arts education consultant with the former Annapolis Valley Regional School Board. He is also an adjunct professor with Acadia University’s School of Education, and collaborated with Dr. Michael Corbett to innovate and deliver the province’s first Master of Education in Curriculum Studies focusing on creativity. Among other duties, Syme is coordinating professional development initiatives, including Professional Associations. He has served as the chair of both NSTU’s Professional Development and Public Affairs/Public Relations committees, and was a member of the Provincial Economic Welfare Committee. He has been active in his professional association, Art Teachers Association, having served as president, vice-president and conference chair. Syme holds a Bachelor of Arts, Specialized Honours Fine Art (BFA) from the University of Guelph, a Baccalauréat d’Éducation from the University of Ottawa, a Master of Arts in art education from the Nova Scotia College of Art and Design, and a Graduate Diploma in Curriculum Studies from Cape Breton University.

The NSTU welcomes Camille Toulany, MBA, CPA, CGA, FCA who is currently serving a one-year term contract as Financial Officer effective August 1, 2018 to replace Melanie Waye while she’s on maternity/parental leave. He will be responsible for all accounting activities including budget preparation, tax research, risk management, internal financials, PD sessions to treasurers, and internal reviews of NSTU Locals, Professional Associations, and Regional Representative Councils.

He received his CPA in 2016, and ACCA Professional Accounting Designation (Great Britain) in 2013 and holds a Bachelor of Science and MBA from Dalhousie University. Before starting his term position with the NSTU, Toulany was the accountant for the Municipal Joint Services Board (Lunenburg)/Recycling Plant. He was also financial and management consultant for Nova Accounting Inc., taught accounting and finance for the College of the North Atlantic, was a financial control and review officer for the finance department of Veterans Affairs Canada, and a corporate tax auditor with the taxation department of Canada Revenue Agency.
**Banking that helps your school.**

**Apply today for the 2018 Teachers Plus Credit Union Grant at www.teachersplus.ca.**

**Deadline: September 30th, 2018**

Last year we awarded 8 grants to improve social and environmental responsibility programs in High Schools and Middle Schools across Nova Scotia.
The Restorative Approach in Nova Scotia Schools

By Amy Hunt

The emergence of restorative justice (RJ) in both local and international contexts in recent years speaks to the growing awareness of the need to transform the culture of our social institutions, and the ways in which people experience them. Nova Scotia is home to one of the most comprehensive restorative justice programs in the world and is therefore uniquely placed to implement or apply the restorative approach in schools, as well as in other institutions and organizations, including but not limited to the Restorative Inquiry for the Nova Scotia Home for Colored Children, the Nova Scotia School Restorative Initiative at Dalhousie University, Senior Safety, and the Department of Community Services.

As Jennifer Llewellyn (2018) explains, “Justice viewed restoratively is fundamentally about just relations. In simple terms, as an approach to justice it says relationships matter in the playground, among staff, with parents, and within the community, as well as how we respond. This relational view extends beyond interpersonal relationships to relations at the level of groups, of institutions, of systems, and of society.”

What does this mean for schools in Nova Scotia?

A restorative approach in schools is a relational approach to education. It seeks to construct positive, inclusive and safe school cultures by fostering respectful and responsible relationships among school community members that are rooted in mutual respect, care, concern and dignity. A restorative approach embodies the idea that our institutions should be mechanisms for social engagement as opposed to social control (Morrison, 2013). Disciplinary issues are not the core of this approach; rather, a restorative approach is attentive to the promotion and protection of positive relationships within a learning community (Llewellyn & Llewellyn, 2015). In other words, a restorative approach in school requires more than a restorative response to conflict, harm and wrongdoing: it speaks broadly to a relational way of being, learning and knowing with others in community.

Why take a restorative approach in schools?

The restorative approach, which is rooted in relational theory, reminds us that students are shaped and constituted by their interactions with other students and their teachers, and that they live their lives in and through a complex web of relationships (Derible, 2013). In schools that take a restorative approach, there is thoughtful consideration of the impact that policies and practices have on relationships in classrooms, on the playground, among staff, with parents, and within the community at large. It requires more than a restorative response to conflict, harm and wrongdoing; it speaks broadly to a relational way of being, learning and knowing with others in community.

For Students & Families

School is a big part of a young person’s life. A restorative approach in school requires students to think about themselves and others, to work on developing healthy relationships, and to learn how to manage conflict. Adopting RA in schools can have a positive ripple effect into the home and the community. RA in schools offers new knowledge, methods and skills for decision making and problem solving, such as affective language and respectful dialogue. Restorative skills help children thrive, leading to better behaviour and relationships. Schools that use this approach report that students often solve problems on their own without adult intervention, or they know that there are restorative processes in place they can depend on in their learning community. Parents will notice that their children are demonstrating a different way to resolve conflict at home and experience more harmony at home as they and their children practice the same skills that teachers and students are using at the school.

A restorative approach in schools helps students become more attached to their school, which encourages education and discourages absences or “dropping out,” giving students a better chance at being successful in life (Nova Scotia Department of Justice, 2013).

For Schools

RA in schools works alongside and supports all of the other things we are doing to support kids. It gives back time to educators so they can focus on teaching. A consistent restorative approach reduces the level of stress around relationships—student-to-student or student-to-teacher. A common thread that runs through almost every conflict in schools is the perception that only one side is being heard, and being valued over the other. A restorative approach reduces that perception and supports more satisfying conflict resolution (Nova Scotia Department of Justice, 2013).

Students across Nova Scotia experiencing a restorative approach report a greater sense of positive attachment to school and an increased sense of belonging to their school community. Restorative schools – both locally and internationally are experiencing a reduction in suspensions and office referrals and increases in student attendance. Teachers report enjoying their work more and connecting the underlying values of the restorative approach as reasons they chose to teach in the first place. In terms of student achievement, one school that adopted a restorative approach in Nova Scotia over a five year period reported a closing of the achievement gap that had been a feature of the school. Overall student achievement on external assessments climbed from 60 per cent success rate to success rates in the 90 per cent range on several indicators (Derible, 2013).

How do we take a restorative approach in Nova Scotia schools?

Restorative justice offers a common and predictable set of relational principles to guide practices and processes; it is not one fixed model or practice (Llewellyn, 2018). It does not require purchasing an expensive toolkit that offers a one-size-fits-all model or delivering pre-packaged training modules. It is more about a relational way of thinking and being in community with others. Using the following relational principles for practice, we must frame the ways in which we make decisions, problem solve, teach, learn, work and play together as being:

• Relationally focused: understanding and positively shaping interconnections
• Comprehensive & Holistic: not only incident focused, also taking account of contexts & causes
• Inclusive/Participatory
• Responsive: contextual, flexible practice; informed by data/knowledge
• Focus on Taking Responsibility: both individually and collectively
• Collaborative/non-adversarial
• Forward-focused: Educative, problem solving/preventative & proactive

A principle-based restorative approach in education reshapes schools to become restorative.

For more information, visit the Nova Scotia School Restorative Initiative at Dalhousie University’s website and follow them on Twitter @RAISPNS.

Charting Your Course
FOR PROFESSIONAL DEVELOPMENT

FOR PROFESSIONAL DEVELOPMENT

Lessons from the Classroom
by Hal Urban
Lessons from the Classroom, published by Great Lessons Press is full of common sense, wisdom and practical strategies in providing methods for helping students to develop positive thinking and respect and care for others. It helps teachers with strategies and insights in bringing out the best in their students.

Email your name, home address, and the name of your school or campus with PD Giveaway in the subject line to theteacher@nsstu.ca by October 1, 2018 to be eligible for the draw.
WHAT does it look like to take a restorative approach in schools?

Far from suggesting we abandon previous initiatives or start from scratch, a restorative approach, when embraced as a continuum of practice rooted in relational principles, provides a new lens to review, support and animate the work schools are already doing to support students (Derible, 2013). Social and emotional learning programs, culturally relevant pedagogy, community outreach initiatives, student-centered teaching and assessment, and restorative learning communities are all examples of work that schools are currently engaged in that can be supported through a restorative approach. RA in education serves as the umbrella concept for all of the practices, policies, procedures and pedagogical methods that schools embrace through a relational lens.

For example: affective statements and questions (language that describes how something made someone feel – students are not always aware of the impact their behaviour might have on others); restorative conversations and dialogue (conversations that help teachers support an open dialogue starting with questions like “Can you tell me what happened and how you became involved?” instead of “Why did you do that?”); restorative meetings (staff meetings, parent meetings, School Advisory Council meetings that are organized to encourage authentic engagement through the use of circle processes); restorative conferences (formal responses to serious incidents led by a facilitator that involves all parties including supporting personnel); and classroom circles are all effective practices. Circles are structured but semi-formal opportunities for connection among students. They can include check-in circles and check-out circles to gauge how students are feeling at the beginning and end of the day, classroom norms circles, academic goals circles, curriculum circles, circles to address behaviour problems and/or proactive circles.

As we continue to develop the restorative approach in schools across the province, we hold the potential to transform the social culture of schooling in support of just relations for all people in our communities.

If you would like more information, please contact Amy Hunn at novascotia.ca.

Amy Hunt is the Restorative Approach Coordinator at the Nova Scotia Department of Justice, former vice principal & classroom teacher at the Halifax Regional Centre for Education, PhD Candidate at the University of Glasgow; and an Instructor at Saint Vincent University.

References


Congratulations to our June Book Winners!

FRESH — Nicole Leon — HRCE
EQUITY — Janice Graham — HRCE
PD — Julie MacNeil — CCRCE

EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school or campus with EQUITY in the subject line to theteacher@nstu.ca by October 1, 2018 to be eligible for the draw.

A Vigil for Joe Rose
Stories of Being Out in High School
by Michael Watling

Published by iUniverse Books, A Vigil for Joe Rose, Stories of Being Out in High School, explores the experience of being out in high school through a collection of eight stories in which illustrate the growth of teenage boys from first coming out to becoming confident young gay men. Through humour and empathy this book presents a unique teen’s perspective on coming out in high school.
NSTU Leadership looking to REmember, REconnect and REcharge at annual institute

Delegates from NSTU locals across the province came together at the Delta Halifax from August 16 to 18 for the annual summer leadership institute, this year titled Remember, Reconnect, Recharge.

Over the course of three days approximately 85 NSTU members representing Locals across the province participated in workshops dedicated to key NSTU Locals’ roles. NSTU’s provincial executive members, Local presidents, RRC Chairs, first vice-presidents, secretaries and vice-presidents of public affairs attended sessions relevant to their roles.

This Institute presented the first opportunity for new NSTU president Paul Wozney to address NSTU leaders. “Leadership 2018 takes place at a unique time for our union with several new provincial executive members and a new president,” says Wozney. “We’re all aware of the conflict and upheaval we’ve experienced under the current government, and of the internal challenges we’ve endured throughout that time. But here, today, we find ourselves in a position to move forward, to embrace change and growth and to lead differently and effectively.”

The opening keynote, provided by Brenda Fair of Fairwinds Training and Development, focused on leadership basics. “Managers have their heads in the weeds, leaders lift their heads up,” says Fair. “People don’t want to be managed, they want to be lead.”

A well-received opening plenary facilitated by Acting Executive Director Janine Kerr and Executive Staff Officer Jack MacLeod provided delegates with the impact of Bill 72 on the working lives of members. The closing plenary, Responding to a de-professionalization agenda by Reasserting our professionalism, was facilitated by executive staff officers Pam Langille and Adela Njie. Other plenaries included The Restorative Approach to Conducting Effective Meetings, which was facilitated by former educators, Richard Derible and Amy Hunt, who now work for the Department of Justice.

MEMBER ENGAGEMENT DAY IS OCTOBER 5

The fifth Annual NSTU Member Engagement Day will take place this school year on Friday, October 5, 2018, coinciding with World Teachers’ Day.

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 October 1, 2018 to be eligible for the draw.

Shattering the Perfect Teacher Myth

by Aaron Hogan

Shattering the Perfect Teacher Myth / 6 Thruths That will help You Thrive as an Educator published by Dave Burgess Consulting Inc. provides educators with strategies to thrive. The myth of the perfect teacher perpetuates unrealistic expectations for educators and this book helps to shift from surviving to thriving.
The NSTU Nominating Committee would like to thank the members who applied for NSTU Provincial Committees. The positions were filled based on a number of criteria including: regional representation; experience; and gender representation. The Committee encourages members to continue to apply for NSTU committees.

This list is current as of August 28, 2018.

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE
Thérèse Forsythe, Chair, Secretary-Treasurer; Sunita Pinet, Halifax City, 2019; J. Adam Boyd, Hans West, 2020; Sharon Midwinter, Cumberland, 2020; Ronald MacIntosh, Executive Member; Janine Kerr, Acting Executive Director, NSTU; Camille Toulany, Financial Officer, NSTU.

GOVERNANCE & POLICY COMMITTEE
Paul Wozney, President, NSTU; Allister Wadden, Annapolis, 2019; Ian Kent, South Shore; Doug Read, Chignecto-Central; Peter Day, Cape Breton District; Richard MacLean, Halifax City; Gerald Reber, Tri-County; Angela Deagle, Strait; Janine Kerr, Acting Executive Director; Louis Robitaille, NSTU Staff Liaison.

NOMINATING COMMITTEE
Tami Cox Jardine, Tammy Landry; Darlene Bereta; Mike Jamieson; Wade Van Snick; Janine Kerr, Acting Executive Director, NSTU.

PERSONNEL COMMITTEE
Lori MacKinnon, Chair; Darlene Bereta; Sue Larivièr-Jenkins; Doug Read; Janine Kerr, Acting Executive Director, NSTU.

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE
Eric Morneau, Chair, 2019; Sonia Parise LeBlanc, 2019; Louise Comeau, 2020; Ian LeBlanc, 2020; Samuel Samson, 2020; Sue Larivièr-Jenkins, Executive Member; Stacy Samson, NSTU Staff Liaison.

CURRICULUM COMMITTEE
Holly MacDonald, Chair; Stephanie McMillan, Hans West, 2019; Liam Timmons, Colchester-East Hants, 2019; Judy Rogers, Yarmouth, 2020; Jennifer Barro Ralph, Dartmouth, 2020; Martin Doutches, Kings, 2020; Peter Day, Executive Member; Adela Njie, NSTU Staff Liaison.

EQUITY COMMITTEE
Shannon Roy, Chair, Colchester-East Hants, 2019; Angela Blenkhorn, Cumberland, 2019; Kathleen Evans, Northside-Victoria, 2020; Mary MacPherson, Cape Breton District, 2020; Rachel Creason, Kings, 2020; Drew Moore, Executive Member; Adela Njie, NSTU Staff Liaison.

MEMBER SERVICES COMMITTEE
Tami Cox Jardine, Chair, 1st Vice-President; Milton Bonnar, Northside-Victoria, 2019; Trish Munroe, Halifax City, 2019; John Nolan, Colchester-East Hants, 2019; Gabriel Rose, Halifax City, 2019; Donald Westcott, Cape Breton District, 2019; TBA, Executive Member; Wally Fliander, NSTU Staff Liaison.

PENSION COMMITTEE
Byron Butt, Chair, Lunenburg County, 2020; Ryan Lutes, Halifax City, 2019; Susan Mahar, Kings, 2020; Sherry Profill-MacLeod, Pictou - Chignecto-Central, 2021; Chad Hanrahan, Northside-Victoria - Cape Breton, 2021; Jack Boyd, RTO Representative; Gerald Reber, Executive Member; Kyle Marris, NSTU Staff Liaison.

PROFESSIONAL COMMITTEE
Theresa Nickerson, Colchester-East Hants, 2019; Laura Pothier, Annapolis, 2019; Tracy Langille-Mackinnon, CEH, 2019; Madonna Abbss, Cape Breton District, 2020; Paul Syme, Kings, 2020; Lindsay Ross, Cape Breton District, 2021; Tara McCormick, CSANE, 2021; Janine Kerr, Acting Executive Director.

PROFESSIONAL DEVELOPMENT COMMITTEE
Keri Butle, Chair, Halifax City, 2019; Nicole d'Eon, Yarmouth, 2019; Michael Carrigan, Cape Breton District, 2019; Susan Noiles, Halifax County, 2020; Nigel Tinker, Annapolis, 2020; Wendy Gould, Colchester-East Hants, 2020; Angela Deagle, Executive Member; Paul Syme, NSTU Staff Liaison.

PUBLIC AFFAIRS/PUBLIC RELATIONS COMMITTEE
Luke Penney, Chair, Halifax County, 2019; Shari MacGillivray, Antigonish, 2019; Robert Baker, Kings, 2020; Nancie la Chevrotière, Halifax City, 2020; Catherine Gillis, Richmond, 2020; Shaun Doyle, Executive Member; Drew Moore, Executive Member; Preman Edwards, NSTU Staff Liaison; Angela Murray, Public Relations & Communications.

STATUS OF WOMEN COMMITTEE
Karen Knox, Chair, Colchester-East Hants, 2019; Diana Lynn Corkum, Halifax County, 2019; Lynnette Rankin, Antigonish, 2019; Wendy Driscoll, Dartmouth, 2020; Nadine Doiron, CSANE, 2020; Catherine Shediac, Yarmouth, 2020; Tami Cox Jardine, Executive Member; Pam Langille, NSTU Staff Liaison.

SUBSTITUTE TEACHER COMMITTEE
Wayne Royal, Chair, Cape Breton District, 2019; Denise Burgess, Lunenburg County, 2019; Sheri Scott, Halifax County, 2019; Chris King-Tower, Cumberland, 2019; Nick Wilson, Digby, 2019; Richard MacLean, Executive Member; Wally Fliander, NSTU Staff Liaison.

TECHNOLOGY COMMITTEE
Jane Berrigan, Lunenburg County, 2019; Sandy Gillis, Dartmouth, 2019; Andrew McIntosh, Halifax City, 2020; Shane Goucher, Hans West, 2020; Vanessa Turner, Halifax County, 2020; Ian Kent, Executive Member; Simon Willkin, NSTU Staff Liaison.

OTHER COMMITTEES

INSURANCE TRUSTEES
Ronnie Carew, Chair, Cape Breton District, 2020; Sheila Hawley, Inverness, 2021; Jennifer Moriarty, Dartmouth, 2022; Nancy Doyle, Pictou, 2022; Roland Hannem, Yarmouth, 2022; Stefanie Conway, Kings, 2023; Bruce Spares, NSCC; Joe MacEachern, Dept. of Education; Janine Kerr, Acting Executive Director; Stacy Samson, Executive Staff Officer.

PDAF
Jodie Macleisz, Halifax City, 2020; Krista Moore, Digby, 2021; Peter Oldreive, Dept. of Education; Roy Bourgeois, Dept. of Education; Adela Njie, NSTU Staff Liaison, Chair.

RESOLUTIONS COMMITTEE
Mike Jamieson, Chair, Executive Member; Shelley Morse, Kings, 2019; Gary Foley, Colchester-East Hants, 2019; Colleen Scott, Shubenacadie, 2020; Stacia Evans, Inverness, 2020; Louis Robitaille, NSTU Staff Liaison.

SCHOENOROL BOARD OF DIRECTORS
Janine Kerr, Chair, Acting Executive Director, NSTU; Jennifer Field, Cumberland, 2019; Vera Ryan, Yarmouth, 2019; Joyce Lively, Cape Breton District, 2020; Bill Brumfield (Retired), Lunenburg, 2021; Jason Ralph, Halifax County, 2021; Rosemary Davis, Community College, 2022; Wade Van Snick, Executive Member; Ronnie Carew, Insurance Trustee; Paul Wozney, President, NSTU; Paul Syme, Executive Staff Officer NSTU.

The NSTU is actively seeking membership for one of its committees.

Applications will be accepted until 4:30 p.m. on Friday, October 12 for the Comité de programmation acadienne.

There is one vacancy available on the Comité de programmation acadienne. (North-East Region)

Committees will be appointed at the October 19 Executive Meeting.

Forms are available on the NSTU website at www.nstu.ca

September 2018, The Teacher, Page 7
Based on the book by Paul O. Zelinsky, this animated film brings to life one of the works of Robert McCloskey. Kellog; The Caterpillar and the Polliwog, by Jack Kent; and, Time of Wonder, by Margaret Wise Brown. This classroom collection includes these 3 titles: The Mysterious Tadpole, by Steven Kellogg; and two other books, The Snowy Day, Whistle for Willie, Peter’s Chair, Letter to Amy, Apt. 3, Pet Show!, and The Trip. This video also includes the 6-minute, Getting to Know Ezra Jack Keats which was filmed in 1970 and features Keats discussing what influenced his work as a children’s book author and illustrator.

Seasons and Changes
This video is a collection of well-known stories by Ezra Jack Keats. Titles in this collection: The Snowy Day, Whistle for Willie, Peter’s Chair, Letter to Amy, Apt. 3, Pet Show!, and The Trip. This video also includes the 6-minute, Getting to Know Ezra Jack Keats which was filmed in 1970 and features Keats discussing what influenced his work as a children’s book author and illustrator.

Open Wide: Tooth School Inside
Based on the book by Laurie Keller, this animated film makes learning about teeth entertaining and interesting. Presenting fascinating facts and tasty tidbits about teeth and dental hygiene, this lively cast of characters will have viewers happily reaching for their toothbrushes.

Chicka Chicka 1-2-3
Based on the book by Doreen Cronin, this animated film chronicles the ups and downs of being a worm and teaches children facts about worms.

Chicka Chicka 1-2-3
Based on the book by Doreen Cronin, this animated film brings to life one of the most well-known and classic children’s songs.

The Wheel on the Bus
Based on the book by Paul O. Zelinsky, this animated film brings to life one of the most well-known and classic children’s songs.

Attention Teachers:
- All the acupuncture treatments are performed by Dr. (TCM) Wei Yuan and Tom Tian from China with more than twenty years of clinic experience.
- With what can our treatment help you?
  - Stress management: including depression, anxiety, insomnia.
  - Acute and chronic pain treatment: headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
  - Sport injury and car accident injury
  - Health maintenance program to promote your energy level.

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 to get more information.

The deadline for the October issue of The Teacher is September 28
Contact Nancy at 902-477-5621 or theteacher@nstu.ca

Above are NSTU delegates from this year’s Conference on New Techniques and Classroom Teaching (CONTACT). This year’s CONTACT New Horizons: The View From Here, was hosted by Newfoundland and Labrador Teachers’ Federation and took place August 7 to 10 at Memorial University of Newfoundland’s Grenfell Campus in Corner Brook. This regional conference is organized by the Nova Scotia Teachers Union, the New Brunswick Teachers’ Association, association des enseignantes et des enseignants francophones du Nouveau-Brunswick, Prince Edward Island Teachers’ Federation and the Newfoundland and Labrador Teachers’ Association. It provides teachers with the opportunity to remain current in their profession and make contact with colleagues from the Atlantic region.
July 4, 2018

- Approved motion that Drew Moore replace Cherie Abriel as PE Member for Colchester-East Hants for the remainder of the term.

- Personnel Committee Report:
  - Approved a recommendation that Preman Edwards be offered a probationary contract in Member Services effective August 1, 2018.
  - Approved a recommendation that Camille Trudel be offered the term contract for Finance Officer for the maternity/parental leave position effective August 1, 2018.
  - Approved a recommendation that Adrian Amrault be offered a five-year personal services contract as Executive Director.
  - Approved a recommendation that Anne Rodrigue’s term contract be extended for six months to a maximum of 40 days.
  - Approved a recommendation that the new Executive Director be offered up to 15 days to consult with the previous Executive Director for transition to the position within six months of commencing the position.

- Approved a recommendation that a document be prepared to share with members clearly outlining hiring procedures followed in the recent Executive Director competition and rationale behind not following NSTU operational procedures.

- Approved a recommendation that the Assistant Executive Director be offered the Acting Executive Director position effective August 1, 2018 until the new Executive Director takes office.

- Employee Pension Plan Amendments:
  - Approved amendments to the Nova Scotia Teachers Union Employees’ Pension Plan.
  - Further clarification will be provided on Amendment #1 and an electronic vote will be conducted.

- Incoming President attend CTF AGM:
  - Approved a recommendation that the incoming President be permitted to attend the CTF AGM as an observer as part of the transition into the position. If said cost is not covered by CTF, it will come from the President’s expense budget.

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The NSTU, through the NSTU Group Insurance Trustees, offer excellent comprehensive benefit coverage to active members of the Nova Scotia Teachers Union.

If you are a new NSTU member and have a term, probationary or permanent contract, you are eligible for benefits under the NSTU Group Insurance Plan.

You will receive an enrollment package mailed to your home address, which will include the Insurance Profile, as well as required enrollment/application forms. Please review the information in the enrollment package to ensure you enroll on a timely basis and receive the benefits you are entitled to receive as an NSTU member.

Once you receive your new member package or if you have any questions regarding any of the benefit programs, please contact Johnson Inc., the Administrators of the NSTU Group Insurance Plan at 902-453-9543 (local) or 1-800-453-9543 (toll-free).

As a new member, you have 31 days from the date you receive your enrollment package to apply for any of the NSTU Group Insurance Plan benefits under the NSTU Group Insurance Program.

New members are automatically enrolled in the mandatory benefits:

- Mandatory Medical
- Mandatory Dental
- Mandatory Long Term Disability
- Optional Life
- Optional Long Term Disability

As a new member, the initial $30,000 of optional life coverage is not subject to medical evidence of insurability, if your application is received within 31 days from the date you receive your enrollment package.

You may apply for this benefit plan at any time provided you are actively at work.

You may apply for the Long Term Disability benefits at any time provided you are actively at work.

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You may apply for the Long Term Disability benefits at any time provided you are actively at work.

Optional Life

- Provides a life benefit of $50,000 payable to your designated beneficiary.
- Includes dependent life benefit of $3,000 for your spouse and $1,500 for each eligible dependent child.
- It is very important that you designate a beneficiary and a contingent beneficiary for your provincial master life insurance.
- Premium is 100% paid by the employer.

Provincial Master Life

- Provides members with financial support in the event of an accidental death or dismemberment (A&D) of part or limb, loss of sight, hearing or speech.
- Premium is 100% paid by the employer.
- Accidental death benefit in the amount of $50,000; dismemberment based on Schedule of Losses detailed in the Insurance Profile.

Provincial Master A&D

- In the event that you become totally disabled and not able to work, LTD provides a monthly income equal to 70% of your gross monthly salary.
- As a member you pay 50% of the premium, and as a result the LTD benefit is taxable.
- While on LTD, pension contributions are required to continue and you continue to accumulate pensionable service.
- Premium is 100% paid by the employer.

Long Term Disability

- Provides basic preventative services, major restorative services, prosthodontic and orthodontic services.
- Cost shared with the Employer: Member pays 35% for basic preventative and major restorative premiums, and 100% for prosthodontic and orthodontic premiums.
- Member Monthly Cost: $19.49 (Single) and $41.25 (Family).

Total Care Dental

- Provides basic preventative services, major restorative services, prosthodontic and orthodontic services.
- Cost shared with the Employer: Member pays 35% for basic preventative and major restorative premiums, and 100% for prosthodontic and orthodontic premiums.
- Member Monthly Cost: $19.49 (Single) and $41.25 (Family).

Total Care Medical

- Provides comprehensive supplementary health care including prescription drug coverage, semi-private hospital room, vision care, paramedical services, and many other benefits as outlined in the Group Insurance Profile.
- Premium is 100% paid by the employer.

Mandatory Benefits

- New members are automatically enrolled in the mandatory benefits:
  - Provincial Master Life
  - Provincial Master Accidental Death & Dismemberment (A&D)
  - Long Term Disability

Total Care Medical

- To enroll in the Total Care Dental members must complete the application form.
- You may apply for this benefit plan at any time provided you are actively at work.
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- As a new member you have 31 days from the date you receive your enrollment package.
- If you do not enroll within 31 days, coverage will not be processed until the following September.

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BENEFIT HIGHLIGHTS

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  - While on LTD, pension contributions are required to continue and you continue to accumulate pensionable service.
  - Premium is 100% paid by the employer.

OPTIONAL BENEFITS AVAILABLE TO MEMBERS

- NSTU Counselling Services: There are two counsellors on staff that provide short-term counselling services to NSTU members, their partners, and dependent children. This service is designed to provide help and intervention at an early stage of difficulty. Intervention is also provided for schools in conflict and crisis. Members are referred to an appropriate community-based resource for long-term counselling if the short-term model has not fully addressed the issue(s). This service is confidential.

- Early Intervention Program (EIP): This program is for active NSTU members only who are working or absent from work and experiencing injury or illness and struggling to remain at work or return to work. There are two Early Intervention Coordinators who are Occupational Therapists. Their focus is to maintain or improve a member’s independence and help to decrease the incidence and duration of a disability. This is a confidential service and EIP staff can travel to your community.

Resilience

Resilience is an Employee and Family Assistance Program for active NSTU members who have a permanent, probationary or term contract. Active NSTU members and their eligible dependents can reach a team of experienced counsellors from Homewood Health™ who will listen to the issue, offer sound advice and help create an action plan. This program also provides Plan Smart and Career Smart Services which include Childcare and Parenting Caregiver Support Services, Elder & Family Care Services, Legal Advisory Services, Nutritional Support, and many others. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

CAREpath

CAREpath is a service provided to all active and retired members of the NSTU by the NSTU Group Insurance Trustees. CAREpath is a unique health care navigation program led by a comprehensive and experienced team of highly trained health care specialists, including nurses, physicians and support staff. CAREpath is designed to help members navigate through the health care system and get the right kind of care, at the right time, in the right place. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

- HealthCareAssist Program
  - Provides individualized care management for all types of medical conditions and fully navigates NSTU members all the way through their diagnosis, treatment & ongoing care.

- Cancer Assistance Program
  - Designed to provide members and their family with answers, guidance and support. Navigates cancer patients, their spouses and their dependent children through the public health care system.

- Seniors’ Care Assistance Program
  - 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. The program helps members understand their senior care choices and ensure they get the right care every time.

Summary

This information provides a brief overview of the benefits available through the NSTU Group Insurance Program. Full details are contained within the Group Insurance Profile. Although every effort has been made to ensure the information presented in this article is accurate, if there are variations between the information and the provisions of the policy or insurance contract, the policy/contract will prevail.
UP TO 30% IN SAVINGS RESERVED JUST FOR YOU.*

NSTU members have a special place with Johnson Insurance. We’ll set you up with home and car insurance designed for you—plus, you can get exclusive savings on car insurance!

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Mention Group Code 62 for your preferred rates.

Johnson Insurance is a tradename of Johnson Inc. (“Johnson or “JI”), a licensed insurance intermediary. Home and car policies underwritten by Unifund Assurance Company (“UAC”).

2018 NSTU Professional Associations
Conferences

Friday, October 26, 2018

Online Registration
Opens — September 7
Closes — October 12

(No refunds after October 12)

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.

No o n-site
REGISTRATION
Register Early!

3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20
NSCC, MARCONI CAMPUS
École du Carrefour, DARTMOUTH
Halifax West High, HALIFAX
SYDNEY, TRURO, HALIFAX & CANNING
Complex Theatre, DARTMOUTH CROSSING
Prince Andrew High School, DARTMOUTH
Riverside Education Centre, MILFORD
HALIFAX DARTMOUTH High School
St. Matthew’s United Church, HALIFAX
Charles P. Allen High School, BEDFORD
Dartmouth South Academy, DARTMOUTH
Gradel High School, HALIFAX
Cobequid Educational Centre, TRURO
Park View Education Centre, BRIDGEWATER
Cineplex Cinemas Bayers Lake, HALIFAX
Mount Saint Vincent University, HALIFAX
Best Western Plus, DARTMOUTH
Saint Mary’s University, HALIFAX
Sackville High, LOWER SACKVILLE

As per NSTU Operational Procedure 1406(h). RECEIPTS OF PAYMENT and attendance will not be distributed until the conference has concluded.

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CALL FOR A QUOTE AND YOU COULD WIN A NEW BMW!

Johnson.ca/savings OR VISIT:

W Snap the code to activate your account.

Or email info@nstu.ca for more information.

ODO 0818

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Classified rates are $2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional number. Non-members pay $6.00 for the first 15 words and 25¢ per additional word.

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

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

Fully furnished apartment in quiet spot in Hubbards available from September 2018 until June 2019. Close to Barn Farm Market, Shore Club, restaurants, library, rails to trails, grocery, pharmacy and cafes. Rent includes high speed Internet, cable television, heat, lights and parking. Rent is $700 per month. Phone retired teacher Pat at 902-789-7689 or email edipat@hotmail.com to view.

HRCE junior high social studies/English teacher looking for a permanent exchange with a teacher in the CBVRC. Please contact: aadeveaux@nstu.ca

Deals & Discounts
for NSTU members (including retired members), please visit the website at www.nstu.ca

FEEL LIKE A CHANGE?

Secondments at the Nova Scotia Teachers Union

The Nova Scotia Teachers Union is updating its resource file of active members interested in short-term secondment to NSTU staff.

Seconded staff supplement the work of permanent Union staff, and increase staff available when the demand exceeds the capacity of the organization.

Individuals may be seconded to provide a service or program over a period of weeks, to serve as a resource person or liaison with a Union committee or group or to initiate and/or implement a specific program, project or task.

Secondments may be in member services, professional services, public relations, public affairs or organizational support.

Active members interested in being listed in the resource file are requested to print and fill out an application form available on-line by:

- ENTERING THE NSTU WEBSITE
- SELECT “STAFF”
- SELECTING “SECONDMENTS” FROM THE MENU ON THE LEFT-HAND SIDE

Information forms will be retained in the resource file for a period of one year.

Journée de l'engagement des membres du NSTU
vendredi, 5 octobre, 2018

There’s no limit to what students can do
When students get the support, attention and resources they need, there are no limits to what they can do.
That’s what Nova Scotia teachers are striving for every day.

When we all pull together, our kids can amazing us.