



## Troubling incident at C.P. Allen sparks conversation about school violence

Nova Scotians were shocked by an violent incident at Charles P. Allen High School on March 20th, that left two staff members in hospital with serious injuries. While many of the details of the attack have yet to be made public, a student at the school is now facing 11 criminal charges, including two for attempted murder.

Immediately following the incident, NSTU President Ryan Lutes said it was important that students and staff be given time to heal from the trauma, and the NSTU had staff on hand at the school providing support to members.

In an email to members, Lutes said: "NSTU staff have been at the school offering support to those who are struggling to make sense of what happened. I've also visited the school several times, and it's clear the outpouring of support these members have received from colleagues across the province is providing them with a great deal of comfort. Thank you to everyone for helping your fellow teachers find some strength following this traumatic event."

In a statement sent to media on March 20th, Education Minister Becky Druhan said: "Situations like the one that took place today at C.P. Allen High School are very troubling. My heart goes out to the school community, those physically injured, as well as those who experienced this unfortunate event at school."

Halifax County President Shawn Hanifen said: "I want to say that our local members had CPA students and staff, the victims and their

families; and the entire school community in our thoughts. None of us can know of the struggles you are all going through these past few days and as you all will continue to in the weeks and months to come."

The incident sparked a broader conversation about rising levels of violence across Nova Scotia's public school system. While the incident at C.P. Allen was at the extreme, according to a CBC report, police are regularly called to Nova Scotia schools. In fact, since 2018 police have been called to Halifax area schools more than 420 times, resulting in 77 charges.

To gather more information about what teachers and specialists are experiencing in

terms of violence in their classrooms the NSTU issued a survey about the issue. As of press time, the NSTU members' survey had received more than 2,400 responses.

Similarly, in a March 22nd media release the NSTU called on government to increase staffing levels at all high schools across Nova Scotia, which includes reversing cuts that were made in HRCE in 2021. The NSTU also requested that Government begin work on a violence prevention strategy to address issues across all grade levels in every region of the province.

In a news release Lutes said, "I have spoken to teachers at C.P. Allen and around the province, along with many parents, and it's clear to me from these conversations that more needs to be done to make our schools safer. The tragic events that unfolded at C.P. Allen, while at the extreme, are unfortunately not isolated in our public school system. Enrollment has jumped significantly in recent years, classrooms have become increasingly complex, however resources and staffing levels have not kept pace."

*Continued on page 13*



By Jpwadden - Own work, CC BY-SA 3.0, <https://commons.wikimedia.org/w/index.php?curid=29608409>



# people

## New OT hired for Early Intervention Program

The NSTU welcomes occupational therapist Hilary Brousseau as the newest member of NSTU's Early Intervention Program team, which is a component of NSTU's Member Assistance Program. She began her role at the NSTU on March 27, 2023. Prior to joining the NSTU, she worked as an occupational therapist for the CBI Health Centre in Dartmouth, Antigonish and Port Hawkesbury delivering occupational therapy interventions to clients with a variety of physical and mental health diagnoses. Brousseau also held clinical placements in various healthcare organizations including Dalhousie Family Medicine Clinic, St. Martha's Regional Hospital, Dalhousie

Social Work Clinic, and Autism Nova Scotia. She holds a Master of Science in Occupational Therapy from Dalhousie University and a BA in Human Kinetics from St. FX University. She will be working with EIP case coordinators Leticia Richer and Maya Fallows in facilitating return to health and work plans for NSTU members, which includes assistance with coordinating health services and ergonomic assessments. She looks forward to working with teachers in attaining their health and wellness goals. For more about the Early Intervention Program visit <https://nstu.ca/nstu-members/member-services/member-assistance-program>.



## Finance & Property Committee

The NSTU's Finance & Property Committee is shown at its March 24th meeting. This committee prepares an annual budget, costs all resolutions to Annual Council, exercises control over the finances of the NSTU, receives regular reports on income, expenditures, investments and loans, and ensures audits are conducted on a yearly basis. The committee also examines the internally reviewed reports of Locals, RRCs and Professional Associations and makes recommendations to Provincial Executive on the provision of financial and management services.

*Clockwise from the left: NSTU's secretary-treasurer Peter Day (Cape Breton District); Curt Crane (Colchester-East Hants); Jodie MacIlreith (Halifax County), Nick Wilson (Digby), NSTU president Ryan Lutes, and NSTU's financial officer Melanie Waye. Missing: provincial executive liaison to the committee Sharon Midwinter (Cumberland), NSTU's executive director Steve Brooks and NSTU's assistant executive director Janine Kerr.*



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## Teachers *Plus* Credit Union—proud sponsor of Education Week

The Provincial Education Week Committee is grateful for the ongoing support from Teachers Plus Credit Union (TPCU). TPCU began its sponsorship of Education Week in 2003. TPCU's support of Education Week helps to raise the profile of the week while demonstrating its commitment to public education and to Nova Scotia's teachers. Shown in the photo (centre) is TPCU CEO, Dale Roode, with the (Chair of the 2023 Provincial Education Week committee Tim Simony, who represents the Public School Administrators Association of Nova Scotia)(left), and TPCU's Board Chair Bill Redden. They are holding this year's Education Week poster, featuring the theme *Active Learning = Engagement/Apprentissage actif = motivation*. The NSTU is one of six organizations that comprise the Education Week Committee. For more information on this year's Education Week see page 4.



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# EDUCATION WEEK 2023



## Honourable Becky Druhan Minister of Education and Early Childhood Development, Province of Nova Scotia

On behalf of the Province of Nova Scotia, I am pleased to welcome you to Education Week 2023.

Education Week is another opportunity to acknowledge the work of educators and administrators who help ensure the achievement and well-being of students. And today, we are celebrating those who have done exceptional work to make students feel welcomed, appropriately challenged, and encouraged.

This year's theme, *Active Learning = Engagement*, highlights the importance of diverse teaching and learning experiences that positively impact students through physical learning environments. The COVID-19 pandemic reinforced the benefits of active learning and student engagement by discovering new ways to integrate the natural and built environment into school lesson plans.

These successes are continuing thanks to you, our incredible educators, public school administrators, early childhood educators, and student support staff.

I would like to thank the Education Week Committee, volunteers, sponsors, partners, and organizers for their hard work in making this special event a huge success.

And of course, a huge congratulations and thanks to this year's 2023 recipients. Very well deserved.



## Ryan Lutes President, Nova Scotia Teachers Union

On behalf of the Nova Scotia Teachers Union and our public school and APSEA members, I congratulate the teachers, educators, administrators, support staff and education partners who support students, schools, and communities through their

commitment to this year's Education Week theme: *Active Learning = Engagement/Apprentissage actif = motivation*

Active learning encourages students to think more critically and expand their understanding of differing perspectives. It helps them become more engaged by fostering involvement in the learning process and provides a deeper understanding of topics or issues.

This week we are recognizing those who encourage active involvement in the learning process whether it be through outdoor and land-based learning, or participatory hands-on classroom opportunities, which places an emphasis on the student's role in the learning experience. Being reflective of emotional and social growth, academic achievement, and the development of intellectual and physical skills are equally

important components of lifelong wellbeing.

I salute all the classroom teachers, specialist teachers, school counsellors, school psychologists, social workers and speech-language pathologists working together with their teaching, administrative, and support colleagues to promote active learning.

I also acknowledge Teachers Plus Credit Union, a long-time corporate sponsor of Nova Scotia's Education Week.

Please join me in celebrating the achievements and commitment of this year's Education Week award recipients. Congratulations, Felicitações, ag Wellguti'og.



## Dr. Scott Armstrong Chair, Public School Administrators Association of Nova Scotia

PSAANS is a proud partner celebrating Education Week 2023. The theme, *Active Learning = Engagement*, highlights the efforts of administrators, teachers, support staff, community partners, and volunteers who

all contribute to making learning engaging, active, and focused on well-being. We celebrate a range of teaching and learning experiences from outdoor and land-based learning to experiential/hands-on classroom opportunities. As the school-based and system leaders in Nova Scotia, administrators see firsthand the benefits of this type of instruction. Nova Scotia students will benefit from this focus as we emerge from years of COVID restrictions and return to a more normal school routine. Let's get moving!



## Lisa Doucet Superintendent, Atlantic Provinces Special Education Authority (APSEA)

APSEA congratulates the 2023 Education Week Awards recipients. This year's theme, *Active Learning = Engagement*, focuses on how students learn, not just what they learn. Activities help students interact with a topic,

giving them memorable learning experiences that lead to deeper levels of understanding.

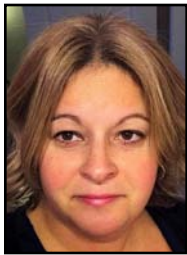
This year's honourees have prioritized this method of teaching and learning, providing opportunities for students to stretch their creativity, collaborate with others, and improve critical thinking and problem-solving skills. These learning experiences will positively impact students as they go through school and prepare for their future.

Thank you for being leaders in education and for inspiring, motivating, and challenging students to reach their full potential.

# Active Learning = Engagement



# EDUCATION WEEK 2023



## Véronique Legault

Présidente, La Fédération des parents acadiens de la Nouvelle-Écosse

La Fédération des parents acadiens de la Nouvelle-Écosse tient à remercier tous ceux et celles qui travaillent chaque jour à assurer un environnement d'apprentissage actif et motivant pour tous nos jeunes dans notre réseau scolaire en Nouvelle-Écosse. « Apprentissage actif = motivation » est une thématique particulièrement importante en 2023, suite à plusieurs années de pandémie qui nous ont poussées à penser et travailler « hors la boîte ». L'apprentissage qui se déroule en bougeant, en touchant, en vivant des expériences, en sortant dehors et en utilisant tous les sens risque de laisser des impressions de longue durée sur les jeunes qui ont eu la chance de l'expérimenter. Il est évident que les élèves qui vivent un apprentissage actif seront engagés, intéressés, motivés et enthousiastes! Les parents acadiens et francophones reconnaissent la grande contribution de tous le personnel dévoué en milieu scolaire qui cherche à créer un environnement d'apprentissage actif: le personnel enseignant et d'appui, les spécialistes, le personnel d'ÉcolesPlus et de développement scolaire-communautaire, et bien plus. Ils contribuent grandement au développement académique, social et culturel de tous nos enfants. Comme a dit Benjamin Franklin, « Tu me dis, j'oublie. Tu m'enseignes, je me souviens. Tu m'impliques, j'apprends. »

## Sidney Idemudia

Member at Large, Council on African Canadian Education (CACE)

As we celebrate the 2023 Education Week in Nova Scotia, the Council on African Canadian Education (CACE) would like to take a moment to recognize and acknowledge the outstanding efforts of educators and support staff who constantly introduce any form of active learning to our students. Active learning engagement in and outside the classrooms has enabled African Nova Scotian students to learn about Science, Technology, Engineering, Arts and Mathematics (STEAM) from an Afrocentric perspective. This type of learning keeps students curious, excited, sharp, and motivated to keep learning.

Active learning goes beyond the traditional methods of teaching and requires creativity, dedication, and passion from educators. We are grateful for the unwavering commitment of teachers who go above and beyond to engage their students in the learning

process, making it a fun and memorable experience.

The importance of active learning cannot be overstated, especially in the context of education in Nova Scotia. By providing students with opportunities to actively engage in the learning process, we are not only helping them acquire knowledge and skills but also fostering critical thinking, problem-solving, and collaboration, which are essential for success in the 21st century.

We at CACE recognize and applaud the hard work and dedication of Nova Scotia's educators and support staff who have embraced active learning in their classrooms. Your commitment to creating an environment that supports and encourages student engagement is making a positive impact on the lives of your students, and we are proud to stand with you.

Thank you for everything you do, and we wish you a happy and memorable Education Week this year.

**EDUCATION WEEK**  
2023 APRIL 16-22

**Active Learning = Engagement**

School communities promote active learning in many ways, from outdoor and land-based learning to experiential/hands-on classroom opportunities. They find ways to address the needs of learners they support which results in authentic learning, movement, and improved well-being outcomes.

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# Active Learning = Engagement

## Spotlight on PL opportunities: DSS & CONTACT

by Amanda-O'Regan-Marchand, Executive Staff Officer, Professional Learning

Developing Successful Schools (DSS) is a conference hosted by the New Brunswick Teachers' Association along with the New Brunswick Department of Education and Early Childhood Development in July of each year. The conference is co-sponsored by the Nova Scotia Teachers Union, the Prince Edward Island Teachers Federation, the Newfoundland and Labrador Teachers' Association, and the Public School Administrators Association of Nova Scotia,



The campus of Mount Allison University welcomes (aspiring) school administrators and central office staff to collaborate and engage in professional development aimed at supporting their professional growth.

The theme this year is *Leading with Heart: Enhancing and Refining Your Leadership Skills for Today's School Environment*, led by author and instructor in Educational Administration, Dr. Jen Schwankey

This year's DSS participants will engage in discussion, team-based collaboration to help brainstorm possible solutions to common situations they are facing at their schools and in their districts/regional centres for education.

*"Attendees will come away with confidence to lead their schools with their minds—and their hearts."*

If you are interested in attending DSS, please contact your Local President. There are 12 spaces available for NSTU members. You can also apply through your article 60 committee. If you have



any questions, please reach out to your Local President or to Staff Officer, Amanda O'Regan-Marchand ([amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca)).

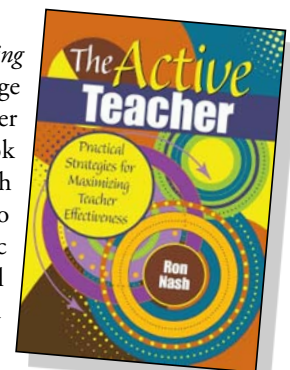
The Conference on New Techniques and Classroom Teaching (CONTACT) is a collaboration among the teacher organizations of the Atlantic Provinces. Each organization takes turns hosting this three day conference during the first week in August each year. Teachers and specialists come together to learn from one another through the sharing of best practices in workshops developed by teachers and specialists from each of the respective provinces/territories.

This year's conference is hosted by the Prince Edward Island Teachers' Federation from August 1-4th, 2023. Delegates will be welcomed to the campus of the University of Prince Edward Island in Charlottetown. A full schedule will be published in *The Teacher* when registration opens in May. This is an exciting opportunity to meet new colleagues and develop new networks through participation in both learning activities as well as evening social activity options, all the while having the opportunity to explore what Charlottetown has to offer. If you are interested in learning more and possibly putting your name forward to attend, each of the Locals sponsors one delegate and there are nine spots available among our 21 professional associations. You may also apply to your regional article 60 committee for the opportunity to be one of the five additional delegates who will be chosen from a lottery at the close of registration. If you have any questions, please reach out to your Local President or to Staff Officer, Amanda O'Regan-Marchand ([amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca)).

Email your name, home address, and the name of your school with **PATHWAYS 4 PL** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **May 15, 2023** to be eligible for the draw.

### *The Active Teacher* by Ron Nash

*The Active Teacher, Practical Strategies for Maximizing Teacher Effectiveness* published by Corwin, A Sage Company is written by nationally known teacher coach Ron Nash, this thought-provoking book shows how educators can build a partnership with their students and bring their teaching skills to a new level of excellence. He outlines a holistic approach to effective teaching, based on skillful planning and proven techniques for classroom management and facilitation.





# CONTACT 2023

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# Getting Active in April

By Amanda O'Regan-Marchand,  
Executive Staff Officer Professional Learning

Welcome, April! As the temperatures begin to rise and we enjoy more hours of sunshine, there is more opportunity to be outdoors, enjoying fresh air, tinkering around your outdoor spaces and perhaps planning a garden or a 'summer' project. There may even be a few of you out there counting down the days until summer vacation and all that it will bring. In this month's edition of *The Well Teacher*, let's talk about how getting active in April can help give you energy you need both during and outside of the work day.

This month's calendar from *Action for Happiness* that I enjoy sharing with members during our workshops has a prompt/challenge/idea for each day of the month. Although we are already more than halfway there, let's take a look. Remember, these calendars are available in multiple languages at [actionforhappiness.org](http://actionforhappiness.org). They can be downloaded, printed and even added to your email calendar! *Action for Happiness* is also available through different social media channels. Heads up, the calendar doesn't start on Sunday-it starts on Monday 😊

The April 14th prompt is to relax the body and mind with tai chi, yoga and/or meditation. There are numerous apps and podcasts that you can use. Whether you're a rookie or an avid yogi/tai chi master or meditation guru, this challenge invites you to intentionally set aside time for whatever practice gives you pause. If you have a particular resource that is a favourite, why not share it with a few of your colleagues? You never know how a simple sharing of a new outlet can help someone on their road to wellness.

As you move through the last weeks and days in April, I hope you are able to make time to try the activity for each day. If you are so inclined, you might also choose one or two of the activities from earlier in the month as well.

As you come to the end of the month, know that each month brings a new calendar with its own theme and daily ideas. I hope that this resource will be useful/helpful to you in some way. Enjoy singing and exploring what is new about your neighbourhood.

Until next time, take care of yourselves and one another.

**Active April 2023**

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Listen to your body and be grateful for what it can do	2 Eat healthy and natural food today and drink lots of water	3 Turn a regular activity into a playful game today	4 Do a body-scan meditation and really notice how your body feels	5 Get natural light early in the day. Dim the lights in the evening	6 Commit to being more active this month, starting today	7 Spend as much time as possible outdoors today
8 Have a day with less screen time and more movement	9 Set yourself an exercise goal or sign up to an activity challenge	10 Move as much as possible, even if you're stuck inside	11 Make sleep a priority and go to bed in good time	12 Relax your body & mind with yoga, tai chi or meditation	13 Get active by singing today (even if you think you can't sing!)	14 Go exploring around your local area and notice new things
15 Be active outside. Dig up weeds or plant some seeds	16 Try a new online exercise, activity or dance class	17 Spend less time sitting today. Get up and move more often	18 Focus on 'eating a rainbow' of multi-coloured vegetables today	19 Regularly pause to stretch and breathe during the day	20 Enjoy moving to your favourite music. Really go for it	21 Go out and do an errand for a loved one or neighbour
22 Get active in nature. Feed the birds or go wildlife-spotting	23 Have a 'no screens' night and take time to recharge yourself	24 Take an extra break in your day and walk outside for 15 minutes	25 Find a fun exercise to do while waiting for the kettle to boil	26 Meet a friend outside for a walk and a chat	27 Become an activist for a cause you really believe in	28 Make time to run, swim, dance, cycle or stretch today

**ACTION FOR HAPPINESS** **Happier · Kinder · Together**



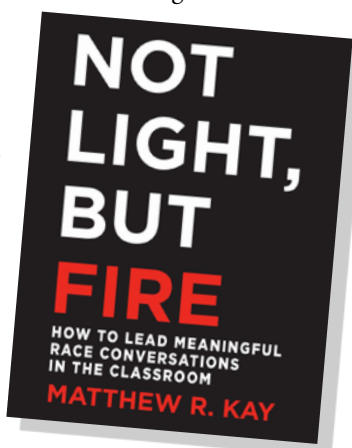
## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 15, 2023 to be eligible for the draw.

### *Not Light, But Fire*

by Matthew R. Kay

*Not Light, But Fire: How to lead meaningful race conversations in the classroom* is inspired by Frederick Douglass's abolitionist call to action, "It is not light that is needed, but fire." Spending his career learning how to lead students through the most difficult race conversations, Matthew makes the case that high school classrooms are one of the best places to have those conversations and offers a method for getting them right. Published by Stenhouse Publishers, this book provided guidance on building safe spaces, infusing race conversations with purpose and thriving in the face of unexpected challenges.



## the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 15, 2023 to be eligible for the draw.

### *Self Care Daily Activity Checklist*

By Annie Kowalski

This self-care Daily Tracker is specifically designed to help you track and record how you are taking care of yourself, as well as how you can improve in this area. Every week, a special checklist helps you find new ways to make sure you engaging in self-care.



## fresh

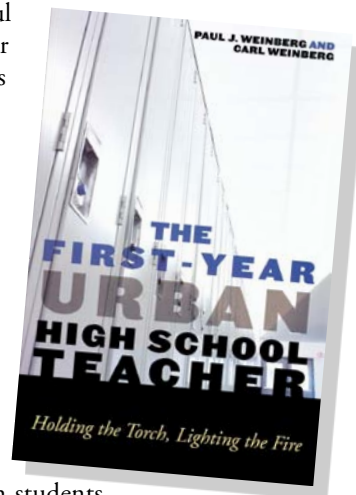
Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 15, 2023 to be eligible for the draw.

### *The First-Year Urban High School Teacher*

by Carl Weinberg and Paul. J Weinburg

Published by Rowman and Littlefield Publishers Inc., *The First-Year Urban High School Teacher: Holding the Torch, Lighting the Fire* tracks co-author Paul Weinberg during his first year of teaching at an urban Los Angeles high school. His father Carl began a career in education 50 years earlier in an urban high school, shares his experiences side-by-side. Parallels are revealed, and though some things have changed not as many as one would hope. This book explores the sometimes social and cultural disorganization a new teacher confronts with students, teachers, administrators, and parents as they navigate urban schooling



## CONGRATULATIONS To Our March Book Winners!

### EQUITY

Janie Lumsden — SRCE

### FRESH

Shelley Luddington — HRCE

### THE WELL TEACHER

Angela Blenkhorn — CCRCE

### PATHWAYS 4 PL

Colin E. MacKenzie — AVRCE



# Russell Comeau

## for NSTU 1st VP



Hello members of the Nova Scotia Teachers Union, I am Russell Comeau and I am a teacher at St. Mary's Bay Academy. I began my teaching career in 1994 at Charles P. Allen High School alongside the legendary John Huntley who introduced me to the Union. Ever since I have been active and involved supporting our members and our students locally, regionally, and provincially.

The Teachers Provincial Agreement is expiring on July 31, 2023, and my full attention is focused on issues that matter to all of us. We need to increase the remuneration of NSTU members to mitigate the impact of the highest inflation in decades. The increased cost of living and stagnant wages have squeezed our finances and have directly impacted the teaching profession's ability to retain, attract, and recruit teachers in Nova Scotia.

We know that issues such as data collection and increased job complexity continue to grow and have become unsustainable. We can see education following the same dire path as our collapsing healthcare system. The Premier has admitted that improved working conditions are a key factor in recruiting and retaining more healthcare workers. If we want to solve these problems, this government will have to reduce stresses on teachers and make the teaching profession attractive to young workers.

I have walked in your shoes as a teacher and we need better for our profession and for our students. At Annual Council 2023, I ask for your support to move the Nova Scotia Teachers Union forward together.

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Bonjour membres du Nova Scotia Teachers Union, je suis Russell Comeau et je suis enseignant à la St. Mary's Bay Academy. J'ai commencé ma carrière d'enseignant en 1994 à l'école secondaire Charles P. Allen aux côtés du légendaire John Huntley qui m'a fait connaître l'Union.

Depuis, je suis actif et impliqué dans le soutien de nos membres et de nos étudiants aux niveaux local, régional et provincial.

L'entente provinciale des enseignants expire le 31 juillet 2023, et toute mon attention est concentrée sur les questions qui comptent pour nous tous.

Nous devons augmenter la rémunération des membres du NSTU pour atténuer l'impact de l'inflation la plus élevée depuis des décennies. L'augmentation du coût de la vie et la stagnation des salaires ont pesé sur nos finances et ont eu un impact direct sur la capacité de la profession enseignante à retenir, attirer et recruter des enseignants en Nouvelle-Écosse.

Nous savons que des problèmes tels que la collecte de données et la complexité accrue des tâches continuent de croître et sont devenus insoutenables. Nous pouvons voir l'éducation suivre le même chemin désastreux que notre système de santé qui s'effondre.

Le premier ministre a admis que l'amélioration des conditions de travail est un facteur clé pour recruter et retenir davantage de travailleurs de la santé.

Si on veut régler ces problèmes, ce gouvernement devra réduire le stress des enseignants et rendre la profession enseignante attrayante pour les jeunes travailleurs.

J'ai marché à votre place en tant qu'enseignant et nous avons besoin de mieux pour notre profession et pour nos étudiants. Lors du Conseil annuel 2023, je demande votre soutien pour faire avancer ensemble le Nova Scotia Teachers Union.

## At Annual Council, VOTE Russell Comeau for 1st VP



# Jo-Leigh MacPhee

Knowledgeable  
Experienced  
Dedicated

Bien Informé  
Éprouvé  
Dédié



**ELECT**  
**Jo-Leigh MacPhee**  
for  
**NSTU First Vice-President**



**Hello NSTU Annual Council Delegates! ~ Salutations déléguées et délégués du conseil annuel!**

Thank you for taking the time to consider me as your representative on the Provincial Executive. I have been an active, engaged member of the NSTU, teaching in the Annapolis Valley for 20+ years and while change is constant, the pace and demands being placed on education are unsustainable. This coming year is stacking up to be another demanding one as we enter negotiations and continue to face the compounding realities of our increased workloads and difficult working conditions where we struggle with a wide range of needs – those of our students as well as our own.

The office of First Vice-President is one of responsibility; chairing in-camera sessions of PE meetings and serving on the negotiating team, to name but two. My experiences as Chair of the Annapolis Valley RRC and Governance & Policy Committee have given me the opportunity to hone my skills in running effective, productive meetings. I have been on the Provincial Economic Welfare Committee three times, including the current committee, reading about the challenges we are facing from all parts of this province. I have experience negotiating regionally and my work with the Personnel Committee has also given me the opportunity to view negotiations from the side of the employer.

Notre profession fait face à un écart de plus en plus grand entre les ressources allouées et les attentes placées sur un système toujours en état de choc suite à certaines négociations. De conditions de travail où les membres sont confrontés à la violence, au mépris sur la manière dont les membres du NSTU essaient de faire de leur mieux avec un système défaillant - la prochaine ronde de négociations doit apporter des changements significatifs pour nous tous qui jouons un rôle dans l'éducation des jeunes de la Nouvelle-Écosse.

We are facing challenging times and it is vital that we have a viable profession. From a fair, equitable collective agreement with provisions for a safe, sustainable profession, to a healthy pension for all of us, the NSTU has its work cut out for it and I am ready, willing, and able to work hard for you.

Les prochaines négociations seront une lutte pour assurer notre avenir et la durabilité de notre belle profession. Je vous offre mes compétences, mes connaissances et ma passion. Si je suis élue, je serai une voix forte à la table provinciale.

**On Saturday, April 29th, I ask for your support to serve as your First Vice-President**  
**Merci – Wela'lin – Thank you**

# SEEKING SCHOOL TEAMS

**LOOKING FOR WAYS TO INCLUDE ENVIRONMENTAL  
EDUCATION IN YOUR GRADE 9-12 CLASSROOM?**

**INTERESTED IN THE OPPORTUNITY TO HAVE YOUR STUDENTS  
GAIN HANDS-ON EXPERIENCE IN ENVIRONMENTAL SCIENCE  
FIELD WORK?**

**PARTICIPATE IN THIS YEAR'S ENVIROTHON!**

**What?** Envirothon is a hands-on, two-day experience for youth in grades 9-12 in Nova Scotia. Student participants will gain experience with various field work techniques, will be able to apply their knowledge in an outdoor setting, and will have the opportunity to meet experts in the fields of forestry, soil science, wildlife conservation, aquatics, and climate change. Students compete in teams of 5-6 against other school teams and are tested on their knowledge of environmental science topics. The winning team will progress to the National NCF Envirothon competition held in New Brunswick in July 2023.

**When?** This year's provincial competition is at Acadia University from May 25-26th. Students will stay on campus in residence for the duration of the competition.

**How ?** To register a team and for more information, please visit our website:  
<https://kcirvingcentre.acadiau.ca/about/nova-scotia-envirothon/>

**For more information, please contact  
Sarah at [sarah.lavallee@acadiau.ca](mailto:sarah.lavallee@acadiau.ca)**





# resources



## Ocean Wise education kits bring ocean literacy to the classroom

Ocean Wise (<https://www.ocean.org/>) has launched three new education kits to equip educators with the tools needed to bring ocean and climate change literacy into their classrooms. The free kits are designed for elementary, middle years, and secondary school students and are available in English and French.

Ocean Wise's education team has specially designed its Education Kits to educate, equip and empower students to be ocean stewards and take actions that protect and restore our ocean. Each education kit includes a comprehensive student workbook and educator guidebook, full of lesson plans, activities, resources and calls to action. Ocean Wise's three new Education Kits are: *Species at Risk Education Kit*, *Ocean Plastics Education Kit*, and *Atl'ka7sem/Howe Sound Education Kit*. Ocean Wise Education Kits are free to download [HERE](https://ocean.org/learn-explore/education/ocean-wise-education-kits/) (<https://ocean.org/learn-explore/education/ocean-wise-education-kits/>).

For decades, the experts and educators at Ocean Wise have provided an ocean learning experience to inspire a deeper understanding and love of the ocean. Through three programs, Online Learning, Mobile Programs, and Partnerships and Education Resources, Ocean Wise works with youth of all ages to become ocean champions. For more info contact: Rosemary Newton at [Rosemary.newton@ocean.org](mailto:Rosemary.newton@ocean.org), 1-604-358-3444.

*continued from page 1*

Halifax County Local President Shawn Hannifen is also calling for increased staffing levels at schools across Nova Scotia.

In a statement he said: "Additionally—similar to healthcare—Nova Scotia does not have enough trained educators—especially those with the specialties needed to service our vulnerable students. The ratios of students to specialists are far too high and this needs to be examined. And there needs to be long term solutions—not band aids—to address the lack of staffing and personnel to support students and their needs."

# notices



## Environmental Services Association Maritimes Scholarship Program

The Environmental Service Association Maritimes Scholarship program provides a \$500 scholarship to three deserving high school graduates intending to pursue a post-secondary education in a science or environmental program. Three scholarships will be awarded, one in each Maritime province.

Applicants must be a resident of the Maritimes, a graduating high school senior accepted to attend a post-secondary institution in the year of award furthering their education in a science or environmental field of study. **The deadline for the receipt of applications is June 1, 2023.**

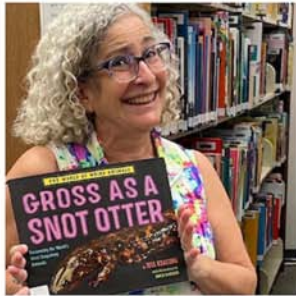
The Environmental Services Association Maritimes (ESAM) is a not-for-profit organization created to support the Maritimes' environmental sector by facilitating growth, collaboration and communication among industry and government. The application form is found here: <https://esamaritimes.ca/2022/03/16/esam-scholarship-program/>. More information about ESAM: [ESAMaritimes.ca](https://esamaritimes.ca).

ANNUAL  
COUNCIL  
2023



The Halifax Convention Centre April 28 to 30, 2023

# Bring laughter to your class!



Helaine Becker



Salma Hussain



Wesley King

Can't bring your class to the Funny Pages Festival this year?  
Not to worry! Funny Pages will come to you.  
Live-stream free presentations by some of Canada's funniest  
authors on Friday, April 21.  
For the link and details, just go to [www.funnypages.ca](http://www.funnypages.ca)



## THE PROVINCIAL EDUCATION WEEK COMMITTEE CONGRATULATES ALL RECIPIENTS OF THIS YEAR'S EDUCATION WEEK 2023 AWARDS

### Educator Award

Thérèse Forsyth (AVRCE)  
Annie Kennedy (AVRCE)  
Jill Quirk (AVRCE)  
Sheri Stevens (APSEA)  
Krista Starzomski (CBVRCE)  
Nick Davison (CCRCE)  
Brian Hayden (CCRCE)  
Maggie MacPhee (CCRCE)  
Lianne Comeau (CSAP)  
Chris Demers (CSAP)  
Caroline Jobin (CSAP)  
Daniel LeBlanc (CSAP)  
Angela Gillis (HRCE)  
Tamara Julian (HRCE)  
Savanna Stevens (HRCE)  
Adam Leuschner (SSRCE)  
Dan Arpin (SRCE)  
Renée Martell (SRCE)  
Jim Ralph (SRCE)  
Mike Stewart (SRCE)

Amanda Brewer (TCRCE)  
Maria Swain (TCRCE)  
Joanna Wilson (TCRCE)

### Administrator Award

Isaac Schurman (AVRCE)  
Suzanne Brown (CBVRCE)  
Sheila Maddison-Alick (CCRCE)  
Sheralynne Deveau-MacKinnon (CSAP)  
Neil Daigle (HRCE)  
Lynn Casey (SRCE)  
Tanya DeViller (TCRCE)

### Early Childhood Educator Award

Jessica Blair (AVRCE)  
Erin Johnston (CBVRCE)  
Jessica Barkhouse (CCRCE)  
Louise Driscoll (CSAP)  
Susan Long and Krista Zinck (HRCE)

Katherine Kerr (SSRCE)  
Ashley Pelley (SRCE)  
Bethany Nickerson (TCRCE)

### Student Support Award

Samantha Sponagle (AVRCE)  
Erika Hermanson (APSEA)  
Christa Rodrigues (APSEA)  
Lynn Myers (CBVRCE)  
Christine Moxsom (CCRCE)  
Kenneth Aucoin (CSAP)  
Kim Samson (HRCE)  
Alexandria Acton-Bond (SSRCE)  
Kathy Gosbee (SRCE)  
Kassidy Nickerson (TCRCE)

### African Nova Scotian Educator/Student Support Award

Carmelita Johnson (AVRCE)  
Meggan MacKeigan (CBVRCE)

Michael Adetola (CCRCE)  
Agnelle Anama (CSAP)  
Charmaine Willis (HRCE)  
Stacey Desmond (SRCE)  
David Phillip (TCRCE)

### Mi'kmaq Educator/Student Support Award

Courtney Meisner (AVRCE)  
Kylie Cabot (CBVRCE)  
Ginger Carson (CCRCE)  
Danielle Root (CSAP)  
Derrick Hennessey (HRCE)  
Starlene Pictou (SRCE)  
Terri Pennell (TCRCE)

### Partner Award

Agatha Bourassa (FPANE)



Active Learning = Engagement



## John Huntley Internship

So far this school year the John Huntley Memorial Internship program has held two sessions for NSTU member. The first one took place on November 23 and 24, 2022 and the second session took place March 23 and 24, 2023. The Internship sees NSTU members spend two days at Nova Scotia Teachers Union's Central office learning more about programs and services offered to NSTU members. Selected participating members engage in sessions with NSTU staff, including the executive director, and the NSTU president. Staff from member services, professional development, public relations, the Member Assistance program, and NSTU administration including the financial officer participate in the program. This program, facilitated by the Professional Learning department and executive staff officer Pamela Langille, is a very worthwhile and rewarding experience for those members who have participated in the Internship. The next session is scheduled for May 25 and 26. The March 23 and 24 session was organized for Black, Indigenous and racialized NSTU members. For more information on the program: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/john-huntley-internships>



*Left to right are the John Huntley interns from the March 23 and 24 session: Nadia Lamrani-Darwish (Kings), an English and social studies at Pine Ridge Middle School in Kingston; Renelle John (Colchester-East Hants), a French and Civics teacher at Cobequid Educational Centre in Truro; Kelly Marshall (Antigonish), a Mi'kmaq language and support teacher at Antigonish East Antigonish Education Centre; NSTU staff liaison Pam Langille; James Thomas Streeter (Hants West), an accounting and economics teacher at Avon View High School in Windsor; Stephanie Hawley (Cape Breton District), a Grade 1 teacher at St. Anne's Elementary in Glace Bay; and John Burt (Richmond), is a Grade 6 teacher at East Richmond Education Centre.*

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Our clinicians offer EMDR therapy (Eye Movement Desensitization Reprocessing), an evidence-based, integrative psychotherapy modality that has been shown to effectively treat PTSD and trauma-related concerns.

Psychotherapy sessions are offered for, but not limited to, these common concerns:

- Post-traumatic stress disorder (PTSD)
- Depression & Anxiety
- Family & Relationship concerns
- Emotional regulation – Including Anger Management
- Substance use and misuse

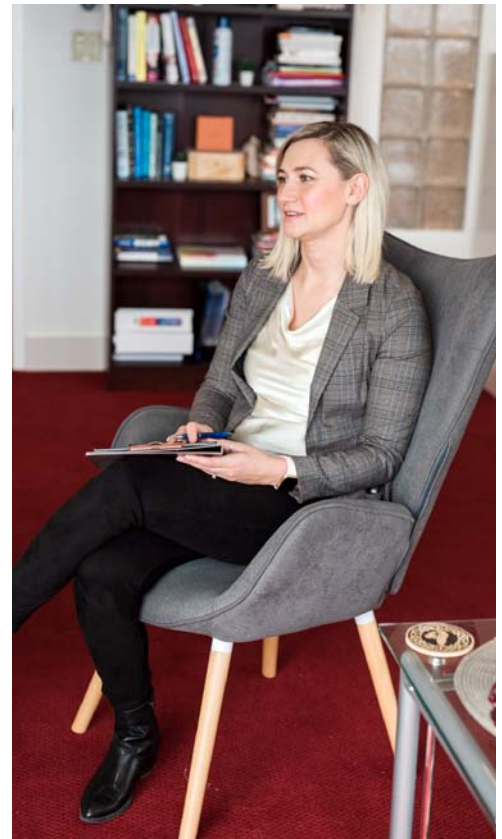
We provide direct billing for clients through various third party and public sector insurers including:

- Blue Cross (NSTU)

**Registered Counselling Therapists (RCT) and Registered Social Workers (RSW) are now covered through NSTU benefit plans. Sessions are available in-person or online.**



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Tel.: 902-461-1721  
Email: [info@wholetherapy.ca](mailto:info@wholetherapy.ca)

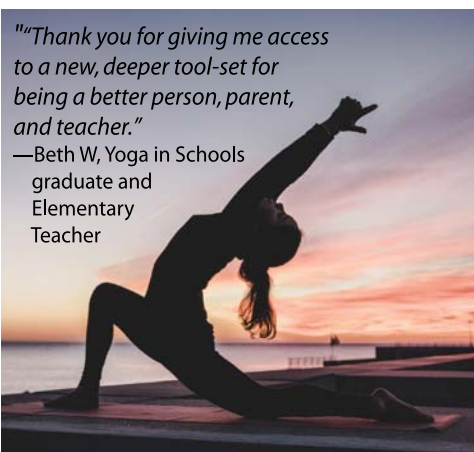
To book an initial appointment,  
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Online booking is available at  
[www.wholetherapy.ca](http://www.wholetherapy.ca)



# YOGA in schools

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and teacher."*

—Beth W, Yoga in Schools  
graduate and  
Elementary  
Teacher

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Each participant will receive detailed manuals on Yoga Teacher Training, Yoga  
Grade 11, Yoga for Autism, and Yoga for Diverse Learners, which are useful  
resources for teachers, therapist and community leaders. Piloted within the  
school system, Yoga in Schools was developed by the pioneering work of  
award-winning educators and therapists Jenny Kierstead and Blair Abbass.

"The best program on earth, it changed my life forever and Jenny and Blair are amazing,  
generous people and so authentic! If you want to start a journey that will transform you  
to be the better version of yourself, this is it!" Carole Turcotte- French Teacher NB

**Conference hosts:** Jenny Kierstead and Blair Abbass, authors of the NEW  
Mindfulness in Schools Manual and founders of Yoga in Schools.

**Who can attend:** Ideal for teachers, support staff and therapists

**When: July 4-15th** **Cost:** \$2995.00+hst (check PD for funding, interest free payment  
plan available)

**Where:** in-person at Chocolate Lake Hotel, Halifax, NS and online.

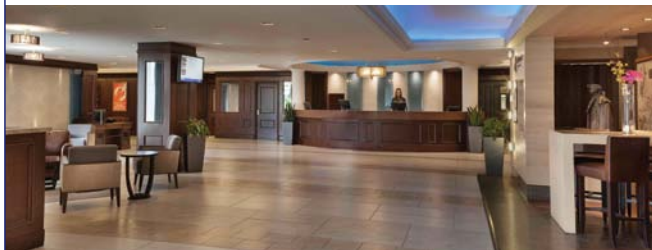
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\$104.00 Leisure rate to include a \$12.00 discounted self-parking rate (when  
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forecasting less than 95% occupancy) Between May- October.

\$144.00 Leisure rate to include a \$12.00 discounted self-parking rate (when  
forecasting over 95% occupancy) Between November- April.

\$169.00 Leisure rate to include a \$12.00 discounted self-parking rate (when  
forecasting over 95% occupancy) Between May-October.

\*Please note that the rates quoted above are net non-commissionable and do not  
include the current 2% Halifax Regional Municipality Marketing Levy nor 15% HST.

To book this leisure rate call 902-425-6700 (Hotel Halifax), 902-429-7410 (The  
Barrington Hotel) or 1-833-357-8155 and quote "NSTU Leisure Rate" rate.

You may also visit [www.hotelhalifax.ca](http://www.hotelhalifax.ca) or [www.thebarringtonhotel.ca](http://www.thebarringtonhotel.ca).

Use the 'Special Rates' drop-down menu to select 'Corporate/Promo'; and  
enter code YTY.

## SEMAINE DE L'ÉDUCATION 2023 16 – 22 AVRIL

### Apprentissage actif = motivation

Les communautés scolaires utilisent de  
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un apprentissage actif : activités en plein air,  
apprentissage axé sur le territoire, activités  
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pratiques en salle de classe, etc. Elles trouvent  
différentes manières de répondre aux besoins  
des apprenants auxquels elles apportent leur  
soutien, avec pour effet que ceux-ci vivent un  
apprentissage authentique, apprennent à bouger  
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# executive highlights

**March 30, 2023**

- Filed the Table Officers Report;
- Appointed members to the Council Elections Committee and Council Steering Committees;
- Approved a recommendation that the Executive Director execute a plan to provide temporary Executive Staff personnel April 15-July 31, 2023 to support the external technology review;
- Approved a recommendation that the selection of the Ad hoc Committee for NSTU Governance be postponed until June 2023 PR meeting supported by an additional call for applications to all eligible applicants;
- Received the Audited Financial Statements for the NSTU Group Insurance Trustees Fund;
- Approved a recommendation the NSTU renew, in principle the February 28, 2022 Memorandum of Agreement related to B.Ed. students' eligible to substitute during their final 2022-2023 practicum;
- Approved the granting of 12 Local Service Awards;
- Approved Provincial Executive meeting dates 2023-2026;
- Approved a recommendation that Annual Council 2025 be held at the Westin Nova Scotian;
- Approved a recommendation the NSTU write a letter to Educators for Social Justice requesting to have the NSTU name, logo or any reference of the NSTU removed from its website and any materials;
- Received the Final Report from the Ad hoc Committee on Inclusion of Equity-Seeking Members.



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## Status of Women Committee

NSTU's Status of Women held its final meeting of the school year on April 3. This committee's mandate includes advising the provincial executive on ways of enhancing the status of women in the teaching profession and society. At this meeting the committee reviewed the survey results from NSTU's ad hoc committee on Inclusion of Equity-seeking members with respect to gender representation. *Shown in the photo, back row: provincial executive representative Natalie MacIsaac, Michelle Pinaud (Northside-Victoria), Danielle Quinlan (Digby), and Karlee Perry (Annapolis), Angela Hauser (Dartmouth) and staff liaison to the committee Pamela Langille. Seated: NSTU's Executive Staff Officer, BIPOC and Advocacy Wendie Wilson and Melina McNeil (Dartmouth). Missing: Committee chair Carmie Zahara (Cape Breton District).*



## 2023 REGIONAL PROVINCIAL EXECUTIVE ELECTIONS UPDATE

Nominations Closed Friday, February 24th, 2023, at 4:00 p.m.

Voting Day, where required, is set for Wednesday, April 19th, 2023, between 6:00 a.m. and 8:00 p.m.

With the withdrawal of one Candidate in Halifax County there is no need for an election in that Region.

Electoral Region	Election Pending or Member Acclaimed
Annapolis/Hants West/Kings	Acclaimed — Melissa Deveau
APSEA	Acclaimed — Andrew McCara
Cape Breton Industrial	Acclaimed — Peter Day
Cumberland	Acclaimed — Sharon Midwinter
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	Acclaimed — Georgette Samson
Digby/Shelburne County /Yarmouth	<b>Election Pending</b> —Benton Gallagher Vera Ryan
Halifax City	<b>Election Pending</b> —Nancie de la Chevotière Lindsay MacLellan Marilyn Skinner
Halifax County	Acclaimed — Duncan Cameron
Northside Victoria	Acclaimed — Kim Dunning
Pictou	Acclaimed — Myla Borden

as of April 13, 2023

## Bring the theatre to your students!

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THROUGH THE GENEROUS DONATIONS OF  
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Many times, when we go to our family dentist for our annual or semi-annual dental check-up, we have no idea of the services that will be performed by the team of dental professionals. The NSTU Group Insurance Trustees want to provide members with information on what to expect the next time you go to your dentist for a check-up and the coverage that is available through the NSTU Total Care Dental Plan for these services.

## What's In A Dental Check-Up?

During a check-up, your dentist will look for early signs of problems such as gum disease, cavities, eroded fillings, tooth fractures, infections, and oral cancer. They are trained to catch small issues before they become big ones so any problems may be treated on a timely basis. You can also expect a check-up to include some or all of the following procedures:

### 1. Dental and Medical History Update

Your dentist may ask you about any oral or general health problems that you have. For example, changes in your teeth, sensitive gums, any allergies, or other medical conditions.

### 2. Examination and Treatment

Your dentist looks for anything unusual and will catch small problems before they become big ones such as early signs of gum disease, eroded fillings, infections, or perhaps even oral cancer.

### 3. Cleaning

A cleaning makes your teeth and fillings smooth so it is harder for plaque to build up. Plaque is clear and sticky and it forms on your teeth every day. If plaque is left on your teeth, it hardens into tartar. A cleaning is the only way to remove tartar. It cannot be removed with a toothbrush and if tartar is not removed, it can cause gum disease. A cleaning also removes some stains so your teeth look better. Here are the main steps in a cleaning.

Step 1 – Flossing removes plaque from under the gum line and

between teeth. It also removes bits of food from between teeth.

Step 2 – Scaling removes tartar from teeth. Gross scaling removes bigger pieces of tartar and fine scaling gets much smaller pieces of tartar, mostly from back teeth and other hard-to-reach places.

Step 3 – Polishing smooths and cleans the surfaces of your teeth.

Cleaning is the only way to remove hardened deposits of tartar from your teeth. If tartar is not removed, it can cause gum disease which is a leading cause of tooth loss in adults.

### 4. Fluoride Treatment

You may have fluoride applied to your teeth during a check-up. It can be in the form of a gel, a foam, or a liquid. Fluoride helps prevent cavities by fixing the first, tiny stages of tooth decay and by slowing down the germs growing on your teeth. Your dentist will talk to you about your total exposure to fluoride to determine if you need a fluoride treatment.

### 5. Advice

Your dentist can give you advice and answer your questions based on the results of your check-up. Don't hesitate to ask questions of your dental team and the services and procedures they are performing. This is the only way for you to understand what procedures your dentist is performing and the cost that will be the responsibility of either you or the Total Care Dental Plan.

**The deadline for the May issue  
of *The Teacher* is May 10**

Contact Nancy at 902-477-5621 or [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

***Deals & Discounts***

for NSTU members  
(including retired members),  
please visit the website at [www.nstu.ca](http://www.nstu.ca)



# NSTU Group Insurance Plan – Total Care Dental Plan

## Frequently Asked Questions

### *Q: What is covered under the Total Care Dental Plan?*

A: Coverage under the NSTU Total Care Dental Plan is quite comprehensive. The table below provides a brief summary of available coverages.

Benefit	Reimbursement Level	Benefit Maximum
Basic Preventative Services ❖ Oral examinations ❖ Cleanings, pit, and fissure sealants ❖ Fillings ❖ Root canal therapy ❖ Denture repair or relining ❖ Extractions	80% of eligible expenses	Benefit maximum may apply depending on service
Major Restorative Services ❖ Crown restorations ❖ Inlay and onlay restorations	60% of eligible expenses	\$1,500 per person per calendar year
Prosthodontic Services	50% of eligible expenses	\$1,500 per person per calendar year
Orthodontic Services	50% of eligible expenses	\$2,000 per person lifetime

A complete description of the Total Care Dental Plan is outlined in your Group Insurance Profile which can be found by visiting the NSTU Group Insurance Trust website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca).

### *Q: I don't currently have dental coverage, when can I apply?*

- A: All active members of the NSTU who do not currently have dental coverage are eligible to apply for this benefit. However, the following rules apply:
- For active members who currently do not have coverage but wish to enroll in the Total Care Dental plan, your coverage will become effective only once per year on September 1st. This rule does not apply if you have lost spousal coverage or a life event (such as getting married) but you must enroll within 30 days of the loss of coverage or life event and provide proof of previous coverage.
  - New members who commence work prior to October 1st must enroll during the month of September for an October 1st effective date. Depending on your date of hire, you may be given 31 days from the date you receive your new member confirmation from Johnson Inc.
  - New members who commence work after October 1st, must enroll within 31 days of the start of their contract. Coverage

will become effective the first day of the month following the receipt of your application.

If you choose to enroll in the Total Care Dental Plan, coverage will remain in effect for a full twelve-month period, as long as you remain an active NSTU member.

### *Q: Are dental premiums cost-shared with my employer?*

A: For active members who have a term, probationary or permanent contract, the Employer pays 65% of monthly premium of the single or family plan for Basic Preventative Services and Major Restorative Services. Members pay 100% of monthly premium for Prosthodontic and Orthodontic Services.

### *Q: What is a pre-determination of benefits?*

A: As dental services can be very costly; it is recommended that you receive a pre-determination of benefits from Medavie Blue Cross to confirm the level of benefits available.

A pre-determination of benefits is a written estimate from your dentist that is submitted to Medavie Blue Cross. It provides a detailed description of the planned procedures with an estimate of the charges. Medavie Blue Cross will then confirm the level of benefits available based on the information received from your dentist. This allows you to know in advance what is covered and what your share of the costs will be before you receive a service.

### *Q: How do I submit dental claims?*

A: You should first determine if your dentist is a participating dentist, i.e., one who has agreed to submit claims directly to Medavie Blue Cross for reimbursement. If so, all you need to do is present your Total Care Benefit Card to your dentist office and they will take care of the rest. If your dentist is a non-participating dentist, you can submit a claim as follows:

Claims Submission by eClaim: [www.medaviebc.ca/en/members/submit-a-claim](http://www.medaviebc.ca/en/members/submit-a-claim)  
 Medavie Blue Cross Mobile App: [www.medaviebc.ca/app](http://www.medaviebc.ca/app)  
 Claims Submission by Mail: Medavie Blue Cross  
 Box 2200  
 Halifax, Nova Scotia  
 B3J 3C6

### *Q: Is there a time limit on when I can submit my claim for reimbursement?*

A: Yes, claims must be submitted within one (1) year from the date the expense is incurred.

For more information on the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca).



Johnson Insurance has worked closely with the NSTU to provide access to helpful services and products that take care of your home and car insurance needs.

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## NSTU STANDING & OTHER COMMITTEES

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

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

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

- ☐ **COMITÉ DE PROGRAMMATION ACADIENNE** – studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.
- ☐ **CURRICULUM** – studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- ☐ **DISTRIBUTED LEARNING COMMITTEE (FROM THE TPA)** – addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCE).
- ☐ **EQUITY** – is concerned with matters pertaining to equity, diversity and social justice.
- ☐ **FINANCE & PROPERTY** – prepares the annual budget for Council, keeps informed of the Union's financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure on property.
- ☐ **GROUP INSURANCE TRUSTEES** – oversees the operation of the NSTU Group Insurance Plan, which offers Life, Optional Life, Accidental Death and Dismemberment, Total Care/Medical, Total Care/Dental, LTD, NSED Travel and Trip Cancellation, Critical Illness, EFAP, CAREpath, Senior Care Assistance Program, and Automobile and Home Insurance. NSTU members and PSAANS members are eligible to be appointed to this Committee. **One appointment will be made from the Halifax Region.**
- ☐ **HEALTH AND SAFETY COMMITTEE** – studies matters related to occupational health and safety as it pertains to teachers and educational sites and reports its findings to the Provincial Executive.
- ☐ **MEMBER SERVICES** – identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiations; reviews results of the most recent contract bargaining.
- ☐ **PDAF (FROM THE TPA)** – reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- ☐ **PENSION COMMITTEE** – keeps the Provincial Executive informed on trends and changes affecting teachers' pensions and facilitates sessions on the pension plan in geographic regions. **Two appointments will be made, one from the South Shore / Tri-County Region and one from the Annapolis Region.**
- ☐ **POLITICAL ACTION** – Monitor the policies and practices of the major provincial political parties for the purpose of identifying issues with an impact on education.
- ☐ **PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE** – reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations. **All Members appointed to the Committee shall be Members of a Professional Association Executive.**
- ☐ **PROFESSIONAL DEVELOPMENT** – reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.
- ☐ **PUBLIC RELATIONS** – Review and plan strategies for provincial public relations programs for the organization.
- ☐ **STATUS OF WOMEN** – promotes ways of enhancing the status of women in the teaching profession and in society.
- ☐ **SUBSTITUTE TEACHER** – advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- ☐ I would be willing to serve on any committee.

Applications must be received in Central Office by

**Wednesday, May 24, 2023**

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

<https://nstu.ca/the-nstu/structure/committees>

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



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For a list of opportunities see:

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



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Click the link for more information:

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Or email [dzinckhalifax@gmail.com](mailto:dzinckhalifax@gmail.com)



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