



98% Per Cent of Teachers Vote in Favour of Strike Mandate

Nova Scotia's teachers and educational specialists have sent a resounding wake-up call to government that it can no longer continue to ignore the many crises boiling over inside our public schools.

In a province-wide electronic vote held April 11, 10,313 NSTU members (including substitute teachers who were eligible to vote) voted 98 per cent in favour of strike action. This is the largest strike mandate in NSTU history.

"Teachers are frustrated by rapidly declining conditions inside their schools, and by government's lack of action to provide safe and healthy learning environments for students," says NSTU President Ryan Lutes. "Teachers want the escalating levels of violence they are witnessing addressed. They want to see resources allocated to help solve the mental health crisis



Continued on page 2

Five in the Running for NSTU President

Election to take place Wednesday, May 15, 2024

Nova Scotia's public school teachers, school psychologists, speech language pathologists, social workers and other education specialists along with teachers with Atlantic Provinces' Special Education Authority go to the polls on Wednesday, May 15 to choose among five candidates for NSTU president.

The five candidates running for NSTU president are: NSTU's secretary-treasurer Peter Day, who serves as one of two Cape-Breton District provincial executive members, and is currently a Technology Mentor for the Cape Breton-Victoria Regional Centre for Education based out of Sherwood Park Education Centre; Nancie de la Chevotière the English Department Head at Halifax West High School who is currently serving as one of two provincial executive members for the Halifax City

Continued on page 2



people



Peter Day



Nancie de la Chevotière



Grant Frost



Shawn Hanifen



Mike Kelly

continued from page 1

Local; Grant Frost, the Fine Arts Department head at Millwood High School, who is currently serving as one of two provincial executive members for the Halifax County Local; Halifax County Local president Shawn Hanifen, who most recently was a physical education teacher at Kingswood Elementary School; and Mike Kelly, Social Studies Department Head at Glace Bay High School.

This is the first of two election issues of *The Teacher*. All presidential candidates have an opportunity to publish a platform. You will find these starting on page 12. The May 2024 issue will also carry campaign statements. Candidate coverage is limited to these two editions. Election posters for candidates have distributed to NSTU worksites.

An all candidates' forum will also take place during Annual Council on Saturday, May 4 at 3:30 p.m. Candidates are permitted

a seven-minute presentation that will be followed with a 30-minute question-and-answer period. This will be recorded and will be available online for all members to view at nstu.ca.

Under the Teachers' Collective Bargaining Act all NSTU members employed on the designated voting day shall be eligible to vote, including members on maternity leave, parental leave, educational leave, deferred leave or sick leave as long as dues are paid for the school/work year. Reserve members and substitute teachers who are teaching on voting day may also vote.

Official campaigning began on March 18. All candidates will have their platforms posted on the NSTU website. Provision for a run-off vote if required is in place for May 29. To become president of the NSTU you must win with a majority of votes (50 per cent plus one). The new NSTU president's term will begin on August 1, 2024.

continued from page 1

inside schools. They want to see a plan to end the teacher shortage that focuses on retention and ensures that our substitutes aren't amongst the lowest paid in Canada. Teachers want Government to come to the table and be prepared to negotiate a fair contract in the best interest of students, teachers and families."

Lutes says that teachers would prefer not to strike, but will take action if Government doesn't start taking the challenges facing students and their teachers seriously.

"What teachers are saying with this vote is that the status quo is unacceptable and unsustainable, and they aren't prepared to sit idly by while the situation grows worse. It's my sincere wish that Government will see this result and come back to the table prepared to engage in meaningful discussions."

Talks between teachers and Government are scheduled on April 15 & 16 with the assistance of a conciliator. The NSTU is hopeful that Government's negotiating team will approach these dates with a mandate to address the needs of the education system.



Managing Editor: **Angela Murray**
Assistant Editor: **Mark Laventure**
Advertising & Circulation: **Nancy Day**

CEPA
ACPÉ



Canadian
Educational
Press
Association
Association
canadienne
de la presse
éducative

Published eight times a year
(September-June)
by the **Nova Scotia Teachers Union**
3106 Joseph Howe Drive,
Halifax, N.S. B3L 4L7
Phone: 902-477-5621
Fax: 902-477-3517
Toll free: 1-800-565-6788
Email: theteacher@nstu.ca
Website: www.nstu.ca

Submission deadlines for 2023-2024:

ISSUE	DEADLINE
September	September 1
October	October 6
Nov/Dec	November 23
Jan/Feb	January 19
March	March 1
April	April 5
May	May 10
June	June 14

The opinions expressed in stories or articles do not necessarily reflect opinions or policy of the Nova Scotia Teachers Union, its staff or elected provincial representatives. We welcome your comments and suggestions: [1-800-565-6788](tel:18005656788) or email theteacher@nstu.ca.

© Nova Scotia Teachers Union 2024

John Huntley Internship for Black, Indigenous and Racialized members

The March 21 and 22 John Huntley Memorial Internship program was organized for Black, Indigenous and racialized NSTU members. This is the second time the Internship targeted BIPOC members. The Internship sees NSTU members spend two days at Nova Scotia Teachers Union's Central office learning more about programs and services offered. 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 Amanda O'Regan-Marchand, is a very worthwhile and rewarding experience for those members who have participated in the Internship. The next session is scheduled for May 9 and 10. 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 21 and 22 session: Wendy Lyons (Halifax City) a Grade 3 teacher at Joseph Howe Elementary who is Ojibwa from the Anishnaabe First Nation Animakee Wa Zhing in Northwestern Ontario; Crystal Randel (Colchester-East Hants) who is an Engagement teacher with the Nova Family of Schools at Chignecto Central Centre for Education and is Innu from Labrador; Nadine Prosper (Cape Breton District) a Mi'kmaq Language teacher at Sherwood Park Education Centre who is from Paqtnkek First Nation; Jennifer Desmond (Antigonish) who is an African Nova Scotian Student Success Teacher at St. Andrew Junior School; Viviane Abdallah (Dartmouth) an EAL teachers for six schools in Dartmouth based out of Ian Forsyth Elementary School; NSTU president Ryan Lutes; and NSTU BIPOC Advocacy and Engagement staff officer Wendie Wilson.

Credit Cards

Simplify your finances with **0% interest** on Balance Transfers for 9 months*

*One-time transfer fee of 2% applies. See terms and conditions for full details.

TEACHERS PLUS

CREDIT UNION

16 – 36 Brookshire Court, Bedford Nova Scotia B4A 4E9
(902) 477-5664 • info@teachersplus.ca • www.teachersplus.ca

Credit Cards

Benefits of a Balance Transfer

Pay Off Balance Faster

The purpose of a balance transfer is to support you in your journey toward becoming debt-free by minimizing (or eliminating) the amount you pay in interest. By paying less towards interest, you can put more towards reducing your principal amount.

Simplify Your Payments

If you have outstanding balances on multiple credit cards, consolidating your debt on to a single card reduces the number of payments to manage. This approach could also help eliminate extra annual fees that could be associated with multiple cards.

Improve Your Financial Health

Although a credit inquiry is required when apply for a new credit card, expediting the repayment of your debt can have a positive impact on your credit score in the long term. Balance transfers can assist in reducing your overall debt, subsequently increasing the available credit on your card. Both of these outcomes can be advantageous for your credit rating.

Apply for a credit card online, over the phone, or by visiting your local branch today!

cardwiseonline.ca
1.855.341.4643



Education Week 2024



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

On behalf of the Province of Nova Scotia, it is my great pleasure to welcome you to Education Week 2024 - an opportunity to acknowledge the outstanding efforts of all those who work in our public school system to ensure the achievement and wellbeing of Nova Scotia students.

This year's theme, *Connections to Community*, recognizes members of our education team who make deliberate efforts to enhance and empower their entire school community. Today we celebrate staff who build strong relationships with students, families and our many partners in order to meet the needs of their students.

Educators across the Province have spoken to me about the importance of family and community engagement in education. Many staff teams have shared their pride in the strength of those relationships. Others have identified the necessity of parent and guardian accountability in areas of attendance and achievement. Several have highlighted the invaluable contributions that community organizations make creating culturally and linguistically responsive schools. We know that these community relationships are necessary to support the safety of our schools.

Today, we are celebrating staff who are demonstrating ways to build and strengthen these crucial connections, who work hard and are committed to creating welcoming and inclusive environments where children can grow and learn and be challenged. We are truly fortunate to live in a province with such talented and committed teachers, public school administrators, early childhood educators, student support staff and other professional staff.

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

Congratulations to this year's recipients.



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: *Connections to Community/Liens avec la communauté*.

This year's Education Week salutes those who build strong community connections with students, their families and the

community at large. They know the importance of building strong relationships between the school and the community, and that building strong community connections can have a positive impact on our mental and physical health, as well as on the health of our school communities as a whole.

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 who promote community connections.

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, Felicitations, ag Welluguti'og.



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

Congratulations to the 2024 Education Week Awards recipients. This year's theme "*Connections to Community*" resonates strongly at APSEA, as much of our work is about fostering connections between learners, families, and the communities we support.

This award honours your dedication to strengthening the bonds between schools and the broader community and we recognize and celebrate the significant efforts to integrate community values and resources into our students' educational experiences. Thank you for your commitment to building these vital connections. It enriches learning and fosters a supportive, inclusive educational environment.



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

La Fédération des parents acadiens de la Nouvelle-Écosse (FPANÉ) tient à remercier tous ceux et celles qui travaillent pour créer des liens entre la communauté et les environnements scolaires en Nouvelle-Écosse. Nous tenons à cœur le thème de cette

année : « Liens avec la communauté ». Nous sommes convaincus que les parents et familles jouent un rôle crucial dans la vie des apprenants et que les communautés scolaires ne peuvent qu'être enrichies en créant des liens avec la communauté plus large. Que ce soit en invitant des spécialistes à partager leurs connaissances avec les élèves (jardinage, cuisine, métiers, etc.), en explorant les occasions d'apprentissage disponible dans la communauté, en



Connections to Community



Semaine de l'éducation 2024

vivant des expériences inoubliables en communauté ou en créant un climat où toute la famille se sent bienvenue dans l'école. Ceci permet aux élèves de voir plus loin que les murs de la salle de classe et d'interagir avec le monde plus large. Le principe d'école communautaire citoyenne est ancré dans ce genre d'apprentissage et nous tenons à reconnaître ceux et celles qui contribuent à son épanouissement. Merci au personnel enseignant et d'appui, au personnel d'ÉcolesPlus et de développement scolaire-communautaire, au personnel cadre, aux spécialistes, aux membres de la communauté et aux familles! Ces personnes contribuent tous grandement au développement académique, social, culturel et communautaire de tous nos enfants.



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

The Public School Administrators Association of Nova Scotia (PSAANS) proudly partners in celebrating Education Week 2024, under the theme "Connections to Community". This theme showcases the dedicated efforts of administrators, teachers,

support staff, and community partners in integrating education with the broader community. Our collective endeavor bridges Nova Scotia's education system with our larger community, underscoring the vital exchange of resources and experiences. By drawing community resources into our schools and offering students educational experiences beyond classroom walls, we enhance learning and engagement.

Administrators, as school-based and system leaders in Nova Scotia, witness the profound benefits of connecting schools with our communities. As we transition from the isolation imposed by COVID restrictions, focusing on reinvigorating our relationship with the community promises substantial benefits for Nova Scotia students. This renewed emphasis on community interaction marks a pivotal step towards a more integrated and supportive educational environment.

Sidney Idemudia

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

As we celebrate Education Week 2024, themed "Connections to Community," we are reminded of educators' profound impact on their larger school communities, including families

and the African Nova Scotian community. This year's theme recognizes educators who make deliberate efforts to enhance and empower their communities, celebrating those who build strong relationships between the school and the community as part of meeting the needs of their students.

We commend the dedicated efforts of educators who go above and beyond to strengthen these connections. Your commitment to building bridges between schools and the African Nova Scotian community enriches the educational experience and contributes to the broader goal of creating inclusive and equitable learning environments.

Education is a cornerstone of empowerment, and your efforts to engage with our diverse communities play a vital role in ensuring that every student has access to quality education and opportunities for success. Your work is instrumental in fostering a sense of belonging and pride within the community.

As partners in education, we are proud to stand alongside you in celebrating your profound impact on the lives of students and the African Nova Scotian community. Thank you for your unwavering commitment and dedication to education.



Proudly sponsored by:



Partners:





Advocating For Your Needs

by Meg Ferguson, Executive Staff Officer, Professional Learning

“Wow! Your room is really cold!” exclaimed the principal in surprise. It shouldn’t have been a surprise, it was mentioned to him—twice.

Once determined that the principal may have other important things to attend to, he was invited to personally experience the below zero wind tunnel created when the band room door opened. Well, it worked. It was fixed by the next day.

Speaking up for one’s needs as a teacher until successful is easier for some than others. It could be as seemingly small, as needing white board markers, to significant issues such as safety concerns and workload issues. Being the one to speak up can make a difference. Collective voice is even more powerful. “Vulnerability is the birthplace of innovation, creativity and change,” writes Brené Brown.

The goal of this piece is to help those who are less comfortable doing so. Without addressing specific needs, the tips are general and meant to be adapted to work in whatever situation is coming to mind for the reader.

Advocacy in an education context

Education is ever-evolving—science and personal experience teach us more each year in how to better serve our students. Teachers are not only agents of change in public education, but in society as a whole. We must let decision-makers know when something is not working as well as what we need to do our job to the level that both we and our students deserve.

Why? Because teachers are the experts in what our classes need.

Why are people uncomfortable doing so?

As brought forward at the RRC Chairs’ and Local Presidents’ conference earlier this month, members can feel reluctant to speak up for a variety of reasons including fear of reprimand, confrontation avoidance, or even potential stigma about a person’s skills. Ultimately, if a member is actively addressing safety or learning issues as well as seeking additional support from instructional leadership, they are fulfilling their role effectively.

As encouraged by NSTU’s Executive Director, Steve Brooks, it is vital for members to use the rights that have been won through collective agreements or legislation—and it would be a powerful thing. The more members speak up, a culture of doing so will develop.

Yes, there can be bureaucratic barriers, and yes, it may not work first time, or the second time, but please don’t let that stop you. “The courage to be vulnerable is not about winning or losing, it’s about the courage to show up when you can’t predict or control the outcome,” continues Brown.

How do I speak up?

This will depend on your communication style, as well as what the need or concern is and so the steps are flexible. Use or adapt the suggestions helpful to you.

Step 1: Build trust

Cultivate trust, credibility, and mutual respect through open communication, active listening, and collaboration with school leaders and colleagues (and even your MLA). This is ongoing effort.

Step 2: Identify the root

What is at the core of the issue? It can be more efficient to address than the various symptoms. Talking it out can help—perhaps there is a different solution than what you are imagining.

Step 3: Gather Evidence

Support your advocacy with data, resources, examples of practical application or research to illustrate the importance of your cause. What have you tried? What has worked or not worked?

Step 4: Be Strategic

Prioritize your most important need(s). Identify who can help and who can address or fix the issue. Know your audience. When the student contact time was going to be reduced for a specialist subject in a particular regional education centre, the member contacted multiple levels and departments to address it (and it worked). If it is something less urgent, strategically figure out who can make it happen.

What to say

Once you have set a meeting time, or decide your approach to addressing the issue, this is a suggested plan for preparation adapted from *The Coaching Habit* by Michael Bungay Stanier.

- A. Thank you for meeting with me on this important issue. (Taking the time to consider my email.)
- B. What you are hoping to achieve with the conversation.
- C. The core of the issue
- D. Evidence, data, impact (Include what you have tried so far where applicable)
- E. Repeat B and let the conversation flow.

Communication Tips

1. Clarity is key
2. Know your strengths
3. Keep it focused and professional

Preparing what you want to say can help keep you on track and prepare you mentally as well as emotionally. Include messaging that this will make a positive impact on school culture and student learning. Practice with a friend or rehearse it a few times, it will get easier.

Myra H. Strober from the School of Education at Stanford University and organizational change consultant Jay M. Jackman suggest finding a group of like-minded people and then have one of those people join you for your conversation (Reardon).

Cautions

By waiting too long, some folks become so frustrated that they may react in a way that is not comfortable for them. First, it's okay to cry, be upset, get mad. It means you care. If you are afraid of this happening when advocating, then draft an email, re-read it the next day or ask a trusted friend to make sure you are maintaining a respectful tone while communicating your frustration/need.

Make sure there is enough time to address the issue, as well. Don't assume they already know.

If not for you, do it for someone else

To help get past the barrier of discomfort in speaking up for yourself, Adam Grant suggests that if you won't do it for yourself, do it for your students, for your family, for your colleagues. If we do not let people know there is an issue, how can it be resolved?

Remember, advocating for your needs isn't just about self-care; it's about ensuring you have the support to be the best educator you can be. When you speak up to improve working conditions, you are improving the public education system for yourself, your students, and colleagues.

And – NSTU staff are here to support you in your efforts.

References:

- Brown, Brené. *Dare to Lead: Brave Work. Tough Conversations. Whole Hearts*. Random House, 2018.
- Brown, Brené. *Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead*. Penguin Random House, 2012.
- Bungay Stanier, Michael. *The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever*. Box of Crayons Press, 2016.
- Grant, Adam. *Give and Take*. Penguin Group, 2013.
- Reardon, Kathleen. "The Memo Every Woman Keeps in Her Desk," *HBR's 10 Must Reads on Women and Leadership*. Harvard Business Review Press, 2019.

CONGRATULATIONS To Our March Book Winners!

EQUITY — Lindsay Uhma — CBVRCE

FRESH — Alyssa Chetwynd — TCRCE

WELL Teacher — Pascale Landry — CSAP

Pathways 4 PL — Jacquelyn (Landry)
Cumminger — HRCE

pathways

FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with **PL** in the subject line to theteacher@nstu.ca by **May 15, 2024** to be eligible for the draw.

Dare to Lead by Brené Brown

In this #1 New York Times Bestseller, Brené Brown continues to teach us about what it means to dare greatly, rise strong, and brave the wilderness. Based on new research conducted with leaders, change makers, and culture shifters, in *Dare to Lead* published by Random House New York she's showing us how to put those ideas into practice so we can step up and lead.



Oser Avec Audace Auteure: Brené Brown Publié par: Penguin Random House Canada

Se basant sur vingt années de recherche innovatrice, la Dre Brené Brown réfute le mythe culturel voulant que la vulnérabilité est une faiblesse et elle affirme qu'en réalité, il s'agit de la mesure la plus exacte de notre courage.



NSTU president Ryan Lutes is shown with Lunenburg County Local president Denise Burgess at at pre-strike vote meeting on April 3.

Springing into Boundaries

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

The professional learning team at the NSTU hopes these days are treating you well. The focus in February 2024 was on the book *Setting Boundaries, Find Peace* by Nedra Glover-Tawaab. This month, we would like to share the companion to that resource, *The Setting Boundaries Workbook* to invite to you take a different look at how you can support strengthening your boundaries both inside and outside of your learning spaces.

We are working on developing an entire workshop around setting boundaries to support you on your path of discerning—discerning how much of your energy you are going to direct towards the different “asks” that are placed on you every single day. Let’s take a look at some resources that can help you recognize what a break could mean for you.

Although this workbook doesn’t speak entirely to work demands, there is a section that does propose some ideas. Let’s start with the YOU @ work first. Let’s look at how we can tell if we need to review our current boundaries. Tawaab calls this, “knowing the signs”. As you look at this list, try your best to not let yourself stay in the discomfort for too long. Try to notice, without judgement, the circumstances you might be facing.

Do you find yourself...

- ☐ neglecting self-care
- ☐ feeling overwhelmed
- ☐ avoiding interactions with others
- ☐ always being the helper, never being helped
- ☐ unable to say no
- ☐ unable to ask for help
- ☐ having difficulty allowing others to help you
- ☐ doing things with no support

Two important pieces around setting boundaries to keep in mind:

First: **practicing how to sit with discomfort**. It’s part of the process and we need to let it breathe—but not for too long. Take some deep, slow breaths and name to yourself:

Are you feeling more centered?

Hold yourself accountable.

This can be a challenge! Try not to let your mind talk you OUT of the process. Try to push through the discomfort of speaking up, reflecting and reclaiming time for yourself. You might lean on someone in your circle of support to help hold you accountable, like a wellness buddy. Much like a workout buddy, this can be someone you check in with



to see how things are going. You can ask, do you need an ear? Do you need a brainstorming/problem-solving conversation? If you disrespect your own boundary, try to get back on track by thinking about how it made you feel and what you could do differently next time.

Let’s look at some tools for setting boundaries. The Setting Boundaries workbook contains exercises and activities that are very doable. I have started using the word doable instead of easy. This change in language can allow us to flip the script and shift our mindset towards what is possible.

Here is Tawwab’s step-by-step guide for setting boundaries and some resources/tools that can help you on your boundary journey.

Identify where you need a boundary	Journal: write, draw, sketch
Define your boundary	What do you NOT want to see, hear or do?
Trust your intuition	What is your ‘gut’ telling you?
Say no	“No” is a complete sentence; no explanations needed. Tawwab offers a visual resource on different ways to say no .
Be assertive	This can be challenging; try to stand strong in your power. You are not responsible for someone’s reaction. As Tawwab notes, a reaction can indicate how much a boundary is needed.
Define consequences	Make sure to address boundary violations <i>as they happen</i> .
Let go of guilt	When you say no to someone or something else, you are saying yes to yourself.
Use support	Rely on the people in your circle of support. Your boundary practice can inspire others.

Setting boundaries at the workplace can be challenging. We recognize that. If you have a situation where your boundaries at work are in question, please reach out to your Executive Staff Officer in member services.

Take your own Boundary quiz [HERE](#).

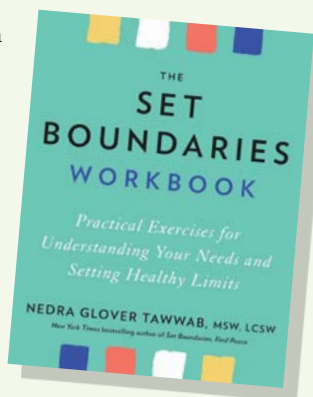
We hope that you find this article and related resources helpful to you in your self-care journey. Please don’t hesitate to reach out with your questions to: appl@nstu.ca.

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 by **May 15, 2024** to be eligible for the draw.

Set Boundaries Workbook by Nedra Glover Tawwab

This workbook is from licensed counsellor and influential Instagram therapist Nedra Glover Tawwab as a companion publication of her *Set Boundaries, Find Peace—a guide to reclaiming yourself*. Published by Penguin Random House, the *Set Boundaries Workbook Practical Exercises for Understanding Your Needs and Setting Healthy Limits* is a valuable tool for anyone who wants to advocate for their needs.

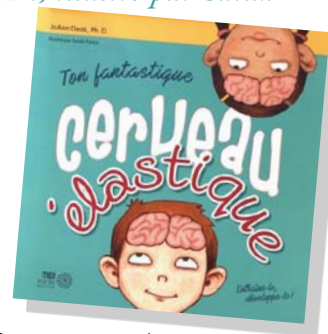


EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **May 15, 2024** to be eligible for the draw.

Ton fantastique cerveau élastique Auteure JoAnn Deak, Ph.D., illustré par Sarah Ponce publié par: Éditions Midi Trente

Cet album de vulgarisation coloré invite les enfants de 6 ans et plus à mieux comprendre l'anatomie et le fonctionnement de leur cerveau, tout en leur donnant une foule d'astuces pour le renforcer tout en s'amusant.



fresh

Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH ENGLISH** in the subject line to theteacher@nstu.ca by **May 15, 2024** to be eligible for the draw.

Made to Teacher Journal

The Teacher has a *Made to Teach* journal for giveaway. This vinyl-bound journal from the Nôta Collection is made of FSC-certified paper and recycled materials. Email your name, home address, and the name of your school with **FRESH** in the subject line to theteacher@nstu.ca by **May 15, 2024** to be eligible for the draw.



Lead-her-ship CONGRATULATIONS to the Status of Women Committee Book Giveaway Winners

Highway of Tears
Rebecca MacDonald — HRCE

The International Day of the Girl
Karen Covey — SSRCE

Good Night Stories for Rebel Girls
Colin E. MacKenzie — AVRCE

Deals & Discounts

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

DSS

Developing Successful Schools

**Evidence-Driven Instructional
Leadership—A Theory of Action**

**Mount Allison University
Sackville, NB**

July 9-11, 2024

An Instructional Leadership Institute

Registration Deadline: Friday, May 10, 2024

More info: Amanda O'Regan-Marchand, NSTU Executive Staff Officer, Professional Learning

Phone: (902) 477-5621 If calling within NS (Toll Free): 1-800-565-6788 or amarchand@staff.nstu.ca



Facilitator:

Justin Baeder, PhD is Director of The Principal Center, and former principal in Seattle Public Schools. He is creator of the Instructional Leadership Challenge, which has helped more than 10,000 school leaders around the world and author of *Now We're Talking! 21 Days to High-Performance Instructional Leadership*.

Sponsored by:

New Brunswick Department of Education and Early Childhood Development

New Brunswick Teachers' Association

Prince Edward Island Teachers' Federation

Nova Scotia Teachers Union

Public School Administration Association of Nova Scotia

Newfoundland and Labrador Teachers' Association

We Remember Greg O'Keefe January 11, 1940 – April 3, 2024

The NSTU was saddened to hear about the loss of Honorary Member and past president Greg O'Keefe. Greg was President of the Nova Scotia Teachers Union from 1978 – 1980 and president of the Canadian Teachers' Federation from 1982-1983. In 1995, he was also the only past president of the Union elected as Vice President of the World Congress of Organizations of the Teaching Profession (WCOTT), which is now known as Education International (EI). This was a proud moment for the NSTU as it celebrated its centennial year. In 1997, the NSTU's provincial executive endorsed him to run for president of EI.

Greg was instrumental in the transformation of the WCOTT into EI. Past president Russell MacDonald (1990 – 1992) remembers that time and working with Greg in helping to bring education to third-world countries and bring teachers' unions from around the world together. According to an article in the Cape Breton Post, Greg called on MacDonald to negotiate with two countries unwilling to join because of their conflict with each other.

"His confidence in me and that I could go and negotiate a settlement was really mind-boggling to me," said MacDonald. "But I went and we were able to get the two countries together and to have a meeting of minds. I was very proud of that moment and we were able to form the EI."

Greg was bestowed with NSTU's

first Special Award in 1991 and received his honorary membership in 1998. Honorary membership is given in recognition of outstanding contribution to the teaching profession of Nova Scotia. The honour, conferred by a resolution to Council, is the highest award the NSTU can bestow on any individual.

He was vice principal of Holy Angels High School for most of his teaching career, retiring in 1994 and was also a president of NSTU's Association of Science Teachers and the president of the Canadian Association of Science Teachers.

According to his obituary, Greg was also an active member in his community. Highlights of his involvement include serving on the Board of Governors of UCCB (now Cape Breton University), as well as serving with the Council of Churches, the Children's Aid Society, Cape Breton Labourers Development Organization and Our Lady of Fatima Parish Council.

He was interested in the world around him and was gifted at making connections with people. Greg cherished spending time with his friends and large extended family.

Former NSTU executive director Ron Morrison (1992 – 1994) who went to high school and university with Greg and retired from their teaching careers on the same day remembers him fondly. "Greg had the gift of listening. People believed that they were heard, and this is a gift given to very few. His judgement was conveyed quietly



and effectively. Greg was one of our great orators. His sense of the ridiculous swayed meetings to laughter but often with a very pointed lesson," he says.

He will be sorely missed by members of his NSTU family, and the NSTU sends its thoughts to his wife Mary, his daughter Colleen and family and friends. In his memory in lieu of flowers, donations may be made to the Cape Breton Metro VON or a charity of your choice. The NSTU donated to Feed Nova Scotia in his memory. To leave a memory or condolence for the family please go to www.twcurry.com.

Teachers Plus Credit Union continues its support 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 (left to right) is TPCU's Board Chair Bill Redden and TPCU CEO, Dale Roode. They are displaying this year's Education Week poster, featuring the theme *Connections to Community/Lien avec la communauté*. 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.



PETER DAY for

PRESIDENT

A STRONG

Voice

A PROVEN

Voice

YOUR

Voice

"In today's challenging educational landscape, having a leader who is not only proactive but also resolute in championing the rights and interests of teachers is crucial. Right now, our union needs a loud voice and we need to take action. I want a leader who is bold and willing to take a stand. Bold change does not happen without bold action and our profession is in need of that right now. Peter has consistently demonstrated his courage to stand up for what is right, ensuring that the voice of the membership is heard and respected."

Jo-anne Richardson Laundry
Kings Local President

"Endorsing Peter Day for NSTU President was an easy decision. His unwavering dedication to unionism, coupled with a genuine commitment to listening to teachers' voices, makes him an ideal candidate. Working with Peter as a Local President and then as a PE member, I have seen first hand his passion and desire for positive change in our profession. I feel this makes him an ideal leader to advocate for teachers and ensure our concerns are heard and addressed."

Sara Tutty
Provincial Executive
Lunenburg County-Queens

"As a local president, I have worked with Peter Day for the last 3 years. In my opinion, Peter Day is a trusted advocate who wholeheartedly champions the rights of our members. He recognizes the critical need for safe schools that prioritize the well-being of teachers, staff, and students. Peter understands that unless our working conditions and salaries align with this fundamental requirement, we risk losing more valuable educators who shape the future of our society."

Heather Hiscock
Annapolis Local President

"Peter Day is one of the most authentic and hardest working members of the Provincial Executive. He advocates strongly not only for the members in Cape Breton, but for the whole of the NSTU. Peter has a wealth of knowledge and experience, and he is generous with his time in mentoring new members in his own local and around the PE table. One of Peter's strongest qualities is his readiness to accept that someone's opinion may differ from his, and while he may not agree, he will respect that their opinion may also be valid. It is for all of these reasons and many more that I am endorsing Peter Day for president of the NSTU."

Taunya Pynn-Crowe
Provincial Executive
Colchester-East Hants

"Peter Day is passionate about education and he is a vocal advocate for the members he represents - all NSTU members. In my time around the Provincial Executive table, Peter has shown strong leadership traits. He listens, and his comments are measured and well thought out, without sacrificing his passion. He has thrived in the role of Secretary-Treasurer, and will be an active voice to represent the NSTU as we face the upcoming challenges. Most importantly, Peter doesn't shy away from taking action and standing up for our rights. For these reasons, I am proud to support Peter Day for NSTU President."

Jo Leigh McPhee First Vice-President



Nova Scotia
Teachers Union

PETER DAY pour le

We need change. Increased workloads, lack of prep time, harassment and violence normalized in schools as well as salaries not keeping up with inflation are all clear indicators that our education system is failing its teachers and students. The NSTU needs a bold leader who will fight to ensure the voices of members are heard.

LET ME BE THAT **VOICE**

Nous avons besoin de changement. L'augmentation des charges de travail, le manque de temps de préparation, la normalisation du harcèlement et de la violence dans les écoles, ainsi que des salaires qui ne suivent pas l'inflation sont tous des indicateurs clairs que notre système éducatif échoue envers ses enseignants et élèves. Le NSTU a besoin d'un leader audacieux qui se battra pour garantir que les voix de ses membres soient entendues.

LAISSEZ-MOI ÊTRE CETTE **VOIX**

www.PeterDayForNSTU.com



SCAN ME



@DayForNSTU



@PeterDayForNSTU



@PeterDayForNSTU

PRÉSIDENT
UNE *Voix* FORTE
UNE *Voix* ÉPROUVÉE
VOTRE *Voix*

UNION EXPERIENCE

PROVINCIAL

Secretary/Treasurer of the NSTU; Chair NSTU Finance & Property; Provincial Executive Representative ; PE liaison Professional Associations Coordination Committee, Curriculum, Governance & Policy, and Technology Committees; PE Representative for the Personnel and Nominating Committees; Chair of the Substitute Committee; member of the Discipline Committee; Voting Delegate for Annual Council; Delegate for CONTACT; John Huntley Memorial Internship Program

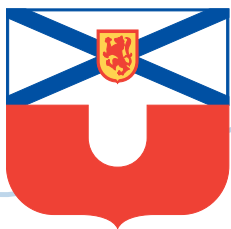
REGIONAL

Chair of the CBV Regional Grievance Committee; Member of the RRC for the Northside-Victoria Local; Member of the RRC for the Cape Breton District Local; Member of the regional JOHS Committee

LOCAL

Cape Breton District Local: 1st VP; Secretary; School Rep for several schools; Member of various local committees (PA/PR, PD, Social, Finance, Communications)
Northside-Victoria Local: VP of PA/PR; Chair of the Social Committee; Member At Large

ELECT/ÉLISEZ



NANCIE PD DE LA CHEVOTIÈRE

REPRESENTING
YOU
IN THE NSTU



MAY 15TH

VOTE/VOTEZ

**NANCIE PD
DE LA CHEVOTIÈRE
for PRESIDENT**

Website:

www.NanciePDforNSTUPresident.ca
(contact form on website)

Email: ndelac@nstu.ca

 [@Nancie_PD](https://twitter.com/Nancie_PD)

✓ Voice

- Passionate speaker who is willing to speak the truth and advocate for all members
- Experience speaking to the media including responding on the spot in a scrum (interviews with CBC, Chronicle Herald, Global)
- Published opinion pieces in Xpress
- Voiced concerns to law amendments about Bill 148, Bill 72, and Bill 75
- Selected to share the challenges teachers/specialists are facing during the staff meeting with Becky Druhan
- Selected to speak on violence for the Auditor General's report

✓ Value

- The NSTU needs to be UNITED to realize our full potential as an organization.
- Teachers/specialists in Nova Scotia are the ONLY reason the education system functions at all, and they merit RESPECT.
- All NSTU members deserve safe and healthy workplaces, cost of living salary increases, marking and preparation time commensurate with the increased demands of the job, essential resources (human and material), decreased administrative work and data collection with no purpose. NSTU members NEED work/life balance.
- Retention must be a focus of the government and the NSTU must advocate for that at every opportunity.

✓ Vision

- All members of the NSTU need to feel represented and should have a way to communicate with leadership. I would like to have virtual town halls, a monthly podcast, meetings in other parts of the province and increased communication with members.
- Local leaders need to have more of a voice provincially. I would like to increase the contact time with local leaders and the provincial executive.
- In the last election for provincial President less than 60% of members voted, even fewer vote for provincial executive members (the 23 decision makers when Annual Council is not in session). I would like to increase member engagement by supporting the creation of NSTU provincial awareness campaigns. These would be to help inform members on the infrastructure of the NSTU.
- Improved data collection to support NSTU concerns. I would like to help find a way to track important information that can empower our organization when needed including the demographics of members, amount of teachers leaving the profession and why, specialists

NSTU Leadership Experience

- Provincial Executive member
- RRC Economic Welfare
- 1st Vice-President of Halifax City local
- Provincial Committee Member (Public Relations, Ad hoc Equity Deserving, Status of Women)
- Presenter at ATENS (multiple times)
- Presenter Equity conference
- Represented NSTU at Project Overseas (International Exchange through Canadian Teacher's Federation)

Other Leadership Experience

- Diploma in Instructional Leadership (Educational Leadership Consortium Nova Scotia)
- Completed Aspiring School Administrators Program and successfully admitted to VP pool
- Department Head
- Leadership team for the development of English 12: African heritage Department of Education and Early Childhood Development
- Leadership teams in HRSB for English 10 and culturally diverse learners

Testimonials:

*I have worked with Nancie de la Chevotiere in various capacities for over 15 years. In that time, I have seen the intelligent and direct way she raises awareness of the issues we face in Nova Scotia's educational world, and the well-informed and articulate way she voices the need for change in countless aspects of the teaching profession. Nancie is keenly aware that, now more than ever, we need a President who will fight for the working conditions, classroom supports, and cost of living salary adjustments required for the **retention** of teachers in N.S. Nancie has spoken on behalf of NSTU members in the past, and has succinctly shared with the media the realities of our education system, and the urgency for government to work WITH us to make the teaching profession one that can be managed without teacher burnout and shortages.*

As a strong woman in our female-dominated profession, Nancie de la Chevotiere has the grit we need to stand up for NSTU members in these times of massive challenges.

Natalie MacIsaac-Classroom teacher, Kings Local; 2nd Vice-President of the NSTU

I have known Nancie for more than 25 years; first as a teacher who inspired me to want to become a teacher myself, and later as a colleague, fellow NSTU rep, graduate studies classmate, and dear friend. Nancie is one of the most dedicated teachers I have ever known. She devotes her entire self to her work, her students, and trying to ensure public education works in Nova Scotia. Nancie has served in many roles within the NSTU and has a thorough knowledge of the history and workings of our union. She also possesses a keen awareness of the structures and operations of the RCEs and the EECD, having studied and worked in various capacities involving both. One of Nancie's most admirable qualities is that she is never afraid to stand up and speak out for the issues and problems that impact students and teachers every day. She is passionate, articulate, and tireless in her advocacy for change and improvement. She is exactly the kind of powerful representation teachers and students in Nova Scotia need.

Julia MacDonald-Classroom teacher, Halifax County Local

Contact Me:

E-mail: ndelac@nstu.ca

Website:

Follow me on X:  @Nancie_PD

Join me on Zoom on

Media:

<https://www.cbc.ca/news/canada/nova-scotia/teachers-union-strike-workplace-concerns-vote-money-1.3802192>

<https://globalnews.ca/news/3241083/why-one-nova-scotia-teacher-voted-no-to-the-contract-and-what-she-says-needs-to-change/>

Opinion pieces published in Local Xpress

In order to make Nova Scotia an attractive place to teach, government must make teaching in Nova Scotia attractive.

Grant Frost

I am a lifelong educator who has worked in multiple educational settings in this province and in several regions including Halifax, the Annapolis Valley, and for the Eskasoni School Board in Cape Breton. I have held many positions within the NSTU including serving as local president and provincial executive member for Halifax County. Those positions have seen me act as part of the bargaining team for several regional agreements as well as sitting on the Provincial Pension Committee, experiences that will no doubt prove valuable should you choose me as President.



I also have a fair amount of experience outside of the union, in particular as an educational commentator and author. I have two books to my credit, as well as many articles which have appeared in magazines and newspapers right across Canada. I currently am a regular columnist for the Saltwire News Network and am a seasoned veteran of the interview circuit, having appeared many times on both television and radio to share my views. I have been invited to speak at many events, both nationally and internationally, and most recently have been accepted to speak in Ireland on how jurisdictions can limit the impact of new initiatives on teachers.

Having written about educational policy and change for well over a decade now, I have obviously touched on a great number of subjects. However, our current staffing shortage has been front of mind for me since at least [2017](#). It's not like we haven't seen this coming. And I am completely taken aback by our government's inadequate approach to solving the current crisis. Their overemphasis on recruitment, as opposed to retention, is short sighted, and destined to fail.

The answer to our current, and indeed, future staffing issues should be obvious.

In order to make Nova Scotia an attractive place to teach, the government must first focus on making teaching in Nova Scotia attractive.

If elected, I will use my well-established voice to continue to pressure government at every turn to improve our lives of all NSTU members. Quite simply, you deserve better.

If you want to read some of my articles from days gone by, simply google Grant Frost, Saltwire, or visit my blog site at Frostededucation.com. To read my complete platform, go to <https://frost4in24.ca/>.

Atlantic Canada > Opinion

GRANT FROST: A new era, or more errors in Nova Scotia government/teacher relations?

Contributed Grant Frost - Columnist | Posted: May 7, 2022, 6 a.m. | Updated: May 7, 2022, 6 a.m. | 4 Min Read



Atlantic Canada > Opinion

GRANT FROST: Privatization of public education a 'strong possibility,' expert says

Contributed Grant Frost - Columnist | Posted: July 29, 2023, 6 a.m. | Updated: July 27, 2023, 2:57 p.m. | 7 Min Read



Atlantic Canada > Opinion

GRANT FROST: Chronic substitute teacher shortage in Nova Scotia could lead to school closures

Grant Frost - Columnist | Posted: Oct. 18, 2021, 11:45 a.m. | Updated: Oct. 23, 2021, 7:43 a.m. | 6 Min Read



Atlantic Canada > Opinion

GRANT FROST: Government line on teacher shortage a load of hot air

Contributed Grant Frost - Columnist | Posted: Dec. 15, 2022, 6 a.m. | Updated: Dec. 14, 2022, 11:39 a.m. | 6 Min Read

Nova Scotia > Opinion

GRANT FROST: Nova Scotia education sector finally free of Liberal yoke

Contributed Grant Frost - Columnist | Posted: Aug. 27, 2021, 3:30 p.m. | Updated: Aug. 30, 2021, 6 a.m. | 4 Min Read



Atlantic Canada > Opinion

GRANT FROST: Another Band-Aid on a bullet hole approach to teacher shortages

Grant Frost - Columnist | Posted: March 8, 2022, 4:56 p.m. | Updated: March 8, 2022, 4:56 p.m. | 5 Min Read



Nova Scotia > Opinion

FROST: Teachers' mental health merits close examination

Grant Frost - Columnist | Posted: Oct. 15, 2018, 6 a.m. | Updated: Oct. 15, 2018, 6 a.m. | 5 Min Read

Atlantic Canada > Opinion

GRANT FROST: Don't let brief spotlight on fetal alcohol fade into inaction

Grant Frost - Columnist | Posted: Sept. 8, 2022, 6 a.m. | Updated: Sept. 8, 2022, 6 a.m. | 6 Min Read



Nova Scotia > Opinion

GRANT FROST: Relying on retirees a short-term fix to critical teacher shortage

Grant Frost - Columnist | Posted: April 3, 2019, 3:42 p.m. | Updated: April 3, 2019, 3:42 p.m. | 5 Min Read

Atlantic Canada > Opinion

GRANT FROST: Put teacher retention ahead of recruitment

Grant Frost - Columnist | Posted: Feb. 16, 2024, 6 a.m. | Updated: Feb. 15, 2024, 3:00 p.m. | 4 Min Read



VOTE/VOTEZ

Shawn Hanifen

for NSTU President/pour la Présidente de la NSTU

REAL LEADERSHIP • REAL ADVOCACY • REAL CHANGE
UN VRAI LEADERSHIP • PLAIDOYER RÉEL • VRAI CHANGEMENT

!!!84% of our Members Have Considered Quitting!!!

Tim **HOUSTON WE HAVE A PROBLEM**



Web page <https://sehanifen.wixsite.com/website-2>



Phone (902) 449-6325 • Email sehanifen@nstu.ca



Meta/Facebook Shawn Hanifen for NSTU President



X/Twitter @Shawnhanifen1





VOTE/CHOISIR

SHAWN HANIFEN as YOUR PRESIDENT and tell

HOUSTON WE HAVE A PROBLEM!

The past decade has been difficult and tough on our members. With 84% of our ranks considering quitting, it is well past the time to “get tough on government.” Our members are suffering financially, mentally, physically, and emotionally just to get out of bed for work every day. Members need a union and leader to provide real advocacy and create real change from the government.

As both a former provincial executive member and as a local president of our union’s largest local I have demonstrated the advocacy to step in immediately and create positive change for our membership.

My time on the provincial executive demonstrated my ability to bring forth a wealth of knowledge and experience vital for effective leadership. This experience is not just theoretical but practical, through years of direct engagement with members and with the negotiation process. I am the only candidate with a background that understands the intricacies of contract negotiations and the profound impact these contracts have on members’ lives. With a proven track record of understanding necessary improvements in contract terms, advocating for fair compensation aligned with inflation, and enhancing working conditions through strategic contractual language.

As a local president my experience, proactive advocacy, and a clear vision for the NSTU has grown exponentially. This sets me apart as the candidate most qualified to assume the pivotal role of president, to navigate the complexities of labor negotiations and champion improvements to our working conditions. These past four years, I have created meaningful change and supports for our NSTU members. And just this past month, was part of a negotiation team that secured tangible benefits for members, such as enhanced leaves and supportive contractual language.

Both experiences have created a strong foundation, for me, to be your next President. My vision for the NSTU emphasizes not just the importance of experience, but also the ability to effect change through proactive advocacy.

WE need a President who will hold the Government accountable for...

- Inadequate pay that does not keep pace with inflation. We are professionals- just like any other sector- and deserve adequate pay.
- Unsustainable workloads and caseloads. We need a reduction in both for our teachers and specialist. More Prep and office time so our members can better support our students and have a reasonable work/life balance. And a government that understands this need as an investment to increase student achievement and learning. Because without changes- it is causing mental health crisis among members- and driving away teachers and specialists.
- Members leaving the profession, from new, mid, and late career for other jurisdictions (New Brunswick for one) that is intensifying the teacher shortage.
- Recruitment and Retention announcements from the government that disadvantage some and devalues all members. The government needs to consult and implement changes based on the experts. And WE are the experts.
- An employer that will not accommodate specialized and skilled teacher/specialists. Who then leave for employment in other sectors and private practice.
- Increasing violence in our schools, both on the frequency and severity of incidents.
- Lost learning time due to inappropriate behaviors and the lack of consequences under the School Code of Conduct.
- Classrooms that are over cap (and capacity), which causes disruptions, behaviors, and lost learning.
- A shortage of teachers especially substitutes and specialists that has gone neglected for far too long by Government. A Government who has addressed this in other departments and in throughout the private sector.
- Complex student needs and a lack of support, resources, and personnel.
- A lack of mental health supports, unfilled school counselor and psychologist positions. Our most vulnerable students are at risk with increased wait times.
- A broken Inclusion model that is direly inadequate in both resources and personnel.



On May 15th /Le 15 mai VOTE/VOTEZ
Shawn Hanifen NSTU President



Vote for Mike Kelly NSTU President

Enough.

34 years as a teacher, and I am witnessing an escalating downward spiral. Decreasing wages, violence in the classroom, service award gone, no indexing on my troubled pension and a Union that doesn't seem capable.

Enough!

The actual Pillars of Unionism, it doesn't matter the union, IBEW, CUPE, NSGEU or the NSTU are simple:

- 1 Put together a mutually beneficial contract between the worker and employer.
- 2 Ensure the terms in the contract are followed.
- 3 Guarantee the sanctity of the pension plan.

That's it. Anything else the union gets involved in is superfluous. Bread and Circuses.

The above three pillars of a Union are visible in the day to day meandering of the 'real world' by what I like to call the 3W's:

Wages,

Working Conditions

Wealth, a.k.a. the pension plan.

Wages – Wages are our buying power, our reward for working hard! Inflation, calculator's indicate that in just the last decade our buying power (based on ATC1) is about \$10,000 below level. Our wages have not kept up with inflation. Period. Wondering why it feels like you're not getting ahead financially? That's why; your inconsequential raises were just that.

Don't fall for the propaganda, "oh, think of the children...". Instead, think about your own children! Teaching is first and foremost a **JOB**. If our next contract doesn't include that debt and give us a viable pay increase, on top of that \$10,000 you're not going to be capable of giving your children what they deserve given your employment choice; you are a highly educated professional. Think about your own children, your family deserves it. Given the current financial state, and future economic forecasts, the time has come for a significant increase in our wages. The Nova Scotia



government gave the members of other unions 10 thousand just last month in addition to a comparable bonus a few months back. Does the government feel teachers are less worthy? Didn't we go above and beyond during COVID? Don't we work hard? Don't you think we deserve what other union employees are entitled to? I do!

When I started in education a teacher could raise a family comfortably on the single income of a teacher's salary; now most of the teachers I know, myself included, have side jobs just to live. That's fundamentally wrong. We hire substitutes and pay them 67% of our lowest wage!?! Imagine if I went to IBEW or Carpenters Local 1588 and said, "Sorry but all your red seal trades are only going to be paid 67% of an apprentice salary until they're permanent". There would be fire in the streets and rightly so. What about vacation pay? Every other occupation in the province, by legislation, gets 6% of their income (5 years of service or more) the day before their vacation. Did you get your \$4,599 cheque last year on grading day..... Holidays? We get a new holiday and the Dept of Ed. subtracts it from our Christmas break or summer vacation. Every other occupation in the province gets the day off **OR** time and a half. What about Unemployment Insurance? Teachers pay the benefit but not allowed to collect!?!

Working Conditions – You should be able to show up for work every day and expect to carry out your job without fear. Period. There are no exceptions to this. I walk in any building in Nova Scotia, laundromat, muffler shop, my local post office, there are signs reminding me if my conduct is unbecoming I will be turfed; and rightly so. The hospitals have signs, "Hit a nurse go to jail". Yet, there are teachers in this province that suffer violence on a regular basis. I can't understand why is this not addressed? If you fear going to work or have suffered threats and/or abuse there's a real problem!

Wealth – Need I comment on the notorious 'Teachers Pension Plan'. Money was taken out of our plan by past governments. Nobody seems to talk about that and try as I may I can't find the history of this. Then, in the 90's the provincial government provided incentives to drive teachers (that wouldn't have otherwise retired) out of the classroom and onto our pension plan again increasing stress on the plan. Then we lost indexing.

Indexing is the most important component of a defined benefit pension plan. It allows retired people to survive up to the point of their death comfortably by keeping abreast of inflation. It is what you should expect after working for 35 years. Regaining indexing HAS to be a primary focus of any union moving forward.

I decided I would run for NSTU President only this past January, delaying my retirement. A colleague of mine came to see me to ask about stress. He was replacing another teacher who had left for the same reason; at that time three out of the four department heads in my school were off on stress related illness. Nothing has changed it seems. I feel like I'm working at an ostrich farm now, every time there's an issue, everybody that can do anything about the issue sticks their head in the god darn sand.

I can assure you as president wages will increase drastically. I can also assure you repetitive abusive student behaviours will be relegated to the archives. It is time for each 'center' to have a facility to house repeat violent offenders. Our job is educating not MMA fighting. Again I assure you Indexing will be a priority; it's **MY** pension too!

Never mind COVID, it's time for an outbreak of "[The Blue Flu](#)". That's what real unions do in conditions that require a quiet flex of muscle.

For more on my platform

YouTube: Channel is Moike - Video: NSTU President

coming events

APRIL

National Organ & Tissue Donation Awareness Month

Canada still has one of the worst organ and tissue donor rates of all developing countries and that's why the David Foster Foundation is raising awareness about the critical need to become a registered organ donor.

The Foundation, a national non-profit Canadian charitable organization is dedicated to providing financial support for non-medical expenses to Canadian families with children in need of pediatric organ transplants.

Interesting Canadian organ donor facts:

- Over 4,000 Canadians are currently waiting for a life-saving organ transplant.
- Of those on the wait-list, roughly five die per week (one death every 30 hours).
- One organ donor can save up to eight lives and improve the quality of life for 75
- From living donors, over 50 per cent were from relatives and friends, the remaining from unrelated donors.
- Of total transplants, 59 per cent were kidney, 20 per cent liver, 12 per cent lung, five per cent heart, and two per cent pancreas and combination transplants.
- You are six times more likely to need a transplant than become an organ donor.
- In 2022, DFF supported 29 per cent of Canadian children receiving a liver, kidney, heart or lung transplant.

The David Foster Foundation has helped fund struggling families as they awaited a donor. You can read about transplant stories at: <https://davidfosterfoundation.com/families/>.

There are multiple ways you can help, including talking to your loved ones about organ donation and registering to become an organ donor,

APRIL 20

Second Annual People's Parade

This grassroots community parade is a joyful celebration for all to come together in respect and love for Mother Earth, the Water, and All our Relations. The Parade is happening on **Saturday, April 20** on the Halifax Waterfront with an after-party at Peace and Friendship Park. The rain date is Sunday April 21. It is being organized by the Ecology Action Centre, Mi'kma'ki Water Walkers, iMOVE Media Arts Association, School Strike 4 Climate Halifax, and others. Last year 35 groups and over 700 people participated. Parade participation is open to all community members, grassroots groups, artists, and non-profit organizations. For info: <https://linktr.ee/peoplesparade>

APRIL 22

Earth Day

For Earth Day 2024 the theme is *Planet vs. Plastics*. On April 22, EARTHDAY.ORG is unwavering in its commitment to end plastics for the sake of human and planetary health, demanding a 60 per cent reduction in the production of all plastics by 2040.

Governments and NGOs from around the world will gather in Ottawa to continue negotiating the terms of the United Nations Global Plastic Treaty this Earth Day, 2024. Plastics pose serious health risks to life on Earth. BABIES VS. PLASTICS, the first of five such reports, offers an over-view of some of the latest research studying the impacts of microplastics on the health of young babies and children. More info: <https://www.earthday.org/earth-day-2024/> Some classroom resources can be found here: <https://www.earthday.org/earth-day-quizzes/>

APRIL 23

World Book and Copyright Day

World Book and Copyright Day is a celebration to promote the enjoyment of books and reading. Each year, celebrations take place all over the world to recognize the scope of books—a link between the past and the future, a bridge between generations and across cultures. On this occasion, UNESCO and the international organizations representing the three major sectors of the book industry – publishers, booksellers and libraries, select the [World Book Capital](#) Network to maintain, through its own initiatives, the impetus of the Day's celebrations.

April 23 is a symbolic date in world literature. It is the date on which several prominent authors, William Shakespeare, Miguel de Cervantes and Inca Garcilaso de la Vega all died. This date was a natural choice for UNESCO's General Conference, held in Paris in 1995, to pay a world-wide tribute to books and authors on this date, encouraging everyone to access books.

More info: <https://www.unesco.org/en/days/world-book-and-copyright>

APRIL 28

National Day of Mourning for Injured Workers

Marked annually in Canada on April 28, the National Day of Mourning is dedicated to remembering those who have lost their lives, suffered injury or illness on the job, or experienced a work-related tragedy. It's also a day to collectively renew our commitment to improving health and safety in the workplace and to preventing further injuries, illnesses and deaths.

Traditionally on April 28, the Canadian flag flies at half-mast on Parliament Hill and on all federal government buildings. Employers and workers observe Day of Mourning in a variety of ways. Some light candles, lay wreaths, wear commemorative pins, ribbons or black armbands, and pause for a moment of silence.

Organizations, employees, communities, and individuals are encouraged to hold or support an event, or to simply observe a moment of silence at 11 a.m. on April 28. For more info: <https://www.ccohs.ca/events/mourning>

executive highlights

April 4, 2024

- Filed the Table Officers Report;
- Selected members for the John Huntley Memorial Internship Program for a 2-day session;
- Approved the granting of one Local Service Award;
- Approved an annual donation to the Sheonoroil Foundation in an amount to cover the Foundation's Annual Financial Audit;
- Ratified the 2023 Cape Breton District Local Constitution;
- Referred a motion to the Governance and Policy Committee (Grants for smaller rural Locals);
- Referred a motion to the Governance and Policy Committee (Additional funding for smaller rural Locals);
- Approved a motion that the NSTU discuss the possibility of providing highly visible swag, like a hat, to all members in order to increase NSTU visibility and unity when doing rallies.



ACNS presents ...

the **Red Gala**

Saturday Apr. 20th 7-11 PM
Light House Arts Centre • Tickets: \$95

Win a \$500 Travel Voucher!
Early-Bird Draw Mar. 20th

 **GILEAD**
Creating Possible

McKiggan Hebert
LAWYERS

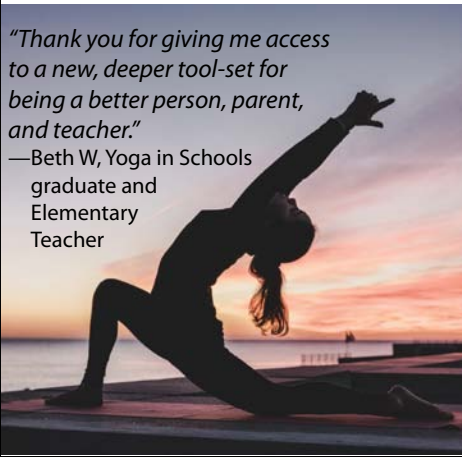
BMO 



*Sometimes one decision can
change your life forever.*

*"Thank you for giving me access
to a new, deeper tool-set for
being a better person, parent,
and teacher."*

—Beth W, Yoga in Schools
graduate and
Elementary
Teacher



Double Certification - 200hr Yoga Teacher Training in both Yoga in Schools and Studio Training

- online or in-person

Rated Top 8 Yoga Alliance certified schools in Canada!

Restore wellbeing, enrich your life and elevate your career fulfillment. With profound wellness teachings, delivered by masterful leaders, this all-levels program is described as a life changing experience.

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

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

When: July 2-13th, 2024 **Cost:** \$2995.00+hst (check PD for funding, interest free payment plan available)

Where: in-person at Chocolate Lake Hotel, Halifax, NS and online. Suitable for all-levels of ability and experience.

Registration: <https://form.jotform.com/213254766125051>

902-444-9642

Email: info@YogainSchools.ca

Yoga teacher Training info:
<https://yogainschools.ca/yoga-teacher-training/>



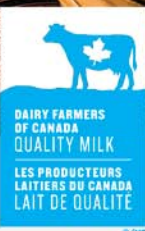
milk SPORT FAIR

So many sports, so little time!

MAY 2 - 3

William M. Sobey Indoor Sports Complex
Stellarton, NS

Visit: sportnova.scotia.ca



TeachNutrition.ca™
By Dairy Farmers of Canada's Registered Dietitians



ENVIRONMENTAL

☀️ ➡️➡️➡️➡️ summer camp ⬅️⬅️⬅️⬅️ ☀️

🌲 WORKSHOPS 🌲

Free, fun, educational workshops for summer camps, community groups and youth groups in Nova Scotia



SUMMER CAMP PROGRAMS AVAILABLE JULY & AUGUST

Our guest workshops are a fun way to help children and youth engage in environmental stewardship and learn to take climate action. Book us, we'll bring everything including games, activities and reflection tools!

BOOK NOW:

cleanfoundation.ca/youth-programming

FOR INQUIRIES:

EducateEngage@cleanfoundation.ca

THEMED PROGRAMS FOR AGES 5 AND UP.

**Programs can take
place inside,
outside or both!**

Workshops available for
30 minutes up to 2 hours.





Retired Teachers Organization of the Nova Scotia Teachers Union

Support the Retired Teachers' LEGACY FOUNDATION GRANTS

Honour a colleague - make a Legacy Donation



**Support the work of
the RTO Foundation Grants**

**Memory and Donation
Cards will let families know
of your donation**

**Send your donation to the
Retired Teachers' Legacy
Foundation**

**Donations are tax deductible
and receipts available**

Contact your Branch President

**RTO Administrative Assistant
3106 Joseph Howe Drive
Halifax, NS B3L 4L7
reception@staff.nstu.ca**

**rto.nstu.ca
Download
Legacy Foundation Grant
Application and Brochure**

What is the purpose of the RTO Legacy Foundation?

The Retired Teachers Organization Legacy Foundation was established in 1994 by the RTO Executive. It was created to provide the organization with a vital role in supporting children and youth (younger than 21) by providing grants to address a need in a society or organization founded for an educational, medical, social, or similar purpose. The foundation is a significant aspect of our work as a non-profit and provides the RTO with an avenue to honour the lives and work of former Nova Scotia teachers.

For a number of years, the Legacy Foundation has provided funding to several charitable groups and organizations. On a yearly basis, the RTO receives applications and disburses grants to various organizations across Nova Scotia. Each year we also collect funds for the foundation through various means – donations from RTO Branches, NSTU Locals, fundraisers, grants, legacy gifts, bequests, and 50/50 ticket sales at different meetings and events. Many of our RTO Branches donate money each year.

Many grants have been approved since the inception of the Legacy Foundation thirty years ago, with the grants providing financial support for an abundance of community programs and initiatives. The grant requests we receive on a yearly basis speak to the volume of funding demands required for programs and services in the wider community. Over the years donations have been made to different groups, such as: the After the School Bell Food Security Program; Our House Wellness Centre “Free Store”; Home of the Guardian Angel Family Centre; L’Arche Cape Breton; Aidaen Mae Fund, Yarmouth; Big Brothers Big Sisters Halifax; Maggie’s Place Family Resource Centre; Nova Scotia Hemophilia Society Youth Group; Diabetes Canada Nova Scotia Branch; Big Brothers Big Sisters North River; Riverside School; Cumberland Imagination Library/Dollywood Foundation of Canada; Big Brothers Big Sisters of Pictou County; The Centre for Local Prosperity (Thinkers Lodge); Hinchinbrook Farm Society; Pictou United Church; Pine Ridge Middle School Connect Resources; Richmond Education Centre/Academy; BGCGH Spryfield; Annapolis Valley Chapter of Autism Nova Scotia; Pictou County Roots for Youth Society; Antigonish Kids First Association Family Resource Centre; Big Brothers Big Sisters of Colchester – Job Reading Program; and South Shore Robotics.

The letters and thank you cards we receive when grants are awarded inform us of the extensive spectrum of needs being fulfilled. For example, The After the School Bell Food Program (<https://www.facebook.com/Aftertheschoolbellfoodprogram/>) supports seven schools, providing 101 food bags to children dealing with food insecurity every week.

Pictou County Roots for Youth (PCRFY) (<https://pcrootsforyouth.ca/>) offers safe and supportive shelter options for youth 16-24 of age who are experiencing homelessness. We offer an alternative to living on the street, as well as provide opportunities that support optimal youth development, working to harness local resources that support youth with housing through a holistic approach, ideally to eradicate homelessness overall, or a current episode.

The Aidaen Mae Fund funds a peer support drop-in centre geared to youth ages 12-15, working to build youth empowerment and give the resources necessary to support growth as individuals. The Aidaen Mae Youth Wellness Centre (<https://www.aidaensplace.com/>) provides a safe non-judgmental environment where youth can

receive guidance to navigate their mental health and wellness. The centre helps youth through theme nights, movie nights, after school snacks and drinks, meal nights, art supplies, TV and video games, computers/free internet access, help with homework, and more.

The BGCGH Club (<https://www.bgcgh.ca/spryfield/>) provides a safe, supportive place where children and youth can experience new opportunities, overcome barriers, build positive relationships, and develop confidence and skills for life. The Spryfield site offers after school programs for children currently enrolled in Grades Pre-Primary to 5. Children can participate in and experience a wide range of activities including recreation, physical activity, cooking, arts/crafts, reading, and leadership programs.

The links below provide an example of how a donation was used by the Centre for Local Prosperity: <https://www.youtube.com/watch?v=Brh-q4R-NUI> or

[Youth High School Retreat for Climate Action - Centre For Local Prosperity.](#)

These links provide more information regarding the Foundation:

<http://rto.nstu.ca/legacy.html>

<http://rto.nstu.ca/documents/Legacy-Remittance-Form.pdf>

<http://rto.nstu.ca/Documents/donatotheLegacyFoundation2021.pdf>

and

<http://rto.nstu.ca/Documents/RTOFoundationGrantApplicationrev2021.pdf>

Should you wish to donate to the Legacy Foundation please visit the RTO website for more information; e-transfers are now accepted as a form of payment for donations.

CHART YOUR COURSE

Bring Nova Scotia Education to the world!

Teaching and administration opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the

- People's Republic of China (grades 10-12)
- United Arab Emirates (grade P-12)
- Bangladesh (grades 9-12)
- Tashkent, Uzbekistan (grade P-11)

These programs offer competitive pay, annual return flights, apartment living allowances and paid holidays.



NOVA SCOTIA
NOUVELLE-ÉCOSSE
CANADA

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



Health Promoting Schools: Creating Healthy School Communities

DATES: April 24 & 25 and May 21, 2024

NOTE: This module is open to all educators across the province and will be delivered virtually. A link to access this online training will be forwarded to participants prior to April 24.

TIME: 9:00 am – 3:30 pm

LOCATION: N/A

TO REGISTER: [Educational Leadership Consortium of Nova Scotia - ELCNS](#)

COST: \$750.00 + HST per person

FOR MORE INFORMATION: Sharon MacCuspig, ELCNS Professional Learning Coordinator, smaccuspig@elcns.ca

FACILITATORS: Lori Sigfridson and Antony Card

DESCRIPTION: This module will critically explore concepts and topics related to individual, school and community health. These areas of focus will provide participants with a foundation for creating the essential conditions for a flourishing school employing a HPS approach. Participants will

- think critically about their own knowledge, skills and attitudes related to health and well-being.
- apply their learning through sharing, listening and working together to find strategies that will create the conditions that students need to be healthy and successful.
- explore health promoting schools models, concepts and its implementation within the Nova Scotia context; and
- assess their own health-related values, explore health-related concepts and skills, and design a school-based health promoting schools plan.



Professional
Learning

CTF/FCE Celebrates Federal Government Investment in School Food

The Canadian Teachers' Federation (CTF/FCE) expressed their appreciation to the federal government for taking a significant step towards ensuring all Canadian children have access to healthy and nutritious meals while at school. The government's announcement of a significant investment to support a Universal School Food Program is a monumental step toward addressing the critical issue of food insecurity in our nation and to helping all children thrive in school. The federal government will invest \$1 billion, to be distributed by provinces and territories over a period of five years, with \$200 million being allocated each year.

The CTF/FCE has been advocating for this program for over a decade, collaborating in recent years with organizations such as the Breakfast Clubs of Canada and the Coalition for Healthy School Food to make it a reality. We firmly believe that such initiatives are essential in fostering equitable access to education and promoting the well-being of Canadian families. "We are thrilled that the Government has taken this momentous step for Canada and joined the rest of the G7, and most other countries in the world, in recognizing the critical importance of school food," said Debbie Field, Coordinator of the Coalition for Healthy School Food.

The President of the CTF/FCE, Heidi Yetman, emphasized the importance of this investment, stating that it is not just a matter of policy but a moral imperative. "With more families struggling to afford basic necessities, including food, the implementation of a Universal School Food Program is necessary to ensure that students

have access to nutritious meals. This program will also contribute greatly to creating more conducive learning environments and supporting students' overall success".

The CTF/FCE thanks the federal government, leaders in the school food sector, its members and partners, and all Canadians who worked together to ensure that every child in Canada has access to nutritious food, empowering them to reach their full potential.

Negotiations Update

The NSTU and the Department of Education and Early Childhood Development negotiating teams met with a Conciliation Officer on March 5, 6 and 7, 2024. Future conciliation sessions are scheduled for April 15 and 16.



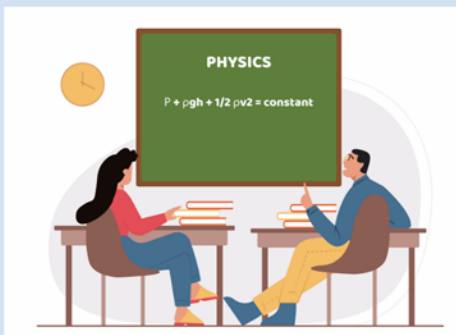
**Nova Scotia
Teachers Union**

****Call for Research Participants****

Examining the Secondary Physics Course Enrolment Choices of Nova Scotians

Qualifications:

- Must be at least 18 years old
- Completed secondary school (grades 7-12) in Nova Scotia, Canada



Access the survey using the above QR code, or follow the link below:

t.ly/YBtSu

This research has been approved by the University of Cambridge Faculty of Education Research Ethics Committee

For more information, please contact Sarah Slauenwhite at sdsn2@cam.ac.uk





Exchanges Conference 2024

Learning by Adventure

Learn all you need to know to lead a successful Youth Exchange. You will dive into a range of youth related topics delivered by experts, receive networking opportunities. You could potentially find your 'Twin Group,' and work with other leaders to plan your Exchange!



June 7-9, 2024



Ottawa Conference and Events Centre

experiencescanada.ca/pd-conference/

Canada



Conférence des échanges 2024

Apprendre par l'aventure

Vous apprendrez tout ce qu'il faut savoir pour mener à bien un échange de jeunes. Vous vous plongerez dans une série de sujets relatifs à la jeunesse présentés par des experts, vous aurez l'occasion de créer des réseaux. Vous pourriez trouver votre « groupe jumeau » !



juin 7 au 9 2024



Centre de conférences et d'événements d'Ottawa

experiencescanada.ca/fr/conference-dp/

Canada

Cape Breton and Northside-Victoria Locals hold New Teacher Retreat

On February 24 and 25 the Cape Breton District and Northside-Victoria Locals held a New Teacher Retreat. Some 65 members with five years or less teaching experience took part in this professional learning opportunity.

Attendees were given the opportunity to experience the benefits and importance of being members of the Nova Scotia Teachers Union network through workshops, trivia and social activities during the two-day event.

Executive staff officers Meg Ferguson and Jack MacLeod presented sessions and NSTU's secretary-treasurer Peter Day (Cape Breton District) hosted a trivia event.

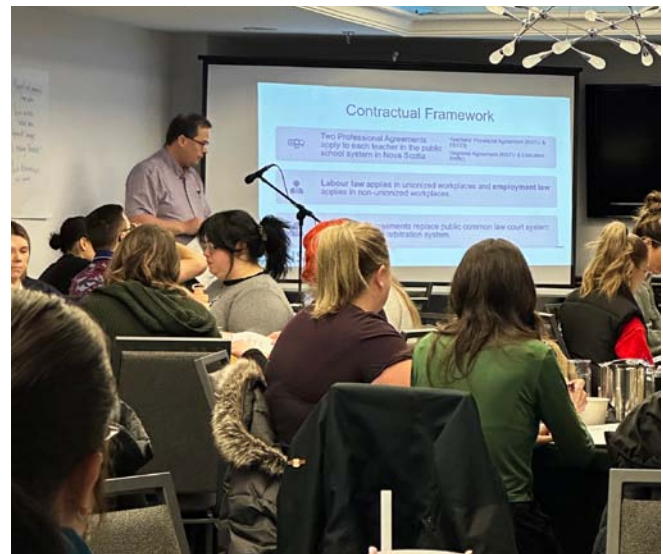
Sessions at the retreat included Getting to Know the NSTU (NSTU Olympics), Professionalism & Interview Skills, Teachers & Social Media, Understanding Your Contract, and How to Advocate for Your Needs.

Feedback about the event was very positive. Comments included: *"Very informative and eye opening as I did not know a lot about the union/local prior to coming to this retreat."* *"This was awesome, greatly appreciated!"* *"Starting with collaborative type activities was a fantastic idea."* *"This was an excellent event. All of the speakers were engaging and provided helpful information and resources— a balanced blend of teacher knowledge/tips/advice and important NSTU and contractual information. I appreciate that there was a conference dedicated to new teachers and I felt that as a new teacher, it was a morale booster."*

Of the participants who attended this retreat, 92 per cent are planning on attending a follow-up Interview Skills session on April 17 being presented by Meg Ferguson.



Staff Officer Meg Ferguson is shown hosting the NSTU Olympics.



Staff Officer Jack MacLeod is shown presenting a workshop on Understanding Your Contract.



NSTU's secretary-treasurer Peter Day presented a trivia session at the New Member Retreat.

CONTACT

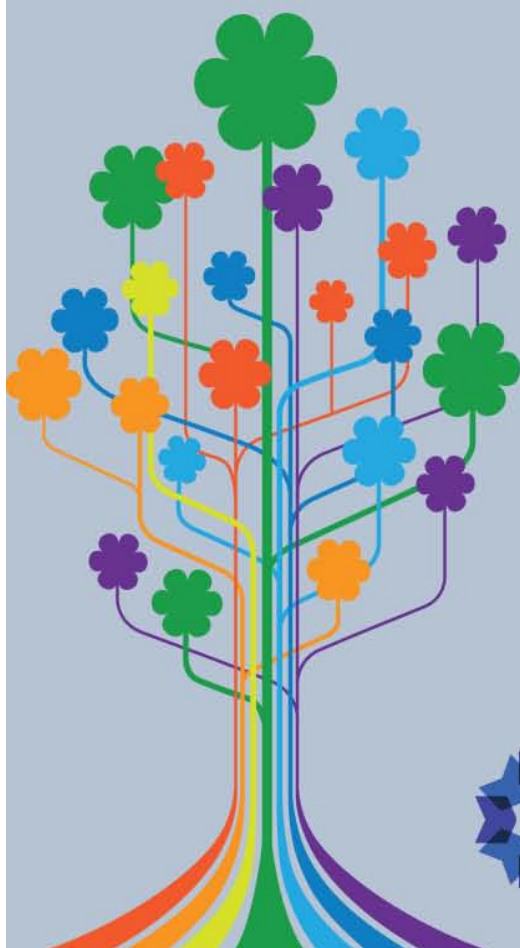
2024 • GRENFELL COLLEGE • CORNER BROOK • NEWFOUNDLAND AND LABRADOR

From Awareness to Action: Empowering Inclusive Educators

Members should reach out to their Local Presidents/PA President to express interest between May 15th and June 7th, 2024.

Si vous vous intéressez assister à cette conférence, contactez la Présidente de CSANE ou l'Association des Enseignants Acadiens entre le 15 mai et le 7 juin.

**JULY
23-26**



**Prince Edward Island
Teachers' Federation**



NBTA
New Brunswick
Teachers' Association



**Nova Scotia
Teachers Union**

Halifax County Local holds Our Kids Can't Wait Rally



Hundreds of teachers and their families participated in the Our Kids Can't Wait Rally organized by the Halifax County Local held in Lower Sackville on April 10. NSTU members from other Locals including CSANE, Dartmouth, and Colchester were also in attendance.



CSANE president Isabelle Cotnoir



resources

Youth Defenders for Human Rights in Canada

The first in a series of lesson plans for the classroom, which are part of the Canadian Teachers' Federations' *Speak Truth to Power: Youth Defenders for Human Rights in Canada* initiative are now available. This series is for Canadian teachers who wish to address issues of human rights in their classrooms. You will find lesson plans and activities, accompanying videos, community defenders, additional resources, and more.

This resource is centred around Youth Defender Fae Johnstone and themes of gender equity, especially trans and non-binary genders could be useful and have potential impact in those jurisdictions where governments are creating a non-existent crisis around pronouns, chosen names, etc.

This resource introduces the diversity of gender in Canada and around the world through the story of Fae Johnstone, a Canadian youth activist and champion of 2SLGBTQQIA+ communities. By exploring the diversity of gender within Canadian society (both pre- and post-colonization) and in other cultures, teachers contribute to their students' awareness of diversity on many levels and to their learning about the importance of diversity, equity, and inclusion. There will be six additional lesson plans.

Links for Fae Johnstone, FR and EN: [Jeunes défenseurs et défenseuses des droits de la personne : Fae Johns \(ctf-fce.ca\)](https://www.ctf-fce.ca/fr/jeunes-defenseurs-et-defenseuses-des-droits-de-la-personne-fae-johnstone)

[Youth Defenders for Human Rights: Fae Johnstone on Gender Diversity \(ctf-fce.ca\)](https://www.ctf-fce.ca/fr/jeunes-defenseurs-et-defenseuses-des-droits-de-la-personne-fae-johnstone)

Link for Sue Duguay (FR only): [Jeunes défenseurs et défenseuses des droits de la personne : Sue Dugua \(ctf-fce.ca\)](https://www.ctf-fce.ca/fr/jeunes-defenseurs-et-defenseuses-des-droits-de-la-personne-sue-dugua)

CTF/FCE

Speak Truth to Power

Youth Defenders for Human Rights



NSTU CAMPAIGN GUIDELINES



The 2023 deadline for candidates' information is **March 1st** for the **March 2024** issue or **April 5th** for the **April 2024** issue. This information should be given or sent directly to The Teacher office at theteacher@nstu.ca

Election guidelines for Annual Council Elections are found in NSTU Operational Procedures 9 - Election Procedures, D - Elections Conducted at Annual Council - First Vice-President, Discipline Committee, Professional Committee, Resolutions Committee, and CTF Delegate.

OPERATIONAL PROCEDURE 9 - ELECTION PROCEDURES

D. ELECTIONS CONDUCTED AT ANNUAL COUNCIL – FIRST VICE-PRESIDENT, DISCIPLINE COMMITTEE, PROFESSIONAL COMMITTEE, RESOLUTIONS COMMITTEE, AND CTF DELEGATES

I. Nominations

- a. Elections at Annual Council shall be held for the following positions:
 - i. office of First Vice-President,
 - ii. NSTU delegates sent to the Annual General Meeting of the Canadian Teachers' Federation,
 - iii. members serving on the Discipline Committee,
 - iv. members serving on the Professional Committee, and
 - v. members serving on the Resolutions Committee.
- b. Nominations for elections held at Annual Council shall open on the last Friday in February.
- c. Nominations for elections held at Annual Council shall be submitted on the official Nomination Form found on the NSTU website. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and received by the Executive Director or designate no later than noon on the Friday of Annual Council.
- e. Notwithstanding c and d. above, candidates may be nominated from the floor of Council by any Voting Delegate of Annual Council, without the need to complete a Nomination Form.
- f. Nominations for the office of First Vice-President shall close, with the Independent Chair's call for further nominations from the floor, during the Friday evening Session of Annual Council.

- g. Nominations for Committee members and CTF Delegate shall close, with the Independent Chair's call for further nominations from the floor, during the Saturday afternoon Session of Annual Council.

II. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for elections held at Annual Council may begin no sooner than the open of nominations.
- c. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all known candidates contending for that specific office/delegation/committee.
- d. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. prior to Annual Council, suspected violations shall be reported to the Executive Director or designate, in a timely manner, for resolution;
 - ii. during Annual Council, suspected violations shall be reported to the Chair of the Annual Council Elections Committee;
 - iii. the Executive Director and/or Chair of the Annual Council Elections Committee will attempt to resolve the issue informally;
 - iv. if an informal resolution can be found no further action is required;
 - v. if no informal resolution is possible, the Executive Director or designate will make a ruling, the ruling shall be final, and the ruling may be announced to Annual Council; and,
 - vi. rulings may include but are not necessarily limited to:

1. a written warning,
 2. a notice of censure to other candidates,
 3. a public notice of censure to the membership, or
 4. removal from ballot.
- III. Eligibility to Vote**
- a. Only Voting Delegates (including Local Alternate Delegates replacing Local Voting Delegates) are eligible to vote.
- IV. Electronic Ballot**
- a. The electronic ballot shall have candidates listed in alphabetical order on the screen at the front of Council Chambers. Unless otherwise instructed by a candidate, the full legal name of the candidate shall be posted on the ballot.
 - b. Voting will be conducted by electronic key pad.
 - c. Notwithstanding a. and b. above, if the electronic key pad system is not working, paper ballots will be used and scrutineers will count the ballots.
- V. Financial**
- a. Campaign spending by or on behalf of each First Vice-Presidential Candidate may not exceed one thousand five hundred dollars (\$1,500).
 - b. Campaign spending by or on behalf of each committee or CTF delegate candidate may not exceed one hundred dollars (\$100).
 - c. Candidates are solely responsible for all campaign spending.
 - d. All promotional items, including prizes sponsored by the candidate, shall be included in the determination of campaign expenditures and shall be supported by receipt or assessed at fair market value.
 - e. All candidates shall submit an official financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This report is to include an itemized list of expenditures.
 - f. The Annual Council Elections Committee shall forward candidates' financial statement reports to the Provincial Executive for review.
 - g. First Vice-Presidential Candidates' financial statement reports shall be published in *The Teacher*.
- VI. Candidates' Publicity**
- a. Each Candidate shall be permitted to have an insert in an issue of *The Teacher*

prior to council. The insert to include:

- i. one (1) head and shoulder photograph;
 - ii. a one hundred and fifty (150) word biography of personal, educational, and career achievements; and,
 - iii. a platform of objectives, not to exceed six hundred (600) words for First Vice-Presidential Candidates and not to exceed three hundred (300) words for all other Candidates.
- b. The Candidate's material for the insert must be forwarded to *The Teacher* at least fifteen (15) business days prior to publication.
 - c. Inserts will appear in *The Teacher* in alphabetical order by office.
 - d. First Vice-Presidential Candidates shall have two (2) opportunities to have inserts in *The Teacher* in subsequent issues.

VII. Election of First Vice-President

- a. A candidate must obtain a majority of the votes cast to be elected as the First Vice-President of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.
- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of First Vice-President, the decision shall be by lottery. (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Independent Chair of Council)

VIII. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, First Vice-Presidential Candidates may attend Annual Council at the expense of the Union.
- b. A Provincial All Candidates' Forum shall be held during the Opening Session of Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to twenty (20) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.

Continued on page 36

continued from page 35

- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

General campaign guidelines for all NSTU elections are found in NSTU Standing Orders 8 – Campaign Guidelines.

STANDING ORDER 8 – CAMPAIGN GUIDELINES

- (a) These guidelines apply to any election campaign within the NSTU.
- (b) Active campaigning within Council Chambers is prohibited except for the normal address to Delegates by Presidential and First Vice-Presidential Candidates. Passive campaigning within Council Chambers is permitted.
- (c) Active or passive campaigning for elections or activities not related to the structure or operations of the NSTU are prohibited within Council Chambers.
- (d) Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of Delegates to avoid. Examples of such active campaigning include, but is not limited to, the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council Chambers including the placing of campaign materials anywhere within Council Chambers prior to, during, or following a Council session, and demonstrations in support of a given candidate.
- (e) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of written materials containing references to a candidate, the wearing of campaign clothing, buttons, or ornaments, and the presence of a single copy of a candidate's campaign literature at delegates' seats and table spots.
- (f) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council Chambers prior to the start of the session. This

- would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council Chambers.
- (g) Paid advertisements in any medium (press, radio, TV, The Teacher) are prohibited.
- (h) The use of employer email is prohibited for campaigning purposes.
- (i) The use of the Membership Registry is prohibited for campaigning purposes by individual candidates.
- (j) The number of campaign posters/banners on display in the hotel(s) at Annual Council may be controlled by the hotel(s). If the hotel(s) do limit the number of posters/banners candidates will be informed of such limitations the week prior to the start of Council. A campaign poster shall include any poster, banner or sign posted by or for a Member running for an elected position that makes a reference to the candidate and/or the position being sought.



2024 REGIONAL PROVINCIAL EXECUTIVE ELECTIONS UPDATE

Voting Day, if required, is set for Wednesday, April 17, 2024

Electoral Region	Election Pending or Member Acclaimed
Annapolis/Hants West/Kings	Jemita Buchanan – Acclaimed
Antigonish/Guysborough	Janet O'Brien – Acclaimed
Cape Breton District	Election Pending Dawn Rachelle MacIsaac Crystal Sampson
Colchester/East Hants	Taunya Pynn Crowe – Acclaimed
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	Line Murphy – Acclaimed
Dartmouth	Election Pending Tara Arseneau Mark Savoury
Digby/Shelburne/Yarmouth	John MacKinnon – Acclaimed
Halifax City	Ben Sichel – Acclaimed
Halifax County	Grant Frost – Acclaimed
Inverness/Richmond	Paula Landry – Acclaimed
Lunenburg County/Queens	Sarah Tutty – Acclaimed

as of April 12, 2024



Your Benefits – What's New?

The NSTU Group Insurance Trustees want to ensure you have access to a comprehensive benefit package full of options to help you take care of yourself and your family. They have been working diligently to make the most of everything the benefit programs can offer and are delighted to share the recent enhancements to your benefit programs. Keep reading to find out more!

Psychologist Services

Registered Counselling Therapists (RCTs) have been added to the list of eligible service providers under the Psychologist Services benefit of the Total Care Medical Plan. You can now claim the services of a Registered Counselling Therapist, Master of Social Work, and/or a Psychologist under this benefit. These providers are covered at 80% of the current usual and customary charges to a combined maximum of 20 visits per year.

Continuous Glucose Monitoring System

The requirement for insulin dependence for Continuous Glucose Monitor (CGM) Systems has been removed, making this benefit more easily accessible to those with a prescription. This benefit gives you easy access to the latest technology to closely monitor your blood sugar levels. It provides coverage for both Continuous Glucose Monitoring (CGM) and Flash Monitoring Systems (FMS), equipment and supplies including readers, receivers, transmitters, and sensors. The Continuous Glucose Monitor and Supplies benefit falls under the prescription drug benefit and claims will be processed via your Medavie Blue Cross drug card at the pharmacy.

Employee and Family Assistance Program (EFAP)

Starting May 1, 2024, the Employee and Family Assistance Program (EFAP) provided in partnership with Manulife Financial will change as the services will be provided directly through Homewood Health. With this change comes some exciting enhancements to your program such as:

- Access to EFAP services through a Mobile App.
- Upgraded online Cognitive-Behavioral Therapy (CBT).
- Improved Mental Health Services, including Anxiety Care and Substance Use Therapy.
- Virtual Platform Access (MeetNow, Online Booking, and Guided Care Recommendations).

More details on the EFAP enhancements are coming to your mailbox soon.

Early Intervention Program (EIP)

The NSTU has hired a third Early Intervention Case Coordinator, providing additional resources to assist members who are experiencing injury or illness while working or absent from work and struggling to remain at work or return to work. The Early Intervention Program Case Coordinators are occupational therapists who focus on maintaining or improving a person's independence. The goal of the Early Intervention Program is to help decrease the incidence and duration of disability. Participation in this program is voluntary and 100% confidential.

Independent Psychological Consultation Services (IPC)

After conducting a comprehensive market study, the NSTU Group Insurance Trustees are pleased to now be partnering with CRUX Psychology to perform psychological assessments for members in need. The purpose of this study was to ensure that members have high-quality access to clinical psychologists for timely assessments which will lead to quicker treatment. You can find out more about CRUX Psychology by visiting their website at cruxpsychology.ca.

The Early Intervention Program and Independent Psychological Consultation Services can be accessed through the registered nurse at the NSTU by dialing 1-800-565-6788, press 3.

Access to the Employee and Family Assistance Program is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788).

Congratulations!

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

Improving life with..

The Cross Canada Fitness Adventure!



The Cross Canada Fitness Adventure has come to an end, and the NSTU Group Insurance Trustees want to thank all who participated and congratulations to the following winners!

Weekly Random Draw Winners

 Shaun Kennedy (SRCE)

 Stephanie Dagnall (HRCE Dartmouth)

 Livia Peyton (HRCE Dartmouth)

 Nicole Wells (NSTU Staff)

First to Reach the Finish Line

Highest Score

 Lana Kelly (HRCE Halifax City)

 Greg Killam (SSRCE)



Yoga in Schools QiGong Level One.

NEW Certification Training!

Leader: Jenny Kierstead, certified in three 200hr QiGong Trainings across North America.

Who: educators, parents, therapists, support staff and anyone interested in wellbeing.

When: July 20th-21st, 2024

Where: Chocolate Lake Hotel, Halifax, NS, in-person and Online.

Registration: <https://form.jotform.com/240998461502259>

Price: before July 1st, \$500.00+hst, after July 1st \$600.00+hst.

Are you seeking simple, effective tools for helping your students deal with anxiety, stress and depression?

QiGong is an ancient practice designed to revitalize the body, harness the mind and regulate the nervous system.

Scientific studies show that QiGong:

- *decreases anxiety & depression
- *improves concentration
- *increases energy
- *balances our mood
- *relieves tension and fatigue
- *regulates stress
- *boosts our immune system

QiGong involves gentle standing movements combined with the breath, accessible for all levels of ability.

It teaches us how to care for our body, cultivate our energy and quiet the mind.

In this training, participants will be provided with gentle foundational movements, calming mindfulness practices and a basic structure for leading a QiGong class. Each graduate will also be given a five video program for personal and classroom use.

902-444-9642 • Email: info@YogainSchools.ca

More info about program;

<https://yogainschools.ca/new-qigong-level-1-certification-training/>





Meet your new insurance sweetheart.

**NSTU members can receive exclusive savings
on home and car insurance through our official
insurance partner, belairdirect.**

belairdirect.
car and home insurance

Certain conditions, eligibility requirements, limitations and exclusions apply to all offers. Visit belairdirect.com for more details. Offers may change without notice. We offer car insurance and home insurance in Alberta, Ontario, Quebec, New Brunswick, Nova Scotia, Newfoundland and Labrador and Prince Edward Island and home insurance only in British Columbia. © 2023, Belair Insurance Company Inc. All rights reserved.



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 of Acadian public schools (those schools under the authority of the Conseil scolaire acadien provincial) and reports its findings to the Provincial Executive.
- ☐ **CURRICULUM COMMITTEE:** studies the curriculum of public schools and reports its findings to the Provincial Executive.
- ☐ **DISTRIBUTED LEARNING COMMITTEE:** 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 (RCEs).
- ☐ **EQUITY COMMITTEE:** studies matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice and reports its findings to the Provincial Executive.
- ☐ **FINANCE AND PROPERTY COMMITTEE:** is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.
- ☐ **MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE:** coordinates the Member Services and Health and Safety biennial Conferences; reviews programs aimed at educating leaders regarding working conditions and welfare; identifies and prepares background information on bargainable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent Provincial and Regional contract bargaining.
- ☐ **POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE:** recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education and reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same. **Members appointed to the Committee shall represent each of the RRC's and the CSANE Local).**
- ☐ **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. **Members appointed to the Committee shall be Members of a Professional Association Executive.**
- ☐ **PROFESSIONAL DEVELOPMENT COMMITTEE:** makes recommendations to the Provincial Executive regarding recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants; and reviews and develops programs intended to improve the effectiveness of teachers as professionals.
- ☐ **PDAF (FROM THE TPA):** reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- ☐ **SHEONORIL BOARD OF DIRECTORS:** is an arms-length charitable agency created to fund school-based projects and research directed at reducing violence in schools; as the governing body of the Foundation, the Board develops policy, mandate initiatives, and approves project funding. **Three (3) vacancies, one (1) of which must be a Retired Member.**
- ☐ **STATUS OF WOMEN COMMITTEE:** studies matters pertaining to the current practices, attitudes, and research regarding the status of women in the teaching profession and in society in general and reports its findings to the Provincial Executive.
- ☐ **SUBSTITUTE TEACHER COMMITTEE:** 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 22, 2024**

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.

The Royal Nova Scotia International Tattoo

The Royal Nova Scotia International Tattoo is back June 28–July 1, 2024 with HORIZONS, and we want your family to see the show! Don't miss this one-of-a-kind summer spectacle. Kids 18 and under are FREE with the purchase of Adult and Senior tickets!

To thank teachers and educators, we're offering 10% off Tattoo tickets with promo code **THANKYOU2024** on top of FREE kids tickets! Get your tickets here: <https://nstatattoo.ca/2024-tattoo-tickets/> Don't leave it too late, secure great seats now!

Join us for a special show celebrating the 100th anniversary of the Royal Canadian Air Force, the innovations of those bold enough to touch the horizon, and the continuing work of the Canadian Armed Forces.



classifieds

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

Resource 10% Job share (19.5 days) at Leslie Thomas Junior. Must be resource qualified. Contact Cheryl: chartnett@hrce.ca

Permanent HRCE Elementary Teacher looking for one year job exchange (potentially longer) with teacher in CBVRC. French qualified. Possible housing swap. Contact: Hrcetocbce@gmail.com

Permanent HRCE Immersion/Core French Teacher looking for one year job exchange (potentially longer) with teacher in TCRCE. (Digby, Weymouth or Yarmouth County) Contact: puncemartinez@hotmail.com

April Munro-Wood Therapeutic Services

Specializing in trauma, anxiety, stress,
ADHD coaching, relationship issues

www.aprilmunro-wood.com

Contact: April Munro-Wood, MSW, RSW, NSCSW 1292

april.munrowood@gmail.com

1 902 614 1963

Sessions: In person or on line

Inexpensive Uncontested Divorce

DIVORCE SOLUTION MEDIATION SERVICE

Helping families since 1995

info@divorcesolution.ca

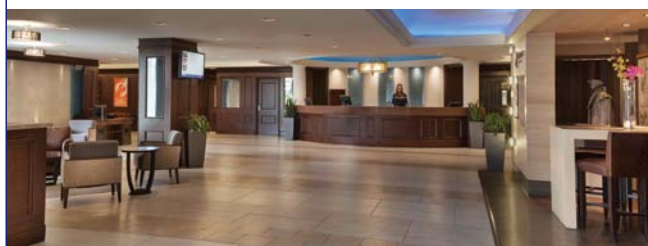
902-510-0460

divorcesolution.ca

Divorce Solution Mediation Service is offering
a 20% discount to NSTU members.

HOTEL HALIFAX

www.hotelhalifax.ca • 833.357.8155



THE BARRINGTON HOTEL

www.thebarringtonhotel.ca • 833.357.8155

NSTU LEISURE RATE

\$114.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate Between January-April.

\$149.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between May-June.

\$169.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between July-September.

\$119.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between October-December.

*The rates quoted above are net non-commissionable and do not include the current 3% Halifax Regional Municipality Marketing Levy nor 15% HST. In high occupancy periods, a multiple night booking may be required.

*Please note that only one room per NSTU member can be booked per night which includes one NSTU parking pass.

Hotel Halifax <https://reservations.travelclick.com/108084?RatePlanId=6674807>

The Barrington Hotel <https://reservations.travelclick.com/108025?RatePlanId=3546305>

NSTU23 – Rate code under 'Rate Access/Corporate Code'