

## NSTU files unfair bargaining complaint

On January 15, 2020 the NSTU filed an unfair bargaining complaint against the provincial government.

The complaint submitted to the Labour Board stems from Government's insistence that the NSTU agree to remove speech language pathologists, school psychologists and social workers from the bargaining unit. Negotiations on a new collective agreement for teachers have slowed as a result.

"Government indicated that it refuses to address any other issues unless the NSTU agrees to remove these members from our bargaining unit," said Paul Wozney in a memo to NSTU members. "The NSTU is concerned that collective bargaining talks, that thus far have been collegial and productive, are now being hijacked for political reasons after Arbitrator (Eric) Slone's definitive decision

in favour of specialists."

In response Labour Relations Minister Mark Furey told Global News: "We've been clear about our position on specialists in schools. We believe it is in the best interest of students and their families to guarantee that these services be available to them year-round, not just during the school year or school day."

Wozney says the Minister's talking point is based on a fabricated narrative that just isn't true.

"We've made numerous offers to Minister Furey that would allow specialist services to be provided on a year-round basis and he has refused to discuss them," says Wozney. "His government's only objective is the removal of union rights from these professionals, full stop." (more on this issue see story p. 3)



*NSTU's lead negotiator Wally Fiander addresses NSTU's Leaders on January 20 about labour complaint.*

## NSTU celebrates its 125th anniversary

In 1895 teachers in Nova Scotia agreed to join together in a self-protective organization to unify and elevate the teaching profession. Fast-forward to 125 years later, and the Nova Scotia Teachers Union remains committed to its original mandate and its 9,000 members continue to fight for quality public education.

NSTU president Paul Wozney calls this 125<sup>th</sup> anniversary an impressive milestone. "The NSTU is proud to mark 125 years," he says. "We are the oldest, longest operating organization representing teachers as a bargaining agent in Canada. We're also the only such organization to proudly acknowledge that we're a union anywhere in Canada as part of our name and identity." (The Newfoundland and Labrador Teachers' Association was founded in 1890, before it was a province of Canada).

Twenty-five years ago, during NSTU's centennial year some of the issues of concern are still troubling for the NSTU and teachers including child poverty, cutbacks to public education and legislation that erodes the rights of teachers and the collective bargaining. "In November 1995,

teachers in Nova Scotia were 56 hours away from what would have been the first province-wide teachers strike over Bill 39," says Wozney. *Bill 39, An Act Respecting Education* introduced on November 3, 1995, was a major overhaul of education laws and from the Union's perspective would have returned the organization of Nova Scotia's schools to the 1950s. The NSTU and its members, and other public education stakeholders including the Nova Scotia School Boards Association rallied public support and the government was forced to modify the Bill. "What was particularly egregious to the NSTU was that government was willing to change the rules and use the legislature to interfere with the collective bargaining process," adds Wozney.



*Continued on page 23*



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# people

## Staff Announcement

The NSTU congratulates Mark

Lavature on his re-classification from NSTU's support staff group to the Professional

Services staff group. Lavature has been NSTU's Communications Support Specialist since December 1, 2016. He will continue to manage NSTU's social media presence and provide strategic advice and counsel on public affairs and government relations matters. Before joining the NSTU he worked in provincial politics as a Communications Coordinator and Press Secretary. Prior to that he served as the Executive Assistant to the Honourable Bill Estabrooks (former Minister of Transportation and Infrastructure Renewal) and the Honourable Sterling Belliveau (former Minister of Environment and Fisheries and Aquaculture).

He holds a Bachelor of Public Relations degree from Mount Saint Vincent University and Bachelor of Arts in Political Science from Dalhousie University.



## Finance & Property Committee

The NSTU's Finance & Property Committee held its first meeting of the new decade on January 10. Among other things, this committee prepares an annual budget; costs all resolutions to Annual Council; and exercises control over the finances of the NSTU including monitoring all expenditures of the NSTU; ensuring checks and balances, receiving regular reports on income, expenditures, investments and loans, and ensuring audits are conducted on a yearly basis. The committee also examines the internally reviewed reports of Locals, RRCs and Professional Associations and makes recommendations to Provincial Executive on the provision of financial and management services.



*Shown clockwise from bottom left: NSTU's secretary-treasurer and committee chair Wade Van Snick (Cumberland Local), NSTU executive director Janine Kerr, Sharon Midwinter (Cumberland Local), provincial executive liaison Richard MacLean (Halifax City), Adam Boyd (Hants West Local), Shelley MacKenzie (Antigonish Local), and NSTU's financial officer Melanie Waye. Missing from photo: NSTU President Paul Wozney.*



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Advertising & Circulation: **Nancy Day**



Canadian  
Educational  
Press  
Association  
Association  
canadienne  
de la presse  
éducationnelle

Published eight times a year  
(September-June)  
by the **Nova Scotia Teachers Union**  
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Submission deadlines for 2019-2020:

ISSUE	DEADLINE
March	March 4
April	April 7
May	May 6
June	June 10

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## Government changes to specialist services have not led to desired results

On March 23, April 8 and 29, Nova Scotia government lawyers will be in court, trying to block the rights of school psychologists, speech language pathologists and social workers working for regional centres of education and CSAP who had their rights restored through an arbitration award on November 27, 2019.

In 2018, Government unilaterally took away union rights from these professionals entering the education system. Arbitrator Eric Slone ruled this action to be illegal and ordered that all union rights be restored. To this point, government has refused to comply.

Here are some facts that have been collected from public and court documents related to this matter.

- The NSTU believes a plan could be discussed so that specialists could work during the summer months, which Government claims is at the heart of this issue.
- Multiple times the NSTU has offered to work on a framework to provide specialist services during the summer months, and Government has rejected those offers.
- The McNeil government's only stated objective is the removal of these professionals from the NSTU bargaining unit.
- In previous years, school psychologists and speech language pathologists belonging to the NSTU have provided services during the summer months; they did not have to be removed from the NSTU to do so.
- Because the work of educational specialists is classroom focused, they are unable to exercise their full scope of practice outside of the regular instructional year (September to June).
- Of the approximately 60 specialists that were removed from the NSTU, only about half (35) provided direct support to students in the summer of 2019.
- In the Halifax Regional Centre for Education, of the eight non-unionized school psychologists, only three saw students in the summer of 2019. They completed a total of four assessments.
- Specialists removed from the NSTU were encouraged by RCEs to use up vacation during the summer months, even though Government's rationale for removing them from NSTU was so they could work during July and August.
- There were a high number of missed specialist appointments and cancellations during the summer months, because working parents were unable to bring children to appointments or because families were on vacation.
- Several specialists have left the public education system because of Government's changes.
- As a result, the amount of support provided to students during the school year, when it matters most, has actually declined.
- Court documents show that specialists removed from NSTU now perform fewer hours of work during the day than they did when they were unionized.

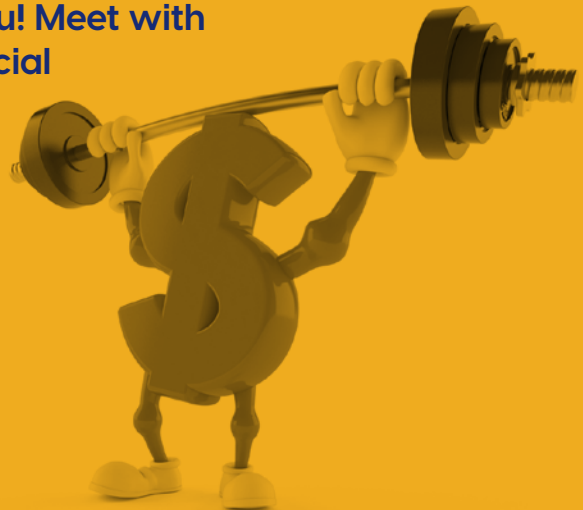
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## from the nstu president

### A Big, Happy New Year

Happy Belated New Year to you all! Not only is 2020 the first, fresh page of a new decade, it also marks the 125th year of operation for the NSTU (in its current and preceding forms). Our union is the oldest, longest operating organization representing teachers as a bargaining agent in Canada. We're also the only such organization to proudly acknowledge that we're a union anywhere in Canada as part of our name and identity. (The Newfoundland and Labrador Teachers' Association was founded in 1890, before it was a province of Canada).

Our union was birthed at a time when education was a local concern and local communities competed for teachers. A bidding war created drastic inequalities. Teacher salaries were financed by area rate payers, so urban and wealthy areas were readily able to outspend rural and poorer communities for teachers. Grave concerns about this state were voiced, and teachers, led by the venerable Margaret Graham, and Alexander McKay and W.T. Kennedy, advocated for an organization that would stabilize the teaching profession and ensure that quality public education was accessible to all, regardless of geography or demography.

From our earliest days, it has been in our DNA to fight for fair pay and working conditions that support teacher and student success. Further, fighting for public education that provides all Nova Scotians with the skills and knowledge needed to realize their hopes and dreams has been an essential part of our identity and work.

Dr. Norm Fergusson, a visionary Secretary General and leader, helped teachers realize the right to bargain collectively with the province of Nova Scotia. Through his work, our rights and the processes we follow in tandem with government were enshrined in law, further cementing our ability to stand together for pay, working conditions and quality public education.

Beyond these notable moments, while our history is full and rich, as recently as July 2018 when Bill 72 removed almost 1,000 principals and vice principals from our union by force of law, some wondered whether this was a blow Nova Scotia's teachers could absorb and stay standing. Since that time, you've answered that question loud and clear.

Together, we proved that teachers are the NSTU. You elected a new president and several new provincial executive members. When we called for your input to assemble our asking package for negotiations, you equipped your team with more than triple the submissions received in the round of bargaining that ended with Bill 75.

Despite every reason to rail and rage, you've remained united and disciplined behind your bargaining team. While negotiations are at or near impasse in Ontario, Saskatchewan and British Columbia, your resolve and solidarity has made it possible to

### Une belle et heureuse nouvelle année

Je vous souhaite un peu tardivement une bonne année! Non seulement 2020 est la première page, encore toute blanche, d'une nouvelle décennie, mais elle marque également la 125<sup>e</sup> année d'existence du NSTU (sous sa forme actuelle et ses formes antérieures). Notre syndicat a été la toute première organisation au Canada à représenter les enseignants en tant qu'agent de négociation. Nous sommes également la seule organisation de ce type au Canada à reconnaître fièrement, par notre nom et notre identité même, que nous sommes effectivement un syndicat. La Newfoundland and Labrador Teachers' Association (association des enseignants de Terre-Neuve-et-Labrador) a été fondée en 1890, avant que cette province ne fasse partie du Canada.

Notre syndicat a vu le jour à une époque où l'éducation était une affaire locale et où les collectivités locales étaient en concurrence pour embaucher des enseignants. Cette foire aux enchères créait de sévères inégalités. Les salaires des enseignants étaient financés par les contribuables de la région, de sorte que les zones urbaines et riches pouvaient aisément déboursier davantage que les collectivités rurales et pauvres pour payer les enseignants. De graves préoccupations ont été exprimées à propos de cette situation et les enseignants, conduits par la vénérable Margaret Graham, ainsi que par Alexander McKay et W.T. Kennedy, ont défendu l'idée d'une organisation susceptible de stabiliser la profession enseignante et de garantir une éducation publique de qualité accessible à tous, indépendamment du lieu géographique ou de la situation démographique.

Depuis nos tous débuts, notre raison d'être a été de lutter en faveur de salaires équitables et de conditions de travail qui favorisent la réussite des enseignants et des élèves. De plus, le combat en faveur d'une éducation publique fournissant à tous les Néo-Écossais les compétences et les connaissances nécessaires pour combler leurs espoirs et réaliser leurs rêves a été un élément essentiel de notre identité et de notre travail.

Norm Fergusson (Ph. D.), secrétaire général et chef de file visionnaire, a aidé les enseignants à conquérir le droit de négocier collectivement avec la province de la Nouvelle-Écosse. Grâce à son travail, nos droits et les processus à respecter en collaboration avec le gouvernement ont été enchâssés dans la loi, ce qui a renforcé notre capacité à faire front commun en vue d'obtenir de bons salaires, de bonnes conditions de travail et une éducation publique de qualité.

Au-delà de ces moments notables et de notre histoire riche et bien remplie, lorsque tout récemment, en juillet 2018, le projet de loi 72 a forcé près de 1 000 directrices, directeurs, directrices adjointes et directeurs adjoints à quitter notre syndicat, par force

return to good faith bargaining. That takes guts, something you've long shown is a defining feature.

At Annual Council 2019, members made tough choices about everything from budget to the policies that shape our work and collective voice.

Despite this courage, NSTU members are not content to rest on past glories. In 2018, you charged our union to engage in a structural review to see how we can best serve our members' needs and priorities. This work (which we've called *Shaping our Future*) began last fall with initial consultations across the province and via Skype.

In the main phase, we anticipate that all members will be able to complete a survey online before the end of February. I encourage every one of you to have your say so that we can identify what we must hold on to, let go of, strengthen and innovate.

Some organizations turning 125 years old simply carry on in the traditional way because that's what tradition dictates. For us, this mindset has been interrupted by the turmoil of the recent past. Rather than recoil in fear or fatigue, leaders within the NSTU have instead embraced this moment as a unique opportunity to take stock and grow.

As we commemorate 125 years of continuous service to teaching and public education, 2020 lays before us the golden opportunity to chart a fresh course for our next 125 years together—guided by the voices, hearts and minds of members. As the *Shaping Our Future* process unfolds, I implore you to participate wholeheartedly.

The steely resolve so many NSTU leaders and members have demonstrated throughout our history remains alive and well in us. Your voices, your classrooms and your lives of impact ring out in every community every day. We continue to stand together for each other and for our students and communities.

It is my honour to serve you in these times. I do so knowing that 9,000 life-changers stand beside me as we strive to honour our calling—to advance the teaching profession and advocate for quality public education—and to forge a stronger, more effective union positioned to meet the challenges that remain before us.

All my best,  
Paul



*On December 5, Andrea Carter's Grade 1-2 students from Sackville Heights Elementary School trimmed NSTU's holiday tree.*

de loi, quelques se sont demandé si les enseignants de la Nouvelle-Écosse allaient pouvoir encaisser ce choc et rester debout. Entre-temps, vous avez donné à cette question une réponse claire et retentissante.

Ensemble, nous avons prouvé que ce sont les enseignants qui font le NSTU. Vous avez élu un nouveau président et plusieurs nouveaux membres au Comité exécutif provincial. Lorsque nous avons sollicité votre apport pour constituer notre cahier de revendications en vue des négociations, vous avez fourni à votre équipe plus du triple des soumissions reçues lors du cycle de négociation qui s'est achevé avec le projet de 75.

Bien que vous ayez beaucoup de bonnes raisons de pester et de fulminer, vous êtes restés unis et disciplinés aux côtés de votre équipe de négociation. Alors que les négociations sont dans l'impasse ou presque en Ontario, en Saskatchewan et en Colombie-Britannique, votre détermination et votre solidarité ont permis de reprendre des négociations en toute bonne foi. Cela prend du courage, et vous démontrez depuis longtemps que vous n'en manquez pas.

Lors de l'AGA du Conseil 2019, les membres ont fait des choix difficiles sur tous les plans, du budget aux politiques qui déterminent notre travail et notre voix collective.

Et grâce à ce courage, les membres du NSTU ne se contentent pas de se reposer sur leurs lauriers. En 2018, vous avez chargé votre syndicat d'entreprendre un examen structurel pour voir comment nous pouvons mieux répondre aux besoins et aux priorités de nos membres. Ce travail (que nous avons appelé « Façonner notre avenir ») a commencé à l'automne dernier par des consultations initiales dans toute la province et via Skype.

*continued on page 23*

## Deadline for nominations for NSTU President—February 21

The deadline for nomination forms for NSTU President is February 21, 2020. Forms are available through the NSTU Executive Director, Janine Kerr by calling the NSTU office at 902-477-5621 or via email at [executivedirector@staff.nstu.ca](mailto:executivedirector@staff.nstu.ca)

Any active NSTU member is eligible to run for NSTU president. Potential candidates need signatures of 25 active or reserve members of the NSTU and each nomination form must also be signed by the candidate. The nomination forms must be received by the office of the NSTU Executive Director, on the official nomination form, by 4:00 p.m. on February 21, 2020. Forms must be delivered via mail, courier, or in person. Nominations received by telephone, fax, or other electronic means will be considered invalid. Official campaigning for the NSTU presidential candidates will begin on March 23. Voting day will be Wednesday May 20, 2020. Provision has also been made for a run-off election, if required. This date has been set for May 28, 2020.

The next NSTU president elected will begin his or her term on August 1, 2020. On July 31, 2020 current president, Paul Wozney, will have completed his first two-year term.

# Welcoming gender diversity every day in your classroom: Two axioms

*Dr. Lee Airton, Assistant Professor  
Faculty of Education, Queen's University*

Gender is changing, and people across the diverse transgender spectrum are increasingly coming out and accessing our right to be free from gender expression and gender identity discrimination—including in schools. Among researchers and educators focused on gender diversity in Canadian schools, there is certainly much to celebrate. We have a growing body of Canadian studies on how gender diversity is playing out in our contexts of practice. This is an incredible achievement, and a tool in successful advocacy for policy, curricular, and legislative changes that stand to improve the lives of gender-diverse students in P to 12 schools. These large-scale developments can sometimes take centre stage. However, they obscure the need to offer teachers practical tools to foster a classroom where all of the ways that your students “do gender” are welcomed and expected, where no one is called out for their gender expression, and where no one is told by others that they are not who they are (i.e. their gender identity). In this article, I offer two axioms that you can keep in mind every day.

**1. Teach like you already have transgender-spectrum students, or students with transgender-spectrum friends, family or loved ones, in your classroom.** This axiom speaks to a common assumption that if there

are transgender students in a school or class, teachers and administrators already know. In reality, not every transgender-spectrum student is out or apparent to others around them as transgender. If there are no out transgender students at your school, it doesn't mean they are not there. Rather, it means that they cannot come out and live who they are at school. We know they can't because they don't. Not being open in who we are isn't very livable for transgender people; if we can come out, we generally do. In fact, when I work with teachers and administrators who have students who have come out as transgender in their schools, I ask them to cultivate a well-deserved feeling of honour and pride: they have been given a tremendous gift of trust because the transgender students there have come out at all. There may also be students who will come to realize that they are somewhere on the transgender spectrum later on, but were questioning or uncomfortable about their assigned gender when they were in your classroom or school.

**2. Teach like it's a given that all of your students' relationships with gender are ambivalent and will change over time.** Gender norms and expectations are a source of anxiety for all students, including cisgender (i.e., non-transgender) boys and girls. It is common for all young people to live

or express their gender differently from parental or community standards, or to question whether and how they want to participate in their community's gendered milestones or traditions. Every girl or woman's degree and experience of femininity will fluctuate across time, and the same is true of boys and men in terms of masculinity. How each of us does gender also changes as we move between the gym, faith-based congregations, formal events, and the workplace, etc. If you are teaching as if every student (cisgender and transgender alike) will bump up against rigid gender expectations, then you are taking care of everyone and also not making assumptions about who a transgender student will be. This is important because the transgender spectrum will continue to expand (reflecting what has always been there but in recent centuries was driven underground), and our transgender-spectrum students' needs will also continue to change and evolve.

*For concrete practices that act on these two axioms, see Dr. Airton's feature in the Summer issue of Education Canada.*

*Dr. Lee Airton is Assistant Professor of Gender and Sexuality Studies in Education at Queen's University in Kingston, ON. You can learn more about Dr. Airton's research, teaching and recent book *Gender: Your Guide on their website*. <https://www.leeairton.com/>*

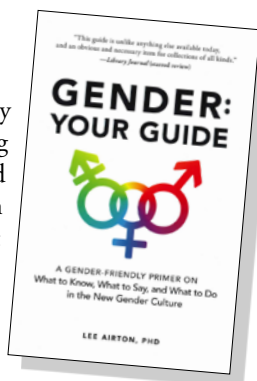


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### Gender: Your Guide

by Lee Airton, PhD

*Gender: Your Guide*, is a gender-friendly primer on knowing, saying and doing in the new gender culture. Published by Adams Media, an imprint of Simon & Schuster Inc. this guide is a must guide for everyone. It speaks to gender identity on a spectrum that day-to-day language like boy/girl or blue/pink just doesn't recognize. Airton calls this "gender unfriendliness". This guide provides well-defined, succinct background for implementing gender-friendly language and practice in your everyday life at work, home and in the community.



### CONGRATULATIONS TO OUR November/December Book Winners!

Equity — Kelly Barteaux — HRCE  
Fresh — Byron Butt — SSRCE  
PD — (Kathryn) Jane Kyle — AVRCE

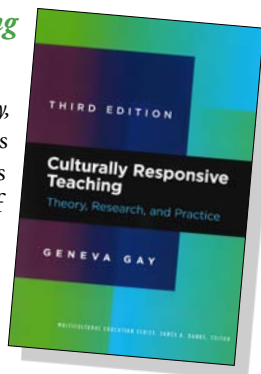
## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **March 6, 2020** to be eligible for the draw.

### Culturally Responsive Teaching

By Geneva Gay

*Culturally Responsive Teaching: Theory, Research, and Practice 3rd Edition* is an exceptional resource for teachers by one of the founders of the field of multicultural education, Geneva Gay. Published by Teacher College Press, Columbia University, this book explains how culturally responsive teaching can be used to dramatically influence the academic success of students of colour and other marginalized students. Combining multicultural education theory insights with real-life classroom stories, this book demonstrates that when teaching is filtered through students' own cultural experiences students perform better.



## CAPTTO group honours retired NSTU staff

Professional Learning staff officers from the Council of Atlantic Provinces and Territory Teacher Organizations (CAPTTO) held their second meeting of the school year in Halifax January 6 to 8. Part of this meeting included an official CAPTTO PD Officers send off to recently retired members of NSTU's professional learning department.



*Shown: NSTU executive staff officer, governance and policy Louis Robitaille, recently retired NSTU PD staff officers Betty Jean Aucoin, Gérard Cormier, and Debbie McIsaac, and NSTU executive staff officer, professional learning, Miguelle Légère. Newfoundland and Labrador Teachers' Association recently retired PD officer Bev Park was also recognized at this event.*

## fresh

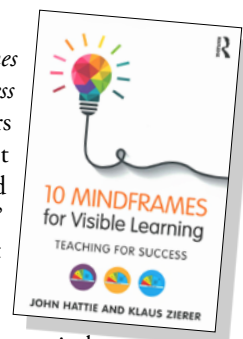
Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **March 6, 2020** to be eligible for the draw.

### 10 Mindframes for Visible Learning

by John Hattie and Klaus Zierer

Published by Routledge, *10 Mindframes for Visible Learning, Teaching for Success* defines the ten mindframes that teachers need to adopt to maximize student success. These include thinking of and evaluating your impact on students' learning, the importance of assessment and feedback for teachers, working collaboratively, engaging in dialogue and building positive relationships. This practical guide, which includes questionnaires, scenarios, checklists, and exercises, will show any school exactly how to implement Hattie's mindframes to maximize success.



# TAPHE Recognizes Its Best!

*By Kaelin Tingley*

Being recognized and celebrated by our colleagues and peers is one of the biggest acknowledgments we can be given in our career as educators. We give and work selflessly daily to ensure the growth and success of our learners, without any call for recognition outside of just that. The Teachers Association for Physical and Health Education (TAPHE) has been working to recognize physical and health educators and champions across our province yearly, and in some cases, this recognition has made it to the national level. It is no surprise the NSTU has within it exemplar educators in the fields of physical and health education. Some of these educators have been recognized nationally through Physical and Health Education (PHE) Canada this past spring.

The TAPHE Executive and Awards Committee works to recognize educators who deliver quality programming in the fields of physical and health education. Provincially, TAPHE recognizes regional education awards for each Centre for Education and CSAP in both physical and health education. A provincial winner is also awarded for each subject, along with other special recognition including the Dorothy Walker Robbins award, and the Farida Gabbani Young Educator Award. TAPHE encourages its members to nominate colleagues they see as deserving of these accolades.

National winners this year included two educators from the South Shore Regional Centre for Education: Sonya Cook (Health Educator from South Queens Middle School), and Selena Davidson Eno (Physical Educator, Bayview Community School). To be recognized as winners at the national level speaks volumes of the quality educators TAPHE has as its members, delivering high quality programming in Nova Scotia public schools. This school year saw the inaugural Farida Gabbani Young Educator Award be given out to Theresa Hudson of the Halifax Regional Centre for Education and Jeremy Dunn of the South Shore Regional Centre for Education. The Farida Gabbani Young Professional Award is awarded to up to three individuals in Nova Scotia under the age of 34 who epitomize exemplary work on behalf of the health and/or physical education professions.

Do you know a physical or health education teacher who you feel should be recognized with any of these awards? Email [tapheawards@gmail.com](mailto:tapheawards@gmail.com), check out Twitter @taphe, or the awards website <http://sites.google.com/view/tapheawards> for more information.

*Kaelin Tingley is a junior high physical education specialist at Riverside Education Centre. She is the CCRCE Rep on the TAPHE Executive.*



*Above is Sonya Cook receiving her PHE Canada Health Education Teaching Excellence National Award, in May of 2019 with PHE Canada President Lori Sigfridson from TCRCE.*



*Selena Davidson Eno, a Nova Scotia Lieutenant Governor's Teaching Award recipient is shown receiving her PHE Canada Physical Education Teaching Excellence National Award with Sidfridson at last May's PHE Canada National Conference.*

## 46th NS TEACHERS ANNUAL BOWLING TOURNAMENT 2020

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# NSTU CAMPAIGN GUIDELINES

The 2020 deadline for candidates' information is either **March 4** for the March 2020 or **April 7** for the April issue. This information should be given or sent directly to *The Teacher* office at [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

The following guidelines are for NSTU members running for the following positions/committees during Annual Council 2020: CTF Delegate, Discipline Committee, Professional Committee and Resolutions Committee.

## 7. 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) Upon request, each candidate shall be given a list of the room numbers at the main facility used by NSTU Delegates, Alternate Delegates, official Observers, and guests once Delegates have been accommodated. Distribution of campaign materials to rooms shall be limited to those rooms so identified. Such identification shall not allow the name of the occupant of the room to be determined.
- (i) 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.

**Stay Tuned!**  
**Shaping**  
**our future**

HEY!

WE NEED YOUR  
INPUT

Check your NSTU email for an upcoming link to the online survey.

# resources

## media LIBRARY

### Digital Resources for Teachers

@LRTS

DID YOU KNOW? We now have a YouTube channel! We are “EECD NS” and you’ll find lots of professional development videos by clicking here <https://goo.gl/cePvXV> or search for us under our channel name. Subscribe and don’t forget to hit the notification bell so you’ll be notified when we upload new videos!

The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from your gnspes landing page or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

### *Videos you can stream and download for African Heritage Month!*

The Media Library has videos that can be borrowed, purchased, downloaded or streamed. Here are a selection of videos that are available for streaming and downloading.

#### *Black Halifax: Four Centuries, One Community Series*

<https://bit.ly/2RdEb1T>

This video series celebrates Halifax’s vibrant Black community that has flourished since the 1700s and the rich cultural life of the community. The stories are about personalities, sites, and events of historic significance to the African Nova Scotian community and are presented by local performance poets and professional actors that combine storytelling with archival photographs and film.

#### *Uniacke Square Blues: Shades of Blue*

<https://bit.ly/30EgKBM>

This documentary looks at the community of Africville and how being forced out affected the people who lived there. Forty years after the residents of Africville were forced out of their Halifax neighbourhood, their descendants are still seeking a resolution. This focuses on three men: Eddie, Irvine and Nelson Carvery who deal with the loss of their community in different ways. Eddie continues his almost half-century protest at Seaview Park where Africville once stood. His brother Irvine is working to have the community’s church rebuilt. Their cousin Nelson is focused on keeping people hopeful and moving forward. Appropriate for grades 10-12 however teacher preview is recommended. Some content in this video may be not be appropriate for all classes. (46 min.; 2009)

#### *Eliza Parker: Fighting for Freedom*

<https://bit.ly/2RdyeBR>

Sixteen year old Toni Parker tells the story of her great-great grandmother Eliza Parker. After escaping slavery in Maryland, Eliza settled in the free state of Christiana, Pennsylvania where she met her husband William. On September 11th, 1851, the young couple was harbouring two runaway slaves when a slave-owner, accompanied by an armed posse, came to claim the men back. Eliza and her husband refused and called for help from members of their self-defense organization. After fighting off the attack, Eliza and William made their way to Canada and set up home in the Free Black community, The Elgin Settlement, which today, is today located in North Buxton, Ontario, the town where Toni Parker and other descendants still live. From the series Mother Tongue. Appropriate for grades 9-12. (23 min.; 2006)

#### *Mufaro’s Beautiful Daughters*

<https://bit.ly/2RbTDLU>

Reading Rainbow: Join LeVar Burton as he reads an African tale of Mufaro’s two beautiful daughters – one bad tempered, one kind and sweet. In addition, we meet an African drum maker as he demonstrates his craft and another man who collects and plays traditional African instruments including the twanga, huhu, conch shell, gome and asasa. We also watch as LeVar joins in some festival fun with an African dance troupe, Forces of Nature. Appropriate for grades P-5. (28 min.; 2004)

#### *African & African-American Folktales*

<https://bit.ly/3auiiTn>

Three captivating tales provide insight into African and African-American culture. The trilogy contains an explanatory tale, a whimsical and humorous West African story, and a selection from the “Brer Rabbit” tales. Narrated by renowned storyteller Donna Washington, the video includes commentary about each tale’s historical, social, and literary significance. Appropriate for grades P-5. (20 min.; 1993)

#### *Sing Out Freedom Train*

<https://bit.ly/37fVe6>

Climb aboard the Underground Railroad in this musical drama. You’ll hear the songs and stories of a small group of slaves as they follow Harriet Tubman north to Canada. Witness the strength they draw from spirituality. Please preview this video. Appropriate for grades 6-12. (50 min.; 1993)

## Deals & Discounts

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

## Status of Women Committee Book Giveaway

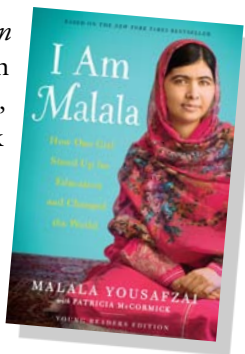
Email your name, home address, and the name of your school or campus with **BEAUTIFUL** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **March 6, 2020** to be eligible for the draw.



### *I Am Malala*

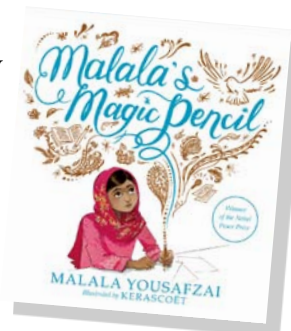
By Malala Yousafzai with Patricia McCormick

*I Am Malala: How One Girl Stood Up for Education and Changed the World* published by Indigo, Orion Children's Books is a memoir of Malala Yousafzai, who was only ten years old when the Taliban took control of her region. They said girls couldn't go to school. Yousafzai, who was taught to stand up for what she believes fought for her right to be educated and nearly lost her life for the cause. On October 9, 2012, she was shot point-blank while riding the bus on her way home from school. In this Young Readers Edition of her bestselling memoir, we hear firsthand her remarkable story and how she became an international symbol of peaceful protest and the youngest ever Nobel Peace Prize winner.



### *Malala's Magic Pencil Hardcover – Picture Book, Oct 17 2017* by Malala Yousafzai illustrated by Kerascoët

This beautifully illustrated picture book tells Malala Yousafzai's story for a younger audience and shows them the worldview that allowed her to hold on to hope even in the most difficult of times.



The NSTU's Status of Women Committee has two English and two French versions of these books for giveaway.

## YOGA in schools

For more information or to register for programs, call (902) 444-9642 or email: [info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca)  
[YogainSchools.ca](http://YogainSchools.ca)

"This program is one of the top two things I've done in my life."

- April Wallace  
school teacher



### Yoga in Schools Canadian Conference 2020

This summer's conference, themed Trauma-sensitive Mindfulness, will have workshops designed to provide leading-edge, cross-curricular mindfulness and yoga tools that target students' mental health, emotional regulation and social connectivity. This conference offers workshops for every level, from the curious beginner to the certified yoga instructor.

The workshops will have a theoretical component as well as movement practices designed to relieve stress and promote calmness in your students. Topics include:

- Trauma-sensitive Mindfulness Keynote with author and international presenter David A. Treleaven
- Trauma-informed Yoga
- Mindfulness for diverse learners
- Trauma practices for healing First Nations communities
- Stress relieving movement practices for self-regulation
- ACT (Acceptance Commitment Therapy) workshop

**Full 200hr Yoga in Schools and Studio Certification**, with manuals and training in Yoga Grade 11, Yoga for Autism, Yoga for Specials Needs and level 1 mindfulness. Certification training runs from July 6-24th, with the 4 day conference included.

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

**Who can attend:** This conference is ideal for teachers and support staff.

**When:** July 20th-23rd, 2020

**Where:** Chocolate Lake Hotel, Halifax, NS

**Fee:** \$500.00 + hst  
(check local PD for funding)

  
**BreathingSpace**  
YOGA STUDIO





## NOTICE OF ELECTIONS — Spring 2020

### Election of NSTU Provincial Executive Members

#### I. Background:

NSTU By-Law Article III *The Provincial Executive* outlines the structure and duties of the NSTU Provincial Executive.

##### • Definition

There shall be an Executive of the Council, to be composed of the President, the immediate Past-President (one year position only), the First Vice-President, twenty-one members elected on a regional basis at the local level, including two members elected by all the members of the CSANE Local, and one member elected by all the members of the APSEA Local. A majority of the members of the Executive shall constitute a quorum.

##### • Duties

The Executive functions in the name of the Council between sessions. It shall perform its duties in a manner that is consistent with the will of the Council as expressed through resolutions passed by the Council. In addition, the Executive shall carry out duties imposed specifically by the *Teaching Profession Act* and:

- (a) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration and terms of employment, including bonding;
- (b) provide suitable offices and equipment for carrying on the work of the NSTU;
- (c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions;
- (d) determine the place and date and make arrangements for workshops and special Council meetings;
- (e) issue a post-Council press release;
- (f) provide assistance with organizing Locals and Regional Representative Councils and Professional Associations;
- (g) shall ratify constitutions of Locals, Regional Representative Councils and Professional Associations by following regulations outlined in the NSTU Guidebook;
- (h) determine the boundaries of the Locals;
- (i) publish a magazine or other official publications;
- (j) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (k) have the power to convene an emergency meeting of a Local or a meeting of the NSTU members in a given area; and
- (l) is empowered to exercise on behalf of the Union, as the Executive deems advisable from time to time, the powers of the Union under the *Teachers' Pension Act* and report thereon to the Council at the next following meeting of the Council.

##### • Representation

By-Law Article III *Composition of the Provincial Executive* delineates the representation by region.

##### 1. Composition

- (a) The composition of the Provincial Executive

shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.

- (b) The number of Regional Members and the regions from which they shall be elected are as follows:

Annapolis-Hants West-Kings	2 members
Antigonish-Guysborough	1 member
APSEA	1 member
Cape Breton District	2 members
Colchester-East Hants	1 member
Conseil syndical acadien de la Nouvelle-Écosse	2 members
Cumberland	1 member
Dartmouth	1 member
Digby-Shelburne-Yarmouth	2 members
Halifax City	2 members
Halifax County	2 members
Inverness-Richmond	1 member
Lunenburg County-Queens	1 member
Northside-Victoria	1 member
Pictou	1 member

(2014-14) (2015-17)

#### II. Election Locations:

##### Region

##### To be Elected

Annapolis-Hants West-Kings (2)	1 member
Antigonish-Guysborough (1)	1 member
Cape Breton District (2)	1 member
Colchester-East Hants (1)	1 member
CSANE (2)	1 member
Dartmouth (1)	1 member
Digby-Shelburne-Yarmouth (2)	1 member
Halifax City (2)	1 member
Halifax County (2)	1 member
Inverness-Richmond (1)	1 member
Lunenburg County-Queens (1)	1 member

#### III. Eligibility

NSTU By-Law Article I-2(b) (iv) The right to vote and hold office at the Local and/or provincial level.

#### IV. Time Line:

- A regional election must be conducted at least 15 days prior to Annual Council (May 1-3, 2020).
- Nominations close 30 days prior to the Election Day in a region.
- The Regional Nominating Committee sets the exact dates for the election and the close of nominations in a region.
- Contact your Local President to obtain the dates for the Close of Nominations and Election Day.

#### V. Contact Person:

For further information regarding the 2020 Regional Elections, contact Lise Meunier at [lmeunier@staff.nstu.ca](mailto:lmeunier@staff.nstu.ca) or 1-800-565-6788.

## NSTU supports Devour! The Food Film Fest

The NSTU was a proud sponsor of the 9th edition of *Devour! The Food Film Fest* which took place October 22 to 27, 2019 in Wolfville, Kentville and Kings Counties. The NSTU supported Devour's Big Picture Program -Youth School Screening Series. *Devour!* screens carefully curated films from across Canada and around the world that address significant global issues that can profoundly affect culture, society and the health of the earth. Films for the 2019 edition focused on food waste. The NSTU also promoted Nourish Food and Film Challenge in which students were encouraged to make a short film about food. This year's theme celebrated how food helps us connect, share and celebrate our diverse culture, heritage and traditions. Halifax West High student Marc Carbonell won first prize. (\$500 to his school and \$500 worth of film equipment for himself). He is shown with the



executive director of Nourish Nova Scotia Margo Riebe-Butt being recognized for his award. Here is a link to the winning video: <https://drive.google.com/file/d/1bepwCgRgzqBTWAFIU202FEc-pYUy7WW/view?usp=sharing>



## NSTU president speaks at Public Education Symposium

NSTU president Paul Wozney was a featured panelist at the Ontario Public School Boards' Association's (OPSBA) Public Education Symposium which took place January 23 to 25 in Toronto. He joined Michael Barrett, 1ST V.P. OPSBA, Chair, Durham District School Board, and Laurie French, Past President OPSBA, Trustee Limestone District School Board discussing Strong Governance Practices and Locally Elected School Trustees. Wozney shared his insights with Nova Scotia's public education system since English school boards were eliminated two years ago.



*Shown left to right: is Carol Ann Sloat, Grand Erie District School Board member, moderator Laurie French, Paul Wozney and Michael Barrett.*



**WOMEN'S SYMPOSIUM SUR  
LES QUESTIONS FÉMININES**  
**100+ From Struggle to Strength:  
Toujours plus fortes ensemble!**

In keeping with CTF/FCE's centenary, the 2020 Symposium will honour the past contributions of women, while focusing on the future and inspiring the next 100 years of women in education. The Symposium will feature keynote speakers, a panel, discussion groups, a debate, workshops and more.

Some of the topics on the agenda:

- Women in the workplace
- Practical skills for women leaders
- Equity and the politics of gender

\* Please note that the Symposium is open to all members who identify as women.

**Date** April 19-21, 2020  
**Location** InterContinental Toronto Centre  
225 Front St W  
Toronto, ON

**Registration** Please visit the CTF/FCE website for:  
Accommodation information  
The Program at a Glance  
The link to register

# Three decades lost: less than 1% reduction in child poverty in Nova Scotia since 1989

In Nova Scotia there are 40,710 children or close to 1 in 4 children (24.2 per cent) who live in poverty according to the Nova Scotia Chapter of the Canadian Centre for Policy Alternative's 2019 Report Card on Child and Family Poverty in Nova Scotia. The report, released on January 14, 2020, reveals that the percentage of children living in low-income circumstances in Nova Scotia has decreased 0.82 per cent since the 1989 promise to end child poverty.

"This year's report card marks the 30th anniversary of the promise to end child poverty, and for me, it marks 20 years of tracking the data," says primary author, Lesley Frank, Acadia University Professor and CCPA-NS Research Associate. "The status, and depth of child poverty in Nova Scotia deeply troubles me, so too the lack of progress on eradicating it compared to the rest of the country.

Government action needs to follow the evidence. Children can't be made to wait."

Laura Fisher, this year's report card's co-author and MA student at Acadia University, provides these reflections: "As a mother who has lived many years below the low-income measure, I know that these numbers represent so many real families and their stories. They represent stories of chronic stress and precarity as you wonder whether you can make it through the month, pay rent, pay for food, not to mention extra-curricular activities for your children."

"As a researcher, I see the way Nova Scotia is continuing to fall behind despite improvements in much of the rest of Canada," adds Fisher. "I had to check and re-check numbers because I couldn't believe we were still so dismally failing children. It's 2020 and time Nova Scotia stepped up to better support all families."

Fred Wein, Professor Emeritus at Dalhousie University and project lead on the national First Nations Poverty Action Research Project provides his reaction to the report card findings "I commend the Campaign 2000 movement for again making information on child poverty in Nova Scotia available and for keeping this issue at the forefront in the province."

He goes on to say, "The report shows that child poverty levels in the five Mi'kmaq communities documented are very high, ranging from 50 to 75 per cent. That is two to three times the provincial average. While there is reason to be cautious about on Reserve data, information nationally also shows very high First Nations child poverty rates. That is not ok. We can never achieve reconciliation as long as these sharp inequalities persist".

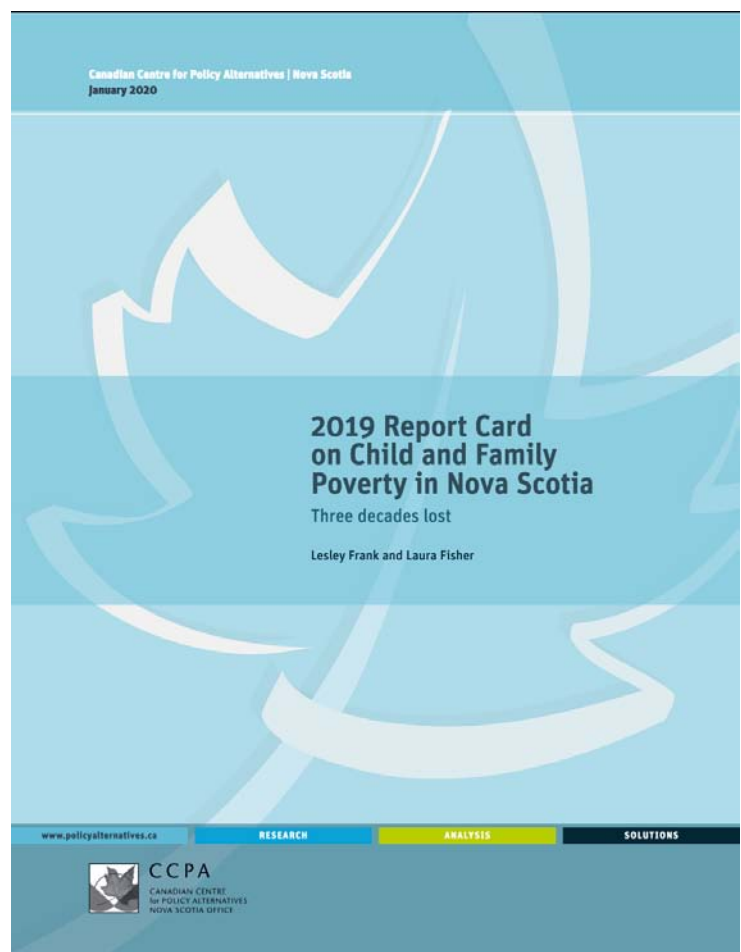
NSTU president Paul Wozney, makes these critical points. "It is extremely challenging for a child struggling under the weight of poverty to focus on learning. As a result, youth living in low-income households generally

have worse academic outcomes and are twice as likely to drop out of school. Every classroom in our province is impacted in some way by growing income inequality, which is why Nova Scotia's teachers are calling for a province-wide strategy to end child poverty."

Alec Stratford of the Nova Action Coalition for Community Well-Being and Executive Director of the Nova Scotia College of Social Workers says, "This report card identifies the problems and also the solutions. We must look at the evidence that shows that more significant government intervention is needed. We can end poverty, but it will require government investments and programming where the free market has failed to deliver on life's essentials, such as affordable housing, drug plans and child care. It requires transferring wealth directly to those who need direct income supports. We must also ensure that more efforts are made to reduce poverty for families who face discrimination and additional barriers that make them at greater risk of living in poverty."

The 2019 Report Card on Child and Family Poverty in Nova Scotia, can be downloaded free at: [www.policyalternatives.ca](http://www.policyalternatives.ca) For more information contact CCPA-NS Director, Christine Saulnier at (902) 240-0926 (cell) or email [christine@policyalternatives.ca](mailto:christine@policyalternatives.ca)

The CCPA-NS is an independent, non-partisan research institute concerned with issues of social and economic justice, as well as environmental sustainability.





# resources



A program of  
**CFEE** CANADIAN FOUNDATION FOR ECONOMIC EDUCATION  
FONDATION CANADIENNE D'ÉDUCATION ÉCONOMIQUE

April 15th, 2020 is *Talk With Our Kids About Money Day*. On this day the Canadian Foundation for Economic Education and sponsor Scotiabank encourage you to take the time to have a talk with our kids about money. Get involved. Get the conversations started. Get kids asking questions and help them find the answers.

Help your kids become better prepared for the financial decisions and choices they will need to make in the future. For information: [www.talkwithourkidsaboutmoney.com](http://www.talkwithourkidsaboutmoney.com) or [www.parlonsargentavecnosenfants.com](http://www.parlonsargentavecnosenfants.com)

The website provides easy to prepare, easy to use, fun activities for parents and guardians, and **free** lesson plans, linked to curriculum, for teachers. Scotiabank is the sponsoring partner and providing the full program at no cost to parents or teachers.

CFEE is a non-profit, non-partisan organization, founded in 1974, that works to improve economic, financial, and enterprising capability. CFEE works collaboratively with funding partners, departments of education, school boards, schools, educators, and teacher associations to develop and provide free, non-commercial programs and resources for teachers, parents and students, developed and reviewed by educators. CFEE also has a range of programs to assist newcomers to Canada as they look to settle into their new country.

For assistance in utilizing these resources with your students please contact:

Patricia (Pat) Hillier  
Canadian Foundation of Economic Education (CFEE)  
Provincial Representative for the Province of Nova Scotia  
[phillier@cfee.org](mailto:phillier@cfee.org)  
(902) 664-8189

**Teachers who participate in TWOKAM on April 15, 2020 with their students, or hold a Money Fair in their school before the end of May 2020, can register to be entered into a draw for a gift card valued at \$250!**

## Negotiations Update

The Provincial Negotiating team held a negotiation sessions with the Department of Education and Early Childhood Development negotiating team on January, 2020.

Future sessions are scheduled for March 2, 3 and 4 and March 12 and 13, 2020.



**Nova Scotia  
Teachers Union**

## The Nova Scotia Sport Hall of Fame and our FREE Education Program

*"Thank you for inspiring my students with a fantastic presentation with a wonderful message and lesson for life!"*

*"Thank you so much! Can't believe this wonderful resource is free for classes!"*

These are a few words from teachers around the province who have taken part in the Nova Scotia Sport Hall of Fame's Future Hall of Famers education program. This programs' focus is to share stories of our sport heroes from right here in Nova Scotia. By sharing these stories, we believe that we can inspire and motivate our NS youth to set goals and go after their dreams, whatever they may be. The best part about this program? It is absolutely free to all schools in the province! It is equipped with pre and post visit activities which are also based on Nova Scotia curriculum from Grades P-9. These presentations are exactly what students need to hear right now – how to overcoming obstacles, how to persevere and to believe that anything is possible, even from a small province like Nova Scotia. Guest speakers have included 2-time Olympian Ellie Black, 2-time World Champion Karen Furneaux, basketball legend Mickey Fox, World Champion Steve Giles and Olympic Silver Medallist Jillian Saulnier. If your school is interested in a presentation, please contact Christina at [christina@nsshf.com](mailto:christina@nsshf.com).

**NOVA SCOTIA SPORT HALL OF FAME**

**FUTURE HALL OF FAMERS**

**EDUCATION PROGRAM**

**SPORT HERO GUEST SPEAKERS**

**FREE PRESENTATIONS**      **INSPIRATIONAL**

**CURRICULUM BASED ACTIVITIES**

**MOTIVATIONAL**      **PROVINCE-WIDE**

**CHECK OUT OUR WEBSITE FOR MORE INFO**  
[WWW.NSSHF.COM/FREE-EDUCATION-PROGRAM](http://WWW.NSSHF.COM/FREE-EDUCATION-PROGRAM)



With March break fast approaching, it is the time of year when NSTU members start to think about travel. Whatever your reasons for travel and wherever you may go, it is important to have travel insurance, particularly if your travels take you outside of Canada.

**Q: *What does the NSTU Group Insurance Plans offer with respect to emergency out-of province/country travel insurance?***

**A:** NSTU MEDOC® Out-of-Province/Canada Emergency Medical Insurance

The NSTU Group Insurance Plans offer to both active and retired members the MEDOC® Group Travel Plan insured by Medavie Blue Cross that provides year-round coverage. A 35 day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days per trip during the policy year. For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. New to the NSTU Plan this year is the addition of a 40 day supplemental plan. Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

**Did you Know?:**

Did you know that the insured days of your trip starts when you leave your residing province and not when you leave the country? For example, you have a 35 day base plan and have a trip booked in Florida for 34 days. Prior to heading to Florida you decide to travel to a different province to visit Family or Friends for 7 days. This means your total trip is now 41 days (days outside of your province) and you will not be covered for the last 6 days of your trip in Florida. You can purchase Supplemental Plans that can range from 40 to 210 days to cover you in instances like the above to cater to your trip length.

**NSTU Trip Cancellation / Trip Interruption Plan**

The NSTU Trip Cancellation / Trip Interruption Plan is also available to active and retired NSTU members. This plan helps protect travellers against unforeseen circumstances that may prevent or interrupt a trip. This is also an annual plan that provides the following:

Trip Cancellation - up to a maximum of \$5,000 per insured person per annual coverage period.

Trip Interruption - up to a maximum of \$5,000 per insured person for each covered trip.

- Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
- Personal effects – actual cash value or \$500, whichever is less.

- Document replacement – up to a maximum of \$200.
- Baggage Delay – up to \$400.

**Q: *What should you know and do if you have a medical emergency while outside of Canada?***

**A:** If you or an eligible family member have an unexpected illness or injury and you are insured under the NSTU MEDOC® Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at **1-800-563-4444 in Canada and USA** or collect at **1-506-854-2222 elsewhere in the world**. These numbers are on your ID card(s), therefore, it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family's provincial health cards when you travel.

The travel assistance provider will ask a number of questions including some information that is on your ID card like your policy number. They will also provide a file or claim number before you finish the call with them. You should mark this number down as it will need to be provided each time you call. The travel assistance provider will also coordinate with any medical facility you are in or being transported to. They will also confirm coverage and approve medical testing and treatment.

If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. Once you have contacted the assistance provider, you will be asked to provide additional information on the situation which may include proof of eligible expenses incurred and documented evidence that an eligible risk was the cause of the cancellation or interruption.

Preparation is the key to a smooth claims experience if you and/or an eligible family member have a medical emergency or have your trip cancelled or interrupted. Preparation should include the following:

- 1. Have all travel documents accessible.**
- 2. Have your travel insurance ID card available and share its location with your family or travel companions.**
- 3. Always call the travel assistance provider in the event of a claim.**
- 4. Bring along your benefit booklet(s) for reference should you need them.**

For more information regarding Medoc, and information on all your benefits, visit the NSTU Group Insurance Trust website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca)

If you have any questions, please contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).

# NSTU MEMBER ASSISTANCE PROGRAM LAUNCH OF YOUR WELLNESS PARTNER

The NSTU Group Insurance Trust is very excited to announce a new program being offered to its members and dependants, 14 years of age and over focusing on mental health called Your Wellness Partner provided through CAREpath which is now live!

Your Wellness Partner is a confidential, evidence-based, mental health assessment and counselling service. There is a dedicated team of experienced clinicians, psychiatrists, psychotherapists and other mental health specialists that provide two levels of intervention: navigation and psychotherapy.

Your Wellness Partner offers multiple levels of support to provide the right guidance at the right time for anyone experiencing mild to severe mental health concerns, using primarily distance technologies including telephone and virtual resources (e.g., internet, mobile app, email, and secured video chat via Cleveland Clinic Express Care® Online).

Navigation is provided by baccalaureate level registered social workers and nurses who are qualified to assess mental health concerns, and to deliver psychoeducation and supportive counseling and coaching with the goal of enhancing self-care strategies and management of concerns.

When navigation is not sufficient and psychotherapy is required for members with more complex needs, navigators enlist the services of one of CAREpath's advanced clinicians; these are registered Master's or PhD prepared social workers, nurses, or psychologists.

This program provides:

- Initial assessment and navigation by a mental health nurse or social worker
- Access to psychiatric assessment and family physician consultation. A referral to Medaca Health Group (MHG) may occur at time of intake or at any time along the trajectory.
- Psychoeducation and coaching for self-management strategies, supporting clients to be active partners in achieving wellness and where appropriate, return to work.
- A facilitated CBT program called "Mind Zone" delivered by mobile application for iOS and android.
- Psychotherapy by Masters/PhD prepared social workers, mental health nurses, and psychologists (including francophone).

Your Wellness Partner offers multiple levels of support to provide the right guidance at the right time for all plan members experiencing mild to severe mental health concerns.

The program will better assist members by:

- Providing services virtually and telephonically, giving plan members access to support anytime, anywhere.
- Providing expert assessment of current mental health treatment approaches.
- Providing access to a full suite of evidence-driven therapeutic counselling option.
- Empowering members to better understand their mental wellness, therapy options and to cope with everyday concerns.
- Ensuring timely support to help plan members the moment they need it most without waiting lists.
- Helping prevent re-lapse in case of chronic mental health illness.

For more information regarding Your Wellness Partner, and information on all your benefits, visit the NSTU Group Insurance Trust website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca)

**Your Wellness Partner Program can be accessed directly at 1-844-453-6788.**

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## Resolutions Committee meets for Annual Council submissions review

NSTU's Resolutions Committee met January 10 to review submissions from NSTU Locals for Annual Council 2020. This committee, whose members are elected at Annual Council, administers the resolutions process for Annual Council and continues this process if needed during NSTU's annual meeting when new business resolutions arise. Members of this committee also move and second all resolutions placed before Annual Council.



*Seated: Lynnette Babin (Antigonish Local), provincial executive member and committee chair Susanna Haley (Digby Local), and Colleen Scott (Shelburne County Local). Standing: NSTU's in-house counsel Leah Kutcher, Donald Westcott (Cape Breton District), Executive Staff Officer, Governance and Policy Louis Robitaille, Stacia Evans (Inverness Local) and NSTU Administrative Assistant, Data Management and Governance & Policy, Bev Tufts.*

## Helping to alleviate period poverty

In lieu of printing and sending Christmas/holiday cards, and following a recommendation from NSTU's Status of Women Committee, the Nova Scotia Teachers Union supported Feed Nova Scotia in the purchasing of menstrual products to help alleviate period poverty. Nova Scotia has the highest rate of food insecurity in Canada, and people who can't afford food, can't afford other necessities. As part of Feed Nova Scotia's "Dignity. Period." campaign this support will help Nova Scotian girls, women and households who struggle to afford feminine hygiene products. With the \$5,000 Feed Nova Scotia is distributing over 35,000 tampons and 25,000 pads to food banks across the province.



*NSTU president Paul Wozney and Status of Women Committee Chair Wendy Driscoll present a \$5,000 cheque to Feed Nova Scotia's executive director Nick Jennery at CBC Radio's studios on December 13.*



### St. Francis Xavier University MASTER of EDUCATION PROGRAMS

#### ADMINISTRATION AND POLICY CURRICULUM AND INSTRUCTION

##### PROGRAM OPTIONS

- Course, Project or Thesis-based
  - Specialized Cohort Learning
- See cohort opportunities:

<https://www2.mystfx.ca/masters-of-education/med-cohorts>

- Online Education
- Part-time study - one month of study on campus in July
- Full-time study available

##### INFORMATION

T. 1-877-867-3906 • E. [med@stfx.ca](mailto:med@stfx.ca)

<https://www2.mystfx.ca/masters-of-education/>

Refer to website for application deadlines



*Paul Wozney and Wendy Driscoll announce NSTU's donation to Feed Nova Scotia on-air during CBC Radio's Information Morning's Annual Feed Nova Scotia Food Drive.*

# executive highlights

## January 16 & 17, 2020

- Filed the Table Officers Report;
- Selected names of members to forward to the NSFL as the NSTUs nominees for NSFL Committees;
- Approved Out-of-Province Grants in the amount of \$475;
- Approved Education Research Grants in the amount of \$475;
- Received the NSTU Group Insurance Trustees Audited Financial Statements;
- Approved an amendment to Operational Procedure 13 Professional Associations c. Finances (v);
- Selected Wednesday, May 20, 2020 as the voting day for the election of the NSTU President;
- Selected Thursday, May 28, 2020 as the second voting day, if needed, for the election of the NSTU President;
- Approved a recommendation that the Professional Association Nova Scotia Language Teachers Association / Association des enseignant(e)s de langue de la Nouvelle-Écosse be renamed the Nova Scotia Language Teachers Association;
- Ratified the 2019 CSANE Local Constitution;
- Processed the 2020 Policy Review on Professional Development for Council 2020: reaffirmed 1 policy; amended 6 policies; and rescinded 1 policy;
- Approved a resolution be forwarded to Annual Council 2020 regarding Policy Section I – Governance, Policy 1 – Code of Ethics;
- Approved a recommendation that the Personnel Committee develop a process to fill the Executive Director role effective January 1, 2021;
- Approved a recommendation that Mark Laventure's classification be moved from Support Staff Step 8 to Professional Services Staff Step 1 effective January 1, 2020;
- Approved resolutions be forwarded to Annual Council 2020 regarding:
  - By-Law Article V – Regional Governance;
  - By-Law Article VI – Professional Association Governance;
  - Standing Order 3 – Resolutions to Council;
  - Standing Order 4 – Committees of Council (c) Resolutions Committee;
  - By-Law Article III – The Provincial Executive;
- Forwarded a motion regarding Operational Procedure 16 – Resolutions Procedures to the June 5-6, 2020 Provincial Executive meeting;
- Selected Provincial Executive members to the Awards Selection Committee:  
Thérèse Forsythe, Jo-Leigh MacPhee and Mike Jamieson. Alternate: Peter Day.

Saturday, February 22 & Sunday, February 23

TEACHERS  
APPRECIATION WEEKEND

FIN DE SEMAINE DE  
RECONNAISSANCE  
DES ENSEIGNANTS (ES)



Canadian Museum of Immigration at Pier 21  
Musée canadien de l'immigration du Quai 21



Canada

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# coming events

## FEBRUARY

### African Heritage Month

The 2020 theme for African Heritage Month 2020 is: *The Ties that Bind: Faith, Family and Community*. This theme recognizes the essential traits that sustain the strength, resiliency and togetherness of the African Nova Scotian community. Various public events will take place across the province.

“For this year’s poster, we wanted to acknowledge the essential ties of faith, family and community that have helped African Nova Scotians to overcome the barriers they have faced and still continue to face today. These ties are not easily broken,” says Russell Grosse, executive director of the Black Cultural Centre and organizational lead of the African Heritage Month Information Network.

#### Quick Facts:

- the province proclaimed February as African Heritage Month
- the provincial launch and poster unveiling took place January 22, at Province House with Lt.-Gov. Arthur J. LeBlanc and Minister of African Nova Scotian Affairs Tony Ince.
- there are over 50 African Nova Scotian communities in Nova Scotia
- the African Heritage Month Information Network is made up of over 10 African Nova Scotian organizations



- the African Heritage Month Information Network selects the African Heritage Month theme, produces the poster and facilitates municipal proclamations across the province
- 2.4 per cent of Nova Scotians identify as African Nova Scotian
- 71.8 per cent of African Nova Scotians have roots in the province going back three generations or more

#### Additional Resources:

Calendar of African Heritage Month events: <https://ansa.novascotia.ca/calendar/month/2020-02>

To order African Heritage Month posters: <http://www.ahm.bccnsweb.com/wp/home>

Count Us In: Nova Scotia's Action Plan in Response to the International Decade for People of African Descent, 2015-2024: <https://ansa.novascotia.ca/sites/default/files/dpad-action-plan.pdf>

Nova Scotia Culture Action Plan: <https://novascotia.ca/culture/Culture-Action-Plan--English.pdf>

International Decade for People of African Descent: <https://www.un.org/en/events/africandescentdecade/recognition.shtml>

## FEBRUARY 1

### Kids Code Jeunesse Teacher Training

Kids Code Jeunesse is offering a full-day free workshop, *Code Create Teach: Teacher Training*, on Saturday, February 1 from 9 a.m. to 3:30 p.m. (registration starts at 8:30 am) at Mount St. Vincent University, 166 Bedford Hwy, Halifax, Seton Academic Center Room 505.

This workshop provides educators with the tools to explore and learn computational thinking, basic coding and artificial intelligence, while providing ideas for how to bring these into the classroom. Designed for beginners, this workshop will leave participants with the confidence they can become creators, not just consumers of technology, and can empower their students to do the same. Each teacher who attends, will receive **five** free micro:bits to take back to their classroom! In addition, there will be a draw at the end of the day to send three lucky teachers home with a classroom set of 10 micro:bits.

**To register visit:** <https://www.eventbrite.com/e/full-day-teacher-training-halifax-registration-86166507343>

More info: Susan Sharpe, [susan@kidscodejeunesse.org](mailto:susan@kidscodejeunesse.org), or 1-866-623-9119 ext. 125.

## FEBRUARY 3 TO 7, 2020

### Canadian School Counselling Week

Canadian School Counselling Week recognizes the contributions of the School Counselling Profession to the personal, social, educational and career development, and mental health and wellbeing, of all students in Canada.



School Counsellors are invited to join in the celebration of the Canadian School Counselling Week, February 3 to 7, 2020. This special recognition week has been organized by the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association.



CSCW is part of a North American focus on the school counselling profession. The goal of Canadian School Counselling Week is to increase the public's awareness of the scope of programs and services that characterize the school counselling profession in Canada within the 21<sup>st</sup> century and beyond. This special week will highlight the role school counsellors play in supporting student success.

Individual professionals will have many creative ideas to raise public awareness of the ways in which school counsellors foster student growth with respect to their personal, social, academic and career development. The national School Counselling Committee of the CCPA School Counsellors Chapter will make various templates of promotional materials available on our Chapter's page on the CCPA website: [www.ccpa-accp.ca](http://www.ccpa-accp.ca). Resources may be downloaded by school counsellors to advertise and organize plans for the Canadian School Counselling Week. Resources will include a sample press release and proclamation, sample posters, certificates and suggested activities. Upon request, copies of the Chapter's brochure will be sent out by surface mail. An evaluation form will be included to provide the Chapter with feedback in planning a larger scale Canadian School Counselling Week the following year.

## FEBRUARY 9 TO 15

### Teacher / Staff Appreciation Week

Teacher / Staff Appreciation Week (TSAW) was initiated by the Canadian Home and School Federation in 1988. This week encourages parents and the wider community to recognize the personal and professional contributions that our teachers and school staff make to children and their education. TSAW lets teachers and school staff know they are appreciated and that parents want to work with them on the same team! For more info: <http://www.canadianhomeandschoolfederation.ca/tsaw.html>

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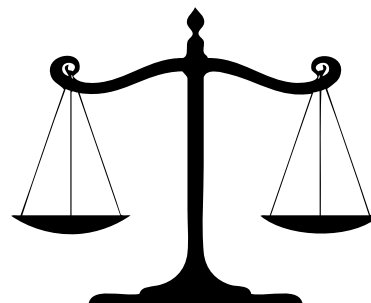
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# RTO Legacy Foundation

NSTU members are eligible for grants available through the Retired Teachers Organization of the Nova Scotia Teachers Union Legacy Foundation. Grants are for programming that benefits children/youth under the age of 21. Societies or organizations founded for an educational, medical, social or similar purpose are eligible to apply.

The application deadline is **March 31, 2020**.

For further information and to get an application form go to the RTO website at:  
<http://rto.nstu.ca/Legacy.html>



## Looking for Teachers for Classroom Management Study



We are looking for educators to participate in a study to help us develop the *Teacher Help: Classroom Management* professional development program.

Potential participants must work within the Canadian school system as a classroom teacher, a specialized teacher (special education teacher, school counsellor), an administrator (principal, vice-principal), behaviour specialist, or school psychologist and be responsible for, or give advice about, in-class behaviour management.

As a participant you would be asked to complete a 20-30 minute telephone interview with a researcher and respond to an online survey (10-15 min).

Your participation is entirely voluntary. By participating you will help us to optimize a new module for the *Teacher Help* program that will focus on providing professional development for classroom management of disruptive behaviour.

For participants, you will be entered in a draw to receive a \$50 Amazon gift card and given the opportunity to review the *Teacher Help: Classroom Management* program.

**To learn more or to participate please visit:**  
<http://teacherhelp.ca>

Principal Investigator: Matt Orr, PhD Student, Department of Psychology & Neuroscience, Dalhousie University (Matt.Orr@Dal.ca)

Supervisor: Dr. Penny Corkum, Psychologist & Professor, Department of Psychology & Neuroscience, Dalhousie University (Penny.Corkum@dal.ca)

*continued from page 5*

Dans le cadre de la phase principale, nous prévoyons que tous les membres pourront répondre à un sondage en ligne avant la fin du mois de février prochain. J'encourage chacun d'entre vous à donner son avis afin que nous puissions déterminer ce que nous devons maintenir, ce que nous devons abandonner, ce que nous devons consolider et ce que nous devons actualiser.





Certaines organisations, lors de leur 125<sup>e</sup> anniversaire, continuent tout simplement à fonctionner de la manière habituelle parce que c'est ce que leur dicte la tradition. Pour nous, cet état d'esprit a été brisé par les bouleversements du passé récent. Plutôt que de se replier par crainte ou lassitude, les dirigeants du NSTU ont en fait saisi ce moment comme une occasion unique de faire le point et de prospérer.

Alors que nous commémorons 125 ans de service continu à l'enseignement et à l'éducation publique, 2020 nous offre l'occasion rêvée de tracer une nouvelle voie pour nos 125 prochaines années ensemble, guidés par les opinions, les cœurs et les esprits de nos membres. Je vous prie de participer de tout cœur au processus « *Façonner notre avenir* ».

La solide détermination dont tant de dirigeants et de membres du NSTU ont fait preuve tout au long de notre histoire demeure bien vivante en nous. Vos idées, vos salles de classe et vos vies ont chaque jour un impact retentissant dans les collectivités. Nous continuons à nous soutenir les uns les autres et à défendre nos élèves et nos collectivités.

C'est un honneur pour moi de vous servir en ces temps complexes. Je le fais en sachant que 9 000 personnes capables de changer le cours d'une vie se tiennent debout à mes côtés tandis que nous nous efforçons de faire honneur à notre vocation, celle de promouvoir la profession enseignante et de préconiser une éducation publique de qualité, et de forger un syndicat plus fort, plus efficace et mieux en mesure de relever les défis qui nous attendent.

Tous mes vœux de réussite,  
Paul

20 80	<b>A</b>	- 1
20 50	<b>VISION</b>	- 2
20 40	<b>CHECK FOR EDUCATORS:</b>	- 3
20 25	<b>STORIES FROM THE CLASSROOM</b>	- 4
<hr style="border: 2px solid red;"/>		
20 20	<b>CONTACT 20/20</b>	- 5
<p>Tuesday, August 4th – Friday, August 7th, 2020 St. Francis Xavier University, Antigonish, NS</p> <div style="display: flex; justify-content: space-around; align-items: center;"></div> <p>For more information, contact your Provincial Teachers' Association</p>		

*continued from page 1*

During this 125<sup>th</sup> year the NSTU is living with examples of government using legislation to change the rules through Bill 75 and 72.

“Our recent past has made us stronger than ever,” continues Wozney. “Rather than recoil in fear or fatigue, leaders within the NSTU have instead embraced this moment as a unique opportunity to take stock and grow.”

Special #NSTU125 branded items are being produced for the anniversary and Locals and members are encouraged to share their NSTU history through social media. NSTU's past presidents will be interviewed and a video will be produced to be launched at Annual Council 2020 in May.

As a final observance of NSTU's centennial in 1995, a time capsule was placed beneath the flagpole in front of the NSTU office on Joseph Howe Drive. This time capsule is scheduled to be unearthed on December 15, 2020.





# 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](mailto:theteacher@nstu.ca)

**Permanent HRCE Physical Education teacher** looking to do an exchange with a teacher in the CBRVCE for 2020-2021. Permanent exchange possible. Please contact: [hrcepe14@outlook.com](mailto:hrcepe14@outlook.com).

**Permanent HRCE Elementary Teacher** looking to do an exchange with a teacher in SRCE for 2020-2021. Permanent exchange possible. Please contact: [janelle.samson@srce.ca](mailto:janelle.samson@srce.ca)

**Permanent secondary teacher** in CBRVCE interested in exchange with permanent teacher in HRCE for 2020-2021. Permanent exchange desired. If interested contact [chiassp@gnspe.ca](mailto:chiassp@gnspe.ca).

**Teacher Exchange.** Permanent teacher in the Chignecto Central Regional Centre with 14 years experience seeking exchange to the valley. Any high school around Greenwood, NS. I teach high school math, mostly grade 10 academic and the "at work" stream. I have taught and am willing to teach a lot of other math courses from grades 9-12 as well as some sciences (science 10 and biology). Contact [jennlow80@gmail.com](mailto:jennlow80@gmail.com). [Lowtherjl@ccrce.ca](mailto:Lowtherjl@ccrce.ca) 902-301-3480.

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For a list of opportunities see:

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



## 2019 – 2020 Pre-Retirement Seminars SCHEDULE



### DATES:

### LOCATION:

February	4 & 5 (Tuesday & Wednesday) 11 & 12 (Tuesday & Wednesday) 19 & 20 (Wednesday & Thursday)	AVRCE – Greenwich – Old Orchard CCRCE – Truro – Hampton Inn & Suites HRCE – Halifax – NSTU Building
March	23 & 24 (Monday & Tuesday)	HRCE – Halifax – NSTU Building

## STUDY & RESEARCH GRANTS CORRECTED DEADLINE DATES

• Out of Province Grant	January 1, 2020 – 1 <sup>st</sup> Wednesday in January & March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Full Time Study Grant	March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Travel Fellowship	March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Education Research Award	December 4, 2019 – 1 <sup>st</sup> Wednesday in December ( <b>NOT</b> October 2 <sup>nd</sup> )

## BOURSES D'ÉTUDES ET DE RECHERCHE CORRECTION DES DATES LIMITES DE DEMANDE

• Bourses pour conférence hors province	1 <sup>er</sup> janvier 2020 – 1 <sup>er</sup> mercredi de janvier et 4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses d'études à temps plein	4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses de voyage	4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses de recherche en éducation	4 décembre 2019 – 1 <sup>er</sup> mercredi de décembre ( <b>ET NON PAS</b> le 2 octobre)

Nova Scotia Teachers Union