



## NSTU files for conciliation

On January 16, 2024 NSTU's Provincial Negotiating Team decided to request that the Minister of Labour, Skills and Immigration appoint a conciliation officer public school negotiations.

"Based on the status of our contract talks, we felt it was necessary to file for conciliation and have a conciliation officer assist in negotiations between the Union and Government for public school members," says NSTU president Ryan Lutes, who sent a letter to Minister Balser on January 22, requesting the appointment of Conciliation Officer.

Rick Rose has been appointed as the Conciliation Officer. As of press time, dates for conciliation have yet to be set.

Conciliation is in simple terms an intervention provided in the Teachers' Collective Bargaining Act. A conciliation officer is a neutral third party mandated to help the parties with negotiations and has no authority to impose any settlement or binding decisions. "This is a natural part of bargaining, and can be initiated by either party, should it be deemed helpful in moving the negotiation process forward," adds Lutes.

Even though the Teachers' Collective Bargaining Act does prescribe that before taking any job action, the parties must first receive a report from a conciliation officer. Any potential job action would first need to be authorized by a strike vote. "Teachers should not assume that following any conciliation report, job action would automatically follow," continues Lutes.

The Nova Scotia Teachers Union opened negotiations for its public school members with the Province on June 28, 2023. Since then the negotiating teams met on September 11, 12 and 13, October 3, 4, 5, 11, 12 and 13, and January 10 and 11, 2024.

"The NSTU is committed to free and fair negotiations to produce an agreement in the best interests of the public education system, and we believe that at this point in the process a conciliation officer is needed," concludes Lutes. "We will advise members when dates for conciliation have been set."

## Members encouraged to reach out to MLAs about teacher shortage

The NSTU has been calling on the Province to develop a provincial strategy to address the teacher retention and recruitment crisis. This includes a review of classroom conditions along with improved compensation for our substitute teachers, who are amongst the lowest paid in Canada.

"Unfortunately, action on this is long overdue, and it is becoming harder and harder for students to get the support and help they deserve in a timely manner," says NSTU president Ryan Lutes.

That's why, on Wednesday February 7th, 2024, the NSTU Provincial Executive amplified its previous #OurKidsCan'tWait advocacy efforts by asking all members to send a letter to their MLA, calling on them to ensure investments are made so every school has



enough teachers and specialists to provide safe, healthy and truly inclusive learning environments where all children can learn and thrive.

Members can visit [www.actforeducation.ca/action/](http://www.actforeducation.ca/action/) and fill out a few brief fields and a pre-prepared message will be sent to their provincial representative at Province House.

Similarly, on the same date the NSTU Provincial Executive once again asked all members to wear their *Our Kids Can't Wait* buttons and post pictures to social media to help draw attention to the challenges facing our schools.



# people

## Equity Committee

NSTU's Equity committee held its most recent meeting on November 10. This committee is concerned with matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice. Another current focus of the committee is planning the biennial conference, which will take place during the 2024-25 school year.

*Seated (left to right): Myla Borden (Executive Member), Denise Stone (Yarmouth), and NSTU staff liaison Wendie Wilson. Standing: Crystal Randell (Colchester-East Hants), committee Chair Laura Fryday (Queens), and Kassie Rose (Halifax County). Missing: Kimberly Turner (Cape Breton District).*



## Ad hoc Committee on NSTU Governance

Members of the Ad hoc Committee on NSTU Governance are shown in their meeting on January 12. This committee of NSTU's provincial executive is mandated to develop a set of alternative governance models regarding composition, size, and election processes of the Provincial Executive and Locals. Using the Shaping our Future recommendations and strategic planning process feedback this committee is also developing a set of recommendations around mandated Local committees in an attempt to ease the volunteer expectations on Local members.



*Standing back row: Andrew McCara (APSEA) Executive Member; standing second row (left to right): NSTU's governance and policy administrative assistant Steve Sheppard; NSTU staff liaison Louis Robitaille; Nick Wilson (Tri-County Region); Line Murphy (CSANE), Chair, Executive Member; Joanne Richardson-Landry (Annapolis Region); Mai-Ling Storm (South Shore Region); Shannon Roy (Chignecto Central Region); and Andrea Heans (Halifax Region). Seated (left to right): Marilyn MacDougall (Cape Breton Region); Alicia Mills (Strait Region); Phil Samson (Inverness-Richmond) Executive Member; and Sue Larivière-Jenkins (CSANE)*



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## NSTU provincial executive member's quilts on display at Textile Museum of Canada

NSTU provincial executive member Myla Borden currently has her quilt work on display at the Textile Museum of Canada. Borden, who is a teacher at North Nova Education Centre in Pictou has some of her work in The Secret Codes: African Nova Scotian Quilts. This exhibition, curated by David Woods, brings together historic and contemporary quilts from makers connected to Nova Scotia, embodying the stories and voices of the community.

It includes more than 50 quilts, six paintings, 40 drawings and 5 mounted poems that explore the quilting traditions of Nova Scotia's Black communities from 1923 to the present and the influence of quilts on contemporary community culture. It highlights the various functions of quilts over time: as decorated blankets in the home, as possible codes of communication for enslaved people seeking freedom, as records of family history, as a celebration of Black women and culture, and as inspiration for other art forms.

Organized by BANNs (Black Artists Network of Nova Scotia) and presented by the Vale Quilters of New Glasgow, this exhibition is currently at the Toronto-based museum until April 28, 2024.

*Borden (right) in front of one of her five creations entitled, A Visit from Mamay, with OSSTF president Karen Littlewood, at the opening of the exhibition on October 28, 2023.*



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# from the nstu president



## Strength comes from participation and solidarity

It's hard to believe that we're already into February. January always seems like a long, dark month, but it's worth keeping in mind that the days are getting a bit longer and a bit brighter each and every day.

In education, it's always busy and things are always changing. The NSTU is continually advocating, both directly to Government, and publicly about the issues affecting teachers and our students. There are a few notable advancements that, I hope, will yield positive outcomes for our educators.

As you know, in December, the EECDC committed to forming a high-level working group to discuss issues of school safety. For many years, violence in our schools has been on the increase, and successive governments, both in Nova Scotia and across the country, have failed to take the appropriate steps. The reality is that over 55 per cent of NSTU members have been the victim of violence and/or threats at school. This is unconscionable and unacceptable. Governments have failed to invest in our educators, schools, and kids to the degree needed. While the discussions with the school safety working group are in the early stages, I am hopeful that the education system can make the appropriate changes so all educators and students are supported. NSTU members should not be going to school thinking that they may be the victim of violence. The NSTU will continue to advocate for teachers, school counsellors, school psychologists, speech language pathologists and other specialists in this regard, and will work to ensure our schools are as safe as possible for all.

In addition to this, it was recently announced that the Office of the Nova Scotia Auditor General would be investigating the issue of violence in Nova Scotia's public school system. While this on its own does not fully address the issue, we look forward to the Auditor General's review and future recommendations. Teachers have been shining the light on school and classroom violence for many years, and it's encouraging that the Auditor General is also taking note.

As you know, the NSTU is currently engaged in collective bargaining with the province. On January 16<sup>th</sup>, your Provincial Negotiating Team made a decision to request a Conciliation Officer to aid in collective bargaining. A conciliation officer is a neutral third party mandated to help the parties to the negotiations (NSTU and government) and has no authority to impose any settlement or binding decisions. This is a natural part of bargaining, and will hopefully aid in moving the negotiating process forward.

You'll also know that your Provincial Executive authorized *Our Kids Can't Wait* day of action in November, and engaging another day of action on February 7<sup>th</sup>. These days are meant to draw more

## La force vient de la participation et de la solidarité

Il est difficile de croire que nous sommes déjà en février. Janvier semble toujours être un mois long et sombre, mais il est bon de se rappeler que les journées rallongent et s'éclaircissent un peu plus chaque jour.

Dans le domaine de l'éducation, nous sommes toujours occupé-e-s et les choses évoluent constamment. Le NSTU fait continuellement des revendications, directement auprès du gouvernement et publiquement, par rapport aux enjeux qui touchent les enseignant-e-s et nos élèves. Il y a quelques avancées notables qui, je l'espère, produiront des résultats positifs pour nos éducateur-trice-s.

Comme vous le savez, en décembre, le ministère de l'Éducation et du Développement de la petite enfance s'est engagé à former un groupe de travail de haut niveau pour discuter de questions relatives à la sécurité dans les écoles. Depuis de nombreuses années, la violence augmente dans nos écoles, et les gouvernements successifs, tant en Nouvelle-Écosse que dans l'ensemble du pays, n'ont pas pris les mesures appropriées. Le fait est que plus de 55 % des membres du NSTU ont été victimes de violence ou de menaces à l'école. C'est inadmissible et inacceptable. Les gouvernements n'ont pas investi dans nos éducateur-trice-s, nos écoles et nos enfants dans la mesure nécessaire. Bien que les discussions avec le groupe de travail sur la sécurité dans les écoles en soient à leurs débuts, j'ai espoir que le système éducatif pourra apporter les changements appropriés pour soutenir les éducateur-trice-s et les élèves. Les membres du NSTU ne devraient pas aller à l'école en pensant qu'ils ou elles pourraient être victimes de violence. Le NSTU continuera de défendre les enseignant-e-s, les conseiller-ère-s scolaires, les psychologues scolaires, les orthophonistes et les autres spécialistes à cet égard, et travaillera à garantir que nos écoles soient aussi sûres que possible pour tout le monde.

De plus, il a récemment été annoncé que le Bureau de la vérificatrice générale de la Nouvelle-Écosse enquêterait sur la question de la violence dans le système scolaire public de la Nouvelle-Écosse. Bien que cela seul ne résolve pas entièrement le problème, nous attendons avec impatience le rapport de la vérificatrice générale et ses futures recommandations. Les enseignant-e-s mettent en lumière la violence dans les écoles et les classes depuis de nombreuses années, et il est encourageant de voir que la vérificatrice générale en prend également note.

Comme vous le savez, le NSTU est actuellement engagé dans des négociations collectives avec la Province. Le 16 janvier, votre équipe provinciale de négociation a pris la décision de demander l'intervention d'une équipe de conciliation pour aider



public and Government attention to the worsening teacher recruitment and retention crisis. This is an issue that many of us know all too well. It's all too common you to be losing out on needed marking and preparation time, or being pulled from your regular duties supporting our vulnerable students, to be the substitute teacher. The NSTU has, outside of the collective bargaining process, been advocating for the development of a robust teacher recruitment and retention plan—one that prioritizes the improvement of the working conditions of teachers and the learning conditions of our students. The truth is that for many, teaching is not a sustainable profession right now, and Government must make some meaningful changes so the system is supporting all of us so we can better support our students. Until Government appropriately funds our education system, our system will continue to struggle to recruit and retain teachers.

I encourage you to write to your MLA using the Act For Education website. It's well-past time that our government and MLAs prioritize teachers and schools. Our kids can't wait and neither can our educators.

I encourage you to participate in *Our Kids Can't Wait* days of action. Our strength as a union comes from the participation and solidarity of our membership. It's critical that we all work together, and continue to build on our mobilization efforts to ensure that we continue to fight for the learning and working conditions that our kids and educators deserve.

aux négociations collectives. Une équipe de conciliation est une tierce partie neutre chargée d'aider les parties aux négociations (NSTU et gouvernement), mais n'a pas le pouvoir d'imposer un règlement ou des décisions contraignantes. Cela fait partie intégrante de la négociation et devrait aider à faire avancer le processus.

Vous savez également que votre Comité exécutif provincial a autorisé la journée d'action *Nos enfants ne peuvent plus attendre* en novembre, et la tenue d'une autre le 7 février. Ces journées visent à attirer davantage l'attention du public et du gouvernement sur la crise du recrutement et de la rétention des enseignant-e-s qui s'aggrave. C'est un problème que beaucoup d'entre nous connaissent trop bien. Il est malheureusement trop courant que vous perdiez du temps nécessaire pour la correction et la préparation, ou que vous soyez détourné-e-s de vos tâches habituelles de soutien à nos élèves vulnérables, pour faire de la suppléance. En dehors du processus de négociation collective, le NSTU revendique l'élaboration d'un plan solide de recrutement et de rétention des enseignant-e-s, un plan qui privilégie l'amélioration des conditions de travail des enseignant-e-s et des conditions d'apprentissage de nos élèves. La vérité est que pour beaucoup, l'enseignement n'est pas une profession durable en ce moment, et le gouvernement doit apporter des changements significatifs pour que le système nous soutienne afin que nous puissions mieux aider nos élèves. Jusqu'à ce que le gouvernement finance adéquatement notre système éducatif, il sera difficile de recruter et de retenir des enseignant-e-s.

Je vous encourage à écrire à votre député-e provincial-e en utilisant le site Web Act for Education. Il est grand temps que notre gouvernement et nos député-e-s priorisent les enseignant-e-s et les écoles. Nos enfants ne peuvent plus attendre, tout comme nos éducateur-trice-s.

Je vous encourage à participer aux journées d'action *Nos enfants ne peuvent plus attendre*. Notre force en tant que syndicat vient de la participation et de la solidarité de nos membres. Il est essentiel que nous travaillions ensemble et que nous continuions à renforcer nos efforts de mobilisation pour nous assurer de poursuivre notre bataille pour les conditions d'apprentissage et de travail que nos enfants, nos éducateur-trice-s méritent.



## Teachers' Knowledge and Self-Efficacy for Teaching Foundational Reading Skills

We invite you to take part in a study that will explore changes in teacher knowledge and self-efficacy concerning foundational word reading skills.

As a participant in this study, you would be asked to complete an online survey two times (Time 1: Winter 2023/24; Time 2: Winter 2024/25). *Your data will be recorded under a unique ID and your school/regional centre will not be aware of your participation.*

In terms of time commitment, your participation would thus involve two online surveys, each of which is approximately 25-35 minutes.

To participate in this study, please follow this link to access the survey.

<https://questionnaire.simplesurvey.com/f//teachersurvey>

Upon completion of the survey, you will be entered into a draw for a \$75.00 Chapters gift card as a thank you for your participation. Thank you! Dr. Andrea Fraser & Dr. Jamie Metsala

**This study has been approved by the Mount Saint Vincent University Research Ethics Board**

## Filling the Gap

by Wendie Wilson, Executive Staff Officer, BIPOC Advocacy and Engagement

Disparity is a revolving theme in the world of racial equity. Distance and difference are measured by the gap that lies between groups or communities. Recently someone asked if the road to equity ever ends. I've pondered this question many times and have come to the conclusion that equity is a journey that is dynamic in nature, and I cannot say with confidence that it ends. The course changes, the language changes and most importantly our perspectives change. To reference the famous quote by Maya Angelou: "Do the best you can until you know better. Then when you know better, do better". The emphasis for me is on "do" the verb. How can we (you and I) do better to reduce or bridge the equity gap, especially as it pertains to education?

There are many ways to implement authentic and sustainable change if we are invested in taking on the challenge. As we know with challenge comes risk, but risk is also coupled with reward. One way to foster change is to create systems, products and resources that lend new perspectives that can help narrow inequitable gaps in education. Seeing through a different lens builds perspective and creates awareness. My advice is to start small. Creating small changes can have a domino effect and also offer expertise and knowledge that others can access and potentially benefit from.

Where, when, and how we create this change depends on our individual and collective needs and the lens we use to view the world. A resource that I created out of need was the *Cultural Wisdom Card Deck*. The *Cultural Wisdom Card Deck* is a culturally inspired resource that is based on the Adinkra symbols conceived in West Africa. The Adinkra symbols teach valuable concepts, philosophies, and positive attributes. These cards can be used across subject areas and are meant to engage all learners aged three to 103. My goal was to fill an existing gap and produce

something that I had difficulty locating. After exhausting my search I started my research and created this product that I hope others will find just as useful as I have.

We know there are gaps in the availability of culturally specific educational resources. As an educator of African descent, I have a good idea of what learners who share a similar culture are

looking for and can use. I want learners who look like me to have access to resources that represent them and for learners who don't look like me I want the *Cultural Wisdom Card Deck* to be an opportunity to learn about and respectfully appreciate another culture.

My perspective is limited, and I am always interested in the perspectives of others to broaden my scope. Learning to see, think and do things differently has been elevating and beneficial. Wisdom runs deep and learning from others only stands to make us more knowledgeable and capable. "Affluence and prosperity can really follow when people of diverse backgrounds interact with each other" (Josh Clarke). I believe we all have something valuable to share. We can all contribute to filling the gap.

As educators we have it within our means to either locate culturally specific resources, create these resources ourselves or at the very least provide opportunities, avenues and the supports for others to create them. If we are waiting for others to fill the gap it may never get filled. If we don't implement the changes needed who will? We need to consider that it just might be us that others are waiting for. "What we do is more important than what we say or what we believe" (Bell Hooks).

For more information or to order the *Cultural Wisdom Card Deck* by Cultural Wisdom Educational Products® message on Instagram @culturalwisdomeducation or email [culturalwisdomeducation@gmail.com](mailto:culturalwisdomeducation@gmail.com).



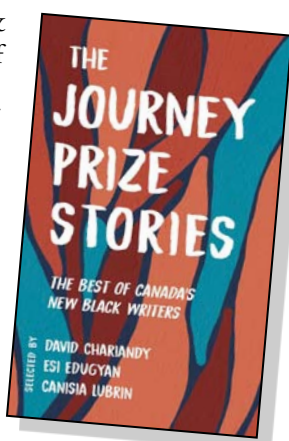
## EQUITY COMMITTEE BOOK REVIEW

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, 2024 to be eligible for the draw.

### *The Journey Prize Stories*

Selected by: David Chariandy, Esi Edugyan and Canisia Lubrin

Published by McClelland & Stewart, this special edition of Canada's premier annual fiction anthology celebrates the best of Canada's new Black writers. For over 30, The Journey Prize Stories has consistently introduced readers to the next generation of great Canadian writers. The 33rd edition of Canada's most prestigious annual fiction anthology continues this tradition by celebrating the best emerging Black writers in the country, as selected by a jury comprising internationally acclaimed, award-winning writers David Chariandy, Esi Edugyan, and Canisia Lubrin.



## fresh

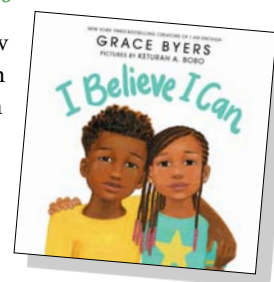
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### *I Believe I Can*

by Grace Byers  
illustrated by Keturah A. Bobo

Published by Balzer + Bray this #1 New York Times bestselling book from the creators of I Am Enough is an empowering follow-up that celebrates every child's limitless potential. I Believe I Can is an affirmation for boys and girls of every background to love and believe in themselves.



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### *Un Teint Comme Le Mien*

Par Latashia M. Perry  
Traduit par Cristel Claman  
Illustré par Bea Jackson

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## pathways

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### *CULTURAL WISDOM CARD DECK* by Cultural Wisdom Educational Products®

The Cultural Wisdom Card Deck by Cultural Wisdom Educational Products® "Lead by wisdom" contains a selection of 60 Adinkra symbols. Adinkra symbols are a collection of ancient symbols that have their origins in West Africa and were created by the Akan People. Developed by African Nova Scotian teacher and NSTU staff officer Wendie Wilson, this deck was curated to pass on cultural wisdom and knowledge and provide opportunities to build character. The deck can be used by anyone who respectfully embraces the knowledge and wisdom of these symbols. Each card face highlights a symbol, what the symbol represents and its symbolic meaning, the Akan name, and a major attribute. Example of cards: Excellence, Leadership, Empathy, Hard Work, and Versatility. The cards can be drawn daily or weekly as inspiration to live a more meaningful and intentional life, as a reflection tool or use them to start or engage a conversation.



## CONGRATULATIONS To Our November/December Book Winners!

**EQUITY** — Stephanie MacLean — CSANE

**FRESH** — Danielle Quinlan — TRCE

**PATHWAYS 4 PL** — Kimberly Henneberry  
— HRCE

**Well Teacher** — Tim Cress — SRCE



# Navigating the Fs of setting personal boundaries

## FIGHT: Confront the threat

anger  
rage  
confrontation  
high energy



## FLIGHT: Run away from the threat

anxiety  
panic  
avoidance  
high energy



## FREEZE: Shut down to block out the threat

dissociation  
numbness  
shutdown  
low energy



## FAWN: Appease the threat

people-pleasing  
codependency  
lack of boundaries



With February being Heart Health month, our Well Teacher giveaway this month continues the tradition of tending to our feeling heart as well as our physical heart health. This month, we look at the book *Setting Boundaries, Finding Peace* by Nedra Glover Tawwab, as a way to provide ourselves with direction and reminder of the importance of where and how we spend one of our most precious resources—our energy. In these times that are not any less demanding, it is so important we tend to our own needs as much as we can.

Now that talking about our mental wellness is becoming more and more accessible, what we gain from that is the ability to recognize how our feelings are connected to our behaviours and our actions. The key to this is to practice the ability to notice these patterns, without judgement, so we don't become "stuck" in an unhealthy place. Throughout this column, we will focus on the better known series of responses—**fight, flight, freeze, fawn**. These physiological reactions come into play when our autonomic nervous system—our gatekeeper—identifies something potentially harmful. Because we feel in response to situations before we are able to think (roughly 2.5 seconds sooner), the connection to our thinking brain can become blocked and so we find ourselves stuck in our "downstairs" brain. This is how Tawwab acknowledges as the freeze response:

*"It's true that setting boundaries isn't easy. Paralyzing fear about how someone might respond can easily hold us back. You might play out awkward interactions in your mind and prepare yourself for the worst possible outcome. But trust me: short-term discomfort for a long-term healthy relationship is worth*

*it every time!"*

The paralyzing fear we can experience in starting our boundary journey can cause us to **freeze**. We are unable to move or access that part of our rational selves to help us to take perspective and take the next step. Another common fear is the one mentioned below that often causes us to take pause or can even stop us in our tracks. So, what happens if we stay frozen and don't vocalize our boundaries? Let's see what Tawwab has to say.

*"Unspoken boundaries are invisible, and they often sound like 'They should've known better' or 'Common sense would say...' Common sense is based on our own life experiences, however, and it isn't the same for everyone. That's why it's essential to communicate and not assume that people are aware of our expectations in relationships. We must inform others of our limits and take responsibility for upholding them."*

There are many reasons why individuals have or have not set boundaries. Leaving important messages unspoken is common within the **fawn** response to potentially upsetting situations. This is the "people pleasing, not-wanting-to-rock-the-boat" approach that often leaves us feeling depleted and can lead to unhealthy patterns of resentment and rumination.

Through reading this book, Tawwab walks with us down the path of this process, acknowledging the challenges along the way. Validation of our feelings is always a crucial step in making change and moving forward and Tawwab does an excellent job at providing us opportunity to sit with discomfort and helping readers to see the other side and walk towards it.

*"Focusing on how others might*

respond is one way we ruminate, which impacts our ability to act... The hardest thing about implementing boundaries is accepting that some people won't like, understand, or agree with yours. Once you grow beyond pleasing others, setting your standards becomes easier. Not being liked by everyone is a small consequence when you consider the overall reward of healthier relationships."

Being able to identify these potential roadblocks can allow us to prepare and make the choice whether we will freeze or flip the script for ourselves to reframe the roadblocks as speed bumps. Speed bumps remind us to slow down and take our time. In slowing down, we have the opportunity to look around, take more in and be more intentional with our next steps.

*"Nothing other people do is because of you. It's because of themselves. All people live in their own dream and their own mind. Even when words seem personal, such as a direct insult, they really have nothing to do with you."*

Mel Robbins talks about the idea of "let them." This is an important tool and reminder when we are on our boundary journey. This allows us to externalize other peoples' actions and reactions and to leave them where they belong; with others. Tawwab also speaks to her work in managing others' reactions,

*"I constantly work with my clients to depersonalize events and interactions with others. When we personalize, we negate the personal story and history of the other people involved. Personalizing assumes that everything is about us."*

Instead of getting stuck in **flight, fright, freeze** or **fawn**, reframing our ideas and expectations about the process of setting and communicating our boundaries can help us to access the "f" that wasn't yet mentioned—**flow**. On the other side of the **flight, fright, freeze, fawn** responses, we work towards the goal of getting to the **flow** of using our strength to move through the discomfort to a place of action and relative ease.

What does this process look like?

*"Tell people what you need."*

Seems simple, right? Not necessarily. For those who have experienced either direct or indirect trauma, speaking up for ourselves can be very difficult and can elicit the same discomfort or paralyzing fear mentioned earlier. So, how do we move through? Tawwab shares what her own boundaries look like. Readers can use this as a sort of framework in considering what their own needs are.

*"Boundaries to Consider: I say no to things I don't like. I say no to things that don't contribute to my growth. I say no to things that rob me of valuable time. I spend time around healthy people. I reduce my interactions with people who drain my energy. I protect my energy against people who threaten my sanity. I practice positive self-talk. I allow myself to feel and not judge my feelings. I forgive myself when I make a mistake. I actively cultivate the best version of myself. I turn off my phone when appropriate. I sleep when I'm tired. I mind my business. I make tough decisions because they're healthy for me. I create space for activities that bring me joy. I say yes to activities that interest me despite my anxiety about trying them. I experience things alone instead of waiting for the "right" people to join me."*

This is an extensive list. However, you don't have to take this all in at once. Like many other life lessons, we take what we need and leave the rest. Maybe we pick it up later or recognize what we no longer need. Tawwab also recognizes that setting boundaries

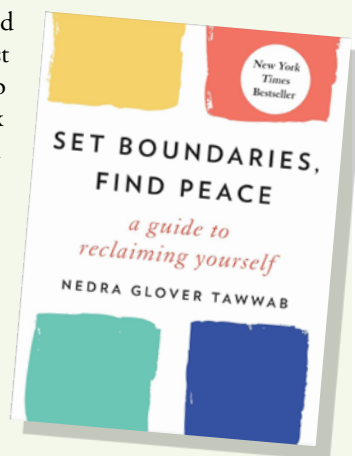
## the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **March 6, 2024** to be eligible for the draw.

### Set Boundaries, Find Peace

By Nedra Glover Tawwab

Licensed counsellor and influential Instagram therapist Nedra Glover Tawwab demystifies this complex topic for today's world through a relatable and inclusive tone. Published by Penguin Random House, *Set Boundaries, Find Peace*—a guide to reclaiming yourself presents simple and powerful ways to establish healthy boundaries in all aspects of life. Rooted in the latest research and best practices used in cognitive behavioral therapy, these techniques help us identify and express our needs clearly.



also for ourselves.

*"The ability to say no to yourself is a gift. If you can resist your urges, change your habits, and say yes to only what you deem truly meaningful, you'll be practicing healthy self-boundaries. It's your responsibility to care for yourself without excuses."*

As you work towards practicing implementing your boundaries, be sure to recognize the wins/gains as much as the challenges. I don't know about you, but I LOVE a good checklist. Here is one that Tawwab provides that can support our process.

*"To determine if your expectations are reasonable, consider this:*

1. Whose standard am I trying to meet?
2. Do I have the time to commit to this?
3. What's the worst thing that could happen if I don't do this?
4. How can I honor my boundaries in this situation?"

Of course, we don't want to share too many more spoilers because we want you to access this resource yourself. Whichever version you choose, we hope your read leaves you feeling ready to take on this self-care task. Use your voice; speak your truth and recognize that discomfort is a part of the process. *"We can't create more time, but we can do less, delegate, or ask for help."* This process requires energy and time. Being patient is crucial. Knowing the outcome will be that much better for us, the more we are able to invest, in our own time and our own ways highlights this.

# NSTU Representatives BE THE CONNECTOR

## Communications

Distribute / post NSTU information from provincial, regional, and Local NSTU networks

Share updates, benefits of membership + events with members at staff meetings or electronically

## Connector

Direct members to the appropriate Local, regional, or provincial support personnel

Welcome new members to the responsibilities and benefits of membership

Ensure new members register with the NSTU

Complete the membership registry for your site twice per year (Sept & Feb)

## Knowledge

Learn firsthand about your rights, benefits, and opportunities

Attend NSTU meetings including Local meetings, Asking Package or Tentative Agreement sessions

Take part in rep training and workshops to confidently fulfill the role

## Leadership

Conduct NSTU votes, hold special meetings, liaise with the NSTU, etc

Advise members who to contact with questions or concerns

## Networking

Make new friends and connections in our profession



**Nova Scotia  
Teachers Union**

**Unlock your potential, strengthen our solidarity.**



## The John Huntley Memorial Internship Program

*The deadlines for application for the John Huntley Memorial Internship Program are*

***October 1, February 1  
& April 1.***

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

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



**Nova Scotia Teachers Union**

## NSTU calls for restoration of in-person support for APSEA students

The NSTU is calling on the Atlantic Provinces Special Education Authority (APSEA) to fully restore programs that support students who are blind or visually impaired and/or Deaf or hard of hearing, that were first halted due to COVID-19.

Recently students (past and present), teachers and their families have been speaking out about APSEA's decision to permanently end in-person assistance that helps vulnerable students better navigate their lives. The supports, which include a residency program and specialized psychological assessments, were first moved on-line during the peak of the public health crisis caused by the pandemic, but will now remain virtual.

"In person and hands-on support is vital to helping these students, develop essential skills they need to both navigate their education and their daily lives," says NSTU President Ryan Lutes. "When decisions are made to change student programming, every effort must be made to ensure that individuals who require the most support, don't end up receiving the least."

Lutes adds: "I've spoken to APSEA teachers and they are extremely concerned about the long-term impact this decision will have on vulnerable learners. It's imperative that APSEA listens to the experts and ensures blind or visually impaired and/or Deaf or hard of hearing students get the appropriate level of support they need and deserve in a timely manner."

The NSTU represents 75 APSEA teachers in Nova Scotia, New Brunswick and PEI who support students who are blind or visually impaired and/or Deaf or hard of hearing.



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Explore 1,800 free or low-cost, peer reviewed, curriculum-matched classroom resources.

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**LSF**  
Learning for a  
Sustainable Future

# February 5 to 9 marks 10<sup>th</sup> Anniversary of Canadian School Counselling Week

February 5 to 9, 2024 marks the 10<sup>th</sup> Anniversary of Canadian School Counselling Week. The week is organized by the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association (CCPA) and is supported by regional School Counselling professional associations across Canada. The week recognizes the contributions of the School Counselling profession to the personal, social, educational and career development, and the mental health and well-being, of all students in Canada.

Canadian School Counselling Week is part of a North American focus on the School Counselling profession. The goal 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 highlights the role School Counsellors play in supporting student success and builds a sense of national identity within the School Counselling profession.

"It is imperative that all students have access to professionally qualified School Counsellors who provide Comprehensive School Counselling programs and services as part of a multi-tiered system of support," says Dr. Janice Graham-Migel, President of the CCPA School Counsellors Chapter. "As members of a multi-disciplinary team, School Counsellors are essential in supporting the well-being and development, life transition and career planning, and the learning and achievement of students."

When working directly with Canada's youth, School Counsellors support their diverse social and academic needs, as well as life and career planning. School Counsellors advocate for providing community-based services when support is needed beyond the classroom. As mental health professionals, School Counsellors are responsible for maintaining a high standard of professional competence and ethical behavior.

Canadian School Counselling Week is an important week in schooling each year that recognizes the contributions of school counselling as a profession and the vital role school counsellors play to the mental health and well-being of students and school communities across the country. School counselling services include supports in the areas of personal, social, education and career development, mental health and well-being of students in

schools. The week is organized by the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association and is part of a focus across North America on school counselling as a profession. This year marks the 10<sup>th</sup> Annual Canadian School Counselling Week.

"School counsellors play a vital role in supporting the success of students in all areas of their lives, says Amy Barry, President, Nova Scotia School Counsellors Association (NSSCA).

"The purpose of Canadian School Counselling week is to increase awareness publicly about school counsellors' roles within the school community as well as the scope of their practice, including programs and services that can be provided in school.

"School counsellors are able to provide support to students who struggle with mental health issues and are consistently the first, and often primary, point of contact for students and schools in crisis," she continues. "Positive mental health can support students'

**Celebrate Canadian School Counselling Week**  
**Célébrez la Semaine canadienne du counseling scolaire**



Supporting the  
Personal  
Social  
Educational  
Career Development  
Mental Health  
and  
Well Being  
of Students

Supportant le  
développement de carrière  
la santé mentale  
et le  
bien-être  
personnel  
social  
et académique  
des étudiants



CANADIAN COUNSELLING AND  
PSYCHOTHERAPY ASSOCIATION  
L'ASSOCIATION CANADIENNE DE  
COUNSELLING ET DE PSYCHOTHÉRAPIE

academic journey. Canadian School Counselling Week recognizes the school counselling as a profession that offers personal, social, educational, and career support and development of students across Canada."

"The important role School Counsellors play deserves to be recognized and celebrated," says NSTU President Ryan Lutes. "Their contribution in supporting student needs and development is a critical part of student success. We salute their invaluable role in the public education system."

Resources on Canadian School Counselling Week may be accessed from the CCPA School Counsellors Chapter website: <https://www.ccpa-accp.ca/chapters/school-counsellors-chapter/> or you may contact Janice Graham-Migel at [jgraham@nstu.ca](mailto:jgraham@nstu.ca) and Amy Barry at [abarry@nstu.ca](mailto:abarry@nstu.ca).

# Atlantic Tours

## Worry Free World Vacations

Are you a morning person?

Do you love being with people?

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Are you interested in seasonal part-time employment?

If you answered yes to the above questions – this position may be for you from June to October.

Atlantic Tours is looking for great people to work as Guides for half and full day tours of Halifax, Annapolis Valley and South Shore. Training provided.

If interested, send a résumé to the attention of Anita MacDonnell General Manager

amacdonnell@atlantictours.com

www.atlantictours.com

## 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.



For a list of opportunities see:  
[www.ednet.ns.ca/internationalprograms](http://www.ednet.ns.ca/internationalprograms)

## NSTU supports Feed Nova Scotia

In lieu of printing Holiday Cards this year, the NSTU made a donation to Feed Nova Scotia to help provide much needed support. "Our hope is that our donation makes the holiday season a little brighter for our most vulnerable Nova Scotians," says NSTU president Ryan Lutes.

In November of 2023 the number of people accessing support from a food bank was up 31 per cent compared to the same time last year. Feed Nova Scotia is seeing more people reaching out to a food bank for first time. One in five Nova Scotians live in food insecure households, which amounts to a staggering 213,000 people. This has been a crisis in our province, but the rise in the cost of living is pushing more and more people into food insecurity.



*NSTU president Ryan Lutes toured Feed Nova Scotia's main facility and warehouse on December 18. He is shown in the photo with Feed Nova Scotia's Fund Development Manager Kelly Currie.*

## April Munro-Wood Therapeutic Services

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

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

[april.munrowood@gmail.com](mailto:april.munrowood@gmail.com)

1 902 614 1963

Sessions: In person or on line





## Summit continues to provide engaging and informative experience

NSTU's second *Encourage Engage Evolve Summit*, which took place on December 15 and 16 at the Hotel Halifax, saw over 40 Black, Indigenous and racialized NSTU members come together from across the province to learn from each other, receive well-needed professional learning, and continue to build a network of support.

"Last year's first *Encourage, Engage, Evolve Summit* was very well received and we want to continue to provide opportunities for racialized members to engage with the NSTU, and have their voices heard and amplified," says NSTU president Ryan Lutes. "This is one way the NSTU is continuing to build equity, diversity, and inclusion within the NSTU."

The event included professional learning, engagement and networking opportunities and sharing with other Indigenous, Black and racialized members from across the province. "Thank you for making me part of such an amazing event," wrote one participant. "I just loved the experience of meeting such amazing people."

The event began with a land acknowledgement and Indigenous smudging ceremony with Grade 3 Joseph Howe School teacher Wendy Lyons, who is Ojibwa from the Anishinaabe First Nation Animakee Wa Zhing in Northwestern Ontario.

Following a holiday feast with all the fixings, Friday evening's session featured a Table Talk guided by retired teachers Melinda Daye and Cassandra Chisholm. Both women shared their professional journeys as African Nova



*Retired teacher Melinda Daye addresses delegates at the EEE Summit.*

Scotian educators. Conference delegates like hearing from the experts and found the session interesting and inviting. "It was great to chat with likeminded teachers experiencing some of the same challenges," commented one participant.

The evening ended with a dance featuring local renowned DJ, Loonie Toonez giving time for members to socialize and enjoy some hospitality.

The Saturday keynote speaker was Lana MacLean. MacLean, a clinical social worker has also worked as a consultant within the African Nova Scotian community and has integrated Africentric principles into her practice. She presented the session, *Psychological Safety for Racialized People*.

"You can't use restorative processes unless the person who did the harm understands the harm," she said. She also discussed race-based trauma. "It's



*Above are some of the delegates who attended NSTU's EEE Summit. From left to right: Crystal Randall (Colchester-East Hants) who works with the Nova Family of Schools at Chignecto Central Centre for Education; Wendy Lyons (Halifax City), a teacher at Joseph Howe School; Nadine Prosper (Cape Breton District) from Paqtnekek First Nation who teaches at Sherwood Park Elementary School; Adam Branchaud (Kings) the Mikmaw/Indigenous Culture Coach with AVRCE who is from Tyendinaga Mohawk Territory in Ontario; and Michaela MacMillan (Cape Breton District), who teaches at Bras D'or Elementary School.*



*Retired teacher Cassandra Chisholm shared her teaching career story at NSTU's EEE Summit.*



not only micro aggressions and micro invalidations but macro aggressions and macro invalidations—organizational betrayal and the systemic stuff that contributes greatly to race-based trauma in the workplace.” She told the audience to challenge the Union to ensure that procurement for mental wellness include Black, Indigenous and racialized practitioners. “Organizations need to have equity hires in their policies and procedures.”

NSTU’s in-house legal counsel Leah Kutcher and executive staff officer Wally Fiander delivered a workshop on how to document discrimination. This session was facilitated by NSTU’s BIPOC Engagement and Advocacy staff officer Wendie Wilson, who organized the Summit. Professional learning staff officer Amanda O’Regan-Marchand closed the conference with a session about NSTU’s professional learning, grants and opportunities.

The next EEE Summit will take place during the 2025-26 school year. For more information about the Summit and issues affecting Black, Indigenous and racialized NSTU members, contact Wendie Wilson at [wwilson@staff.nstu.ca](mailto:wwilson@staff.nstu.ca).



*NSTU Executive Staff officer Wendie Wilson (left) is shown with keynote speaker Lana MacLean.*



## MOUNT SAINT VINCENT UNIVERSITY

### Master of Education in Literacy Education

The Master of Education in Literacy Education is intended to help teachers respond confidently and effectively to the varied and complex demands of fostering literacy learning in the multi-mediated world in which we live. It operates out of a broad sense of literacy, that literacy is not so much about reading and writing traditional texts, but about reading and writing the world in which we live. It examines a wide range of current theoretical understandings of what it means to be literate as a means to help teachers develop their own position on literacy, literacy learning and their own position on the practice of literacy Instruction.

Study part-time in our non-thesis program that consists of five full units of course work offered over a two-year time period starting September 2024.

Delivery of courses uses a hybrid model. Fall and Winter and Summer 1 courses will be scheduled either one night per week or, synchronous sessions one Saturday per month supported by student driven asynchronous sessions. Summer II courses will be held over a three-week period in July.



Questions about the program?

Email [Trupti.patel2@msvu.ca](mailto:Trupti.patel2@msvu.ca)





## NOTICE OF REGIONAL PROVINCIAL EXECUTIVE ELECTIONS

### Spring 2024

#### A. Background:

NSTU By-Law Article I – Membership sub-article 2 defines eligibility to hold office:

*The rights of Active Membership shall include, but not necessarily be limited to the right to vote and hold office at the local and provincial level.*

NSTU By-Law Article II – The Council sub-article 1 defines the Provincial Executive as:

*The Executive of the Council as described in the Teaching Profession Act shall be the Provincial Executive.*

NSTU By-Law Article III – The Provincial Executive sub-article 1 outlines the composition of the Provincial Executive as:

#### 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:*

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

- (c) *A Provincial Executive Member must be an Active Member of the NSTU.*

- (d) *A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.*

NSTU By-Law Article III – The Provincial Executive sub-article 8 outlines the duties of the Provincial Executive as:

*The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the Teaching Profession Act, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:*

- (i) *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;*
- (ii) *provide suitable offices and equipment for carrying on the work of the NSTU;*
- (iii) *direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;*
- (iv) *determine the place and date and make arrangements for workshops and special Council meetings;*
- (v) *issue a post-Council press release;*
- (vi) *provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;*
- (vii) *shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;*
- (viii) *determine the boundaries of the Locals;*
- (ix) *publish a magazine or other official publications;*
- (x) *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;*
- (xi) *have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,*
- (xii) *is empowered to exercise on behalf of the Union, as the Provincial 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.*

#### B. Regional Elections to be Held Spring 2024:

Regions Holding Elections	Number of Members to be Elected
Annapolis/Hants West/Kings	1 Member
Antigonish/Guysborough	1 Member
Cape Breton Industrial	1 Member
Colchester/East Hants	1 Member
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	1 Member
Dartmouth	1 Member
Digby/Shelburne/Yarmouth	1 Member
Halifax City	1 Member
Halifax County	1 Member
Inverness/Richmond	1 Member
Lunenburg County/Queens	1 Member

#### C. Procedure and Timeline of Election Process:

NSTU Operational Procedure 8 – Election Procedures sub-section B outlines the voting procedures for Regional Provincial Executive Members as:



### I. Notice of Pending Election

- a. Notice of all pending Regional Provincial Executive elections shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2024 this means Wednesday, January 24, 2024)**
- b. Notice of a pending Regional Provincial Executive election shall be sent to NSTU leaders (Local President(s), RRC Chair (if applicable), and Provincial Executive Member(s)) from within the boundaries of the region as defined in NSTU By-Laws Article III – The Provincial Executive at least thirty (30) days prior to the closing of nominations. **(for Spring 2024 this means Wednesday, January 24, 2024)**
- c. Notice shall include the process for nominations.

### II. Nominations

- a. Nominations for the office of Regional Provincial Executive shall be submitted on the official Nomination Form.
- b. The official Nomination Form may be found on the NSTU website.
- c. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the last Friday of February (the closing of nominations). **(for Spring 2024 this means Friday, February 23, 2024)**
- e. In the event that no nominations are received in a given region, the close of nominations shall be extended by two (2) weeks, and notice shall be sent to NSTU leaders from within the boundaries of the region. **(for Spring 2024 this means Friday, March 8, 2024)**

### III. Voting Day

- a. The voting day shall be the third Wednesday in April. **(for Spring 2024 this means Wednesday, April 17, 2024)**

### D. Nominations:

The official Nomination Form is submitted online at: <https://nstu.ca/the-nstu/communications/online-forms/provincial-executive-nomination-form>. Confirmation of receipt of the Nomination Form will be emailed to the Candidate upon submission. Candidates will be contacted soon after the close of nominations regarding election procedures.

### E. Contact Person:

For further information regarding the 2024 Regional Provincial Executive Elections, contact Louis Robitaille Executive Staff Officer Research, Governance, and Policy at [lrobitaille@staff.nstu.ca](mailto:lrobitaille@staff.nstu.ca) or 1-800-565-6788 (local 902-477-5621).

# COMING SOON



## PROFESSIONAL ASSOCIATIONS PROFESSIONNELLES

We need your feedback about October Conference Day. Keep an eye out for a survey via email in February 2024. The information will be shared with PAs for planning future conferences.



## REGIONAL ELECTION SCHEDULE 2024

Region	# Members to To Be Elected
Annapolis/Hants West/Kings (2)	1 Member
Antigonish/Guysborough (1)	1 Member
Atlantic Provinces-Special Education Authority (APSEA) (1)	No Election
Cape Breton Industrial (2)	1 Member
Colchester/East Hants (1)	1 Member
Cumberland (1)	No Election
Conseil syndical acadien de la Nouvelle-Écosse (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
Northside-Victoria (1)	No Election
Pictou (1)	No Election

Election date: April 19, 2023

as of January 25, 2024

# NSTU CAMPAIGN GUIDELINES

## NSTU Presidential Election

Election Day: May 15, 2024, Run-off vote (if needed): May 29, 2024.



### OPERATIONAL PROCEDURE 9 A – Election of the NSTU President

#### A. Election of the NSTU President

##### I. Notice of Pending Election

- a. Notice of a pending NSTU Presidential elections shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations.
- b. Notice of a pending NSTU Presidential election shall be sent to NSTU leadership (Local Presidents, RRC Chairs, and Provincial Executive Members) at least thirty (30) days prior to the closing of nominations.
- c. Notice shall include the process for nominations.

##### II. Nominations

- a. Nominations for the office of NSTU President shall be submitted on the official Nomination Form.
- b. Nomination Forms may be obtained from the Executive Director or designate.
- c. A candidate's Nomination Form must be completed in full, including the signatures of twenty-five (25) Active or Reserve Members, and returned to the Executive Director or designate no later than 4:00 p.m. on the last Friday in February (the closing of nominations).

##### III. Promotion of the Vote

- a. Posters shall be created and mailed to NSTU Representatives to display at worksites that remind Members of the election dates and times and encourage voting.
- b. The NSTU website shall be used to post messages reminding Members to vote; Locals are encouraged to use their websites as well to promote the vote.
- c. NSTU webmail shall be used to send reminders to NSTU Representatives, Local Presidents, RRC Chairs, and Provincial Executive Members of the election, both before and during the voting period.
- d. On voting day, an email will be sent to each

Member with an NSTU webmail address to remind them to vote, with a link to the website voting page.

- e. Locals are encouraged to include training for NSTU Representatives at Local Rep Retreats on the procedures to follow for electronic voting.

#### IV. Election of President

- a. A candidate must obtain a majority of the votes cast to be elected as the 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 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 Chief Electoral Officer).

#### V. Voting Day

- a. The first ballot for the NSTU Presidential election shall be held the second (2<sup>nd</sup>) Wednesday following Annual Council.
- b. If required, a second ballot shall be conducted the fourth (4<sup>th</sup>) Wednesday following Annual Council.

#### VI. Financial

- a. Candidates are eligible for reimbursement of election expenses incurred up to three thousand dollars (\$3,000.). In addition, candidates on a second ballot may claim an additional one thousand dollars (\$1,000.) to a total of four thousand dollars (\$4,000.) for election expenses incurred. In addition, the NSTU will cover up to fifteen (15) release days for each candidate on the first ballot. In addition, the NSTU will cover up to three (3) additional days for each candidate on a second ballot.

*Continued on page 19*

- b. To be eligible for 100% reimbursement as outlined in VI. a. above the candidate must receive at least 10 percent (10%) of the total votes cast in the first round of voting. Candidates receiving below 10 percent (10%) of the total votes cast in the first round of voting will receive reimbursement based on a prorated amount of their percentage of votes divided by 10 (for clarity, as an example, an individual receiving five point six percent (5.6%) of the total votes cast on the first ballot shall receive reimbursement based on 5.6/10 times three thousand dollars (\$3,000) or one thousand six hundred and eighty dollars (\$1,680)). Percentage vote shall be rounded to the nearest tenth (1/10<sup>th</sup>) of a percent.
- c. The claim for expenses must be submitted on an Election Claim Form available from the Executive Director or designate. Allowable reimbursable expenses include travel, accommodations, meals, postage, stationery, telephone costs, printing, and other promotional costs. All expenses must be substantiated by receipts and approved by the Executive Director or designate. Release days requiring a substitute teacher must be noted on the Election Claim Form.
- d. Total campaign spending, excluding release days (to a maximum as outlined in VI. a. above), by or on behalf of each candidate may not exceed five thousand dollars (\$5,000.).
- e. Total campaign spending for candidates on a second ballot may include an additional two thousand dollars (\$2,000.) for a total of seven thousand dollars (\$7,000.).
- f. A financial statement report must be submitted on the prescribed form to the Executive Director or designate within sixty (60) days of the election. Such reports to be published in *The Teacher*.

## VII. Candidates' Publicity

- a. In an NSTU Presidential election year, the NSTU shall publish two (2) special election issues of *The Teacher*. Each candidate for office will be entitled to two (2) pages per issue, content to be determined by the candidate. The first issue will also contain an explanation of the method of voting. Candidate material shall appear in alphabetical order. Once nominated all candidates' input to *The Teacher* shall be limited to the special election issues. The incumbent President may continue

to include the "From the NSTU President" column in *The Teacher*.

- b. Following the close of nominations, candidates for NSTU President shall be provided a static webpage on the NSTU website, which will host the candidate information that is published in *The Teacher* and the candidate's election poster. Links to the candidate webpages shall be highlighted on the NSTU homepage during the active campaigning timeframe.
- c. Candidates' statements carried in *The Teacher* will also be carried on the NSTU website during the campaign.
- d. The NSTU will produce an election poster containing a photograph and brief statement from each candidate. Posters shall be 11" X 17" in size and be a maximum of two (2) colours including background. Colours may be of the candidate's choice. Posters will be mailed to NSTU worksites not later than the second (2<sup>nd</sup>) Wednesday in April and shall be provided on the basis of one (1) poster per NSTU worksite.
- e. The NSTU shall provide each candidate with two (2) complete school/worksites sets of mailing labels, upon request.

## VIII. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. The NSTU shall conduct the Provincial All Candidates' Forum at Annual Council and post the Forum to the NSTU website within one (1) week following Council.
- c. Active campaigning for the office of NSTU President may begin no sooner than the Monday following March Break.
- d. No invitation to prospective candidates shall be given by Locals or RRC's prior to the close of nominations.
- e. Locals and Regional Representative Councils are expected to treat candidates equitably in terms of access to their Members. If a Local or RRC allows a candidate to attend a meeting or event, then an invitation must be extended to all candidates. If a Local or RRC allows a candidate access to Members through social media, then the same access must be extended to all candidates.
- f. Candidates must adhere to the school/ worksite visitation protocol as outlined at the all candidates' orientation.



*continued from page 19*

- g. Suspected violations to these campaign guidelines shall be resolved in the following manner:
  - i. suspected violations shall be reported to the Executive Director or designate, in a timely manner, for resolution;
  - ii. the Executive Director or designate will attempt to resolve the issue informally;
  - iii. if the Executive Director or designate is able to resolve the issue informally no further action is required;
  - iv. if the Executive Director or designate is unable to resolve the issue informally the Executive Director or designate shall direct the issue to the Annual Council Elections Committee to make a ruling;
  - v. The Annual Council Election Committee will meet in a timely fashion to make a ruling and will inform all candidates regarding this ruling, the ruling shall be final; 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,
    - 4. a financial penalty, or
    - 5. removal from ballot.

#### **IX. Administrative**

- a. All candidates shall be offered the same NSTU services.
- b. The Executive Director or designate, shall arrange an all candidates' orientation to occur before the March Break.
- c. The candidate information kit shall be sent prior to the orientation meeting and shall include a list of the dates of known Local meetings.
- d. Following the election, the Executive Director or designate and the Regional Electoral Officers, with the assistance of NSTU Central Office, shall conduct an evaluation of the election procedures, by surveying the candidates. A report shall be made to the Provincial Executive at its last regular meeting prior to December break. The evaluation forms and report shall be kept on file to facilitate periodic overall reviews.

#### **X. Attendance at Annual Council and Provincial All Candidates' Forum**

- a. If not otherwise eligible to attend Council, Candidates may attend Annual Council at

the expense of the Union.

- b. A Provincial All Candidates' Forum shall be held Saturday at Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to thirty (30) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.
- 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

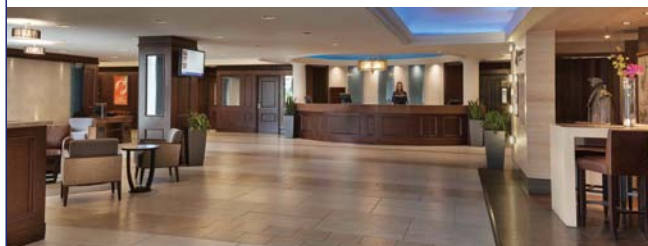
*Continued on page 21*

*continued from page 20*

- 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.

## HOTEL HALIFAX

[www.hotelhalifax.ca](http://www.hotelhalifax.ca) • 833.357.8155



## THE BARRINGTON HOTEL

[www.thebarringtonhotel.ca](http://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'

# NSTU Research Repository

The NSTU is in the process of establishing a repository of academic research in education, comprising the accomplished thesis work of our members.

Have you completed a thesis in educational research? Willing to share your results to inform members' practice and understanding of public education in Nova Scotia? We would like to celebrate and promote your good work through our repository of academic research in education by NSTU members.



Members should contact  
our Professional Learning  
department via

**[appl@nstu.ca](mailto:appl@nstu.ca)**



# 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](mailto: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 24*

*continued from page 23*

- 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.
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## **Update on Bill 75 Charter Challenge – Leave to Appeal to the Supreme Court of Canada**

### **Background & Supreme Court Ruling**

In October of 2017 the NSTU sued the Stephen McNeil Government on the basis that the Government bargained in bad faith and that the introduction of the *Teachers Professional Agreement and Classroom Improvements (2017) Act*, S.N.S. 2017, c. 1 ("Bill 75") violated s. 2(b) and s. 2(d) of the *Canadian Charter of Rights and Freedoms* (the "Charter").

On June 13, 2022 Justice Keith rendered a written decision finding that Bill 75 violated s. 2(d) of the *Canadian Charter of Rights and Freedoms*, and was of no force and effect. This finding remains—Bill 75 breached the Charter rights of teachers.

### **NSTU Appeal on Remedy – and Application to Supreme Court**

However, while the NSTU argued that the restoration of the Service Award (that was eliminated in Bill 75) should be restored/reinstated in the existing Collective Agreement, Justice Keith did not grant this remedy. As such, the NSTU appealed on remedy to the Nova Scotia Court of Appeal. However, the Nova Scotia Court of Appeal agreed with Justice Keith and on November 9, 2023 issued its decision refusing to grant the remedy sought by the NSTU, but maintaining that Bill 75 was unconstitutional.

Accordingly, the NSTU is seeking leave to appeal to the Supreme Court of Canada. The NSTU filed its Application for Leave to Appeal on January 3, 2024. The NSTU must now wait to see if the Supreme Court of Canada will hear the case on remedy, and will update members accordingly.



**HELP YOUTH TAKE ACTION IN  
THEIR OWN COMMUNITIES.**



*Saint Mary's Bay Academy, grade 10 science students.*



*Kings County Academy, grade 7 science students.*

**GRANTS  
OF  
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ACTION PROJECTS.**



**A meaningful cross-  
curricular project for  
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**Open to grades P-12 and  
community youth groups.**



**Apply by March 28, 2024.**



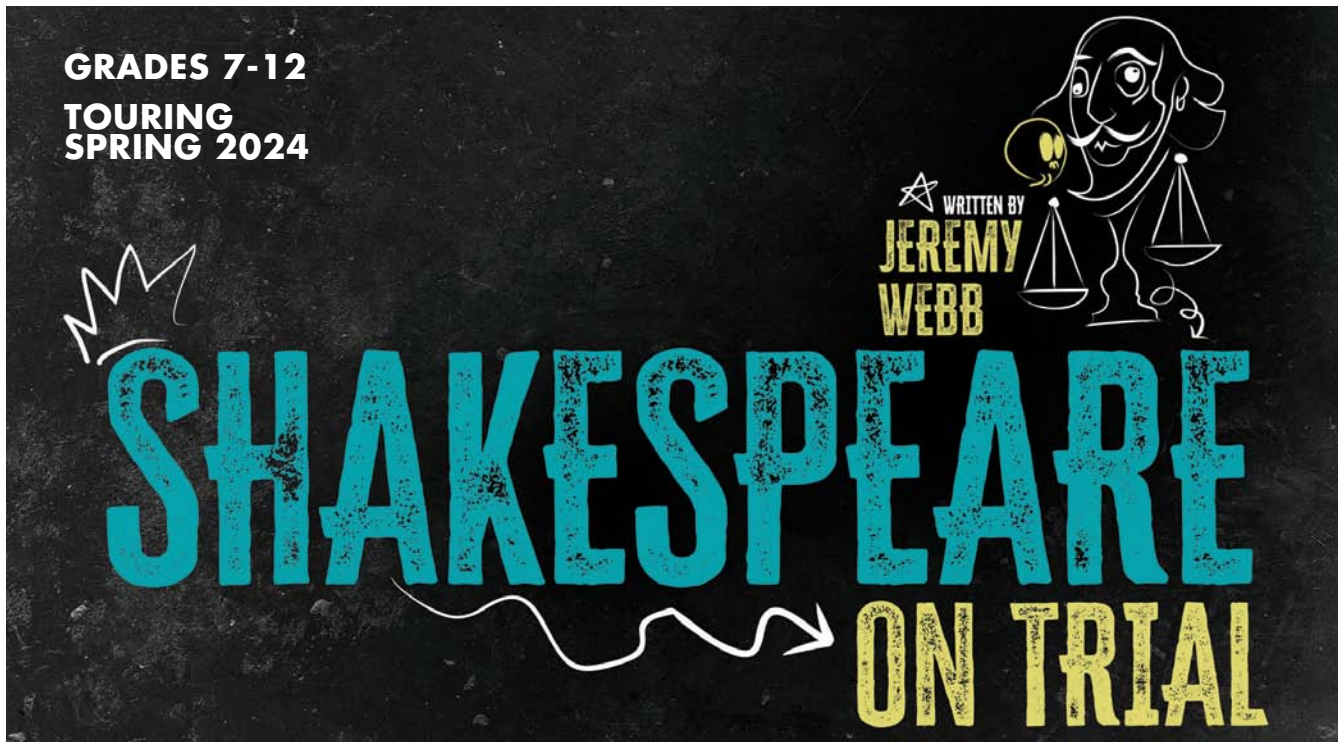
**APPLY AT:**

**[cleanfoundation.ca/education](https://cleanfoundation.ca/education)**





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# notices

## A New Online Training Program for Parents and Caregivers of 2SLGBTQI Youth

Free training for parent or caregiver to a 2SLGBTQI youth 16 and under

Affirming adults are vital for supporting 2SLGBTQI youth as they encounter discrimination and as a parent or caregiver, you have an important role to play in supporting them.

Egale Canada is launching a new program – **Affirming Adults Supporting 2SLGBTQI Youth**.

These **free, online** training sessions will help parents and caregivers learn more about 2SLGBTQI youth, mental health, gender and sexual diversity, and introduce practical strategies for creating affirming and supportive spaces.

All parents and caregivers with **2SLGBTQI youth 12 and under** will be **automatically enrolled** in the process of evaluating the training. The research component\* (short surveys and optional focus groups) of the program will gather findings to contribute to the evidence base about “what works” to support safe family and caregiver relationships with 2SLGBTQI youth.

Affirming Adults 101

**February 7, 2024** at 1pm-3pm ET

**March 6, 2024** at 6pm-8pm ET

Affirming Families and Caregivers 201

**February 22, 2024** at 1pm-3pm ET

**March 21, 2024** at 6pm-8pm ET

Participation at a **Affirming Adults 101** webinar is **required** before attending a **Affirming Parents & Caregivers 201** webinar

[Learn More and Register Today!](#)

\*The research component of this program has received research ethics approval by the Community Research Ethics Office (CREO)

This project is funded by the Public Health Agency of Canada

## Art Canada Institute Art Challenge

Art Canada Institute (ACI), a not-for-profit educational organization and registered charity based at Massey College at the University of Toronto runs a student art challenge inviting teachers and young artists in Grades 7-12, from across Canada to create and submit original artworks inspired by or responding to major Canadian art works.

To celebrate our 10th anniversary, this year's student challenge winning works will be selected by three of the country's leading artists – **Kent Monkman, Karen Tam and Edward Burtynsky**.

Cash prizes of \$500 or first place winner and \$250 for honorable mentions will be awarded in both the Grades 7-9 and Grades 10-12 age categories as well as all finalists will have their artwork showcased in an online national exhibition.

Submissions are now open and additional information about the challenge, how to apply and past winners can be accessed by visiting our website: <https://www.aci-iac.ca/education/art-challenge/>

For more information contact: **Nicole Bruce**, Education Marketing and Outreach Officer at [nbruce@aci-iac.ca](mailto:nbruce@aci-iac.ca).

## First Page student writing challenge is now open

The First Page national writing competition for Grades 7 to 12 students in Canada will be open for submissions starting is now open. Students are invited to write the first page of a novel, imagining how present-day issues and trends have played out 150 years in the future. This contest is open to all Canadian residents who are full-time students enrolled in Grades 7 to 12. Entries can be 300-400 words in length. Your entry also needs a title, but the title is not included in the word limit. Your entry can be written in any genre. The story could be from any literary genre, from mystery or thriller to literary fiction, from adventure or romance to satire or science fiction.

Students can enter online here: [Enter The First Page student writing challenge here!](#) The challenge will be accepting submissions until **February 29 at 11:59 p.m. ET**. Both winners will receive a one-year subscription to [OwlCrate](#), which sends fresh boxes of books to young readers across Canada on a monthly basis. In addition, each winners' school libraries will receive 50 free YA books.

**Download posters for your classrooms:** in [colour](#), [black and white](#)

Head to [cbc.ca/thefirstpage](https://cbc.ca/thefirstpage) for more information and to enter.





# coming events

## FEBRUARY

### *Celebrate African Heritage Month 2024*

The 2024 African Heritage Month theme is *Our Smiles, Our Joy, Our Resilience as African Nova Scotians*. This month is a time to celebrate and recognize the history and culture of people of African descent. The theme aligns with the final year of the United Nations' International Decade for People of African Descent (DPAD) 2015-2024. The goal is to strengthen global cooperation in support of people of African descent, increase awareness and recognize their full and equal participation in all aspects of society.

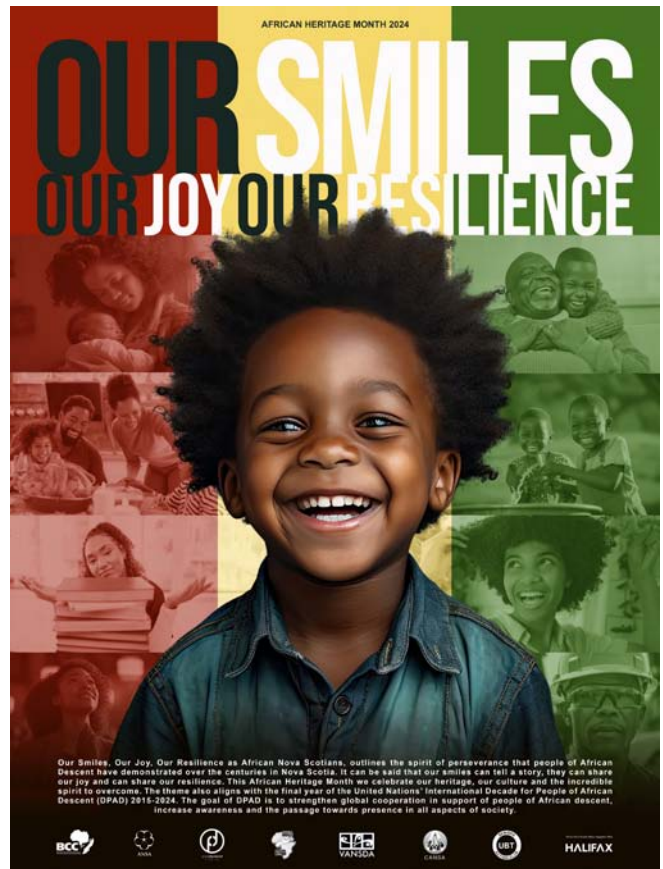
Nova Scotia has more than 50 historic African Nova Scotian communities with a long, deep and complex history dating back more than 400 years. African Heritage Month provides an opportunity to celebrate and promote the culture, achievements and contributions of people of African descent in Nova Scotia – past and present.

The African Heritage Month 2024: Virtual Provincial Proclamation Launch and Poster Unveiling Ceremony can be viewed on YouTube: <https://www.youtube.com/nsgov>

To order a poster, visit <http://www.ahm.bccnweb.com/wp/home>.

[Celebrate African Heritage Month 2024 poster \(PDF\)](#)

[Celebrate African Heritage Month 2024 poster: French \(PDF\)](#)



## Do your students love to laugh?

Then sign your class up for Funny Pages -- Canada's only festival celebrating books that crack kids up!

Kids in Grades 3 through 6 will enjoy hilarious presentations by some of the country's best-loved authors, including Helaine Becker, Kevin Sylvester, Ambreen Butt-Hussain and many more!

Tickets are free but seating is limited.

For more info, go to [www.funnypages.ca](http://www.funnypages.ca)

**Lunenburg County -- Thursday, April 18**

**Halifax Central Library -- Friday, April 19**



Helaine Becker



Kevin Sylvester



Ambreen Butt-Hussain



# FUNNY PAGES



# resources

## Free PD sessions on creating safe spaces for 2SLGBTQIA+ youth

[Wisdom2Action](#) is currently leading a national project known as [Safer Access for Everyone in the Rainbow Project \(SAFER\)](#). As part of the SAFER project, Wisdom2Action is offering free, in-person professional development sessions on creating safer spaces for 2SLGBTQIA+ youth by preventing and addressing gender-based violence (GBV). This opportunity is for teachers, staff, and administrators across Canada. If you are interested in requesting a free professional development session, please see the information below.

### Professional Development Session Information:

- **Date:** PD sessions are available until March 31st. In your request, you will have the option to select date ranges that may work for your group.
- **Time:** This opportunity is being offered primarily as a full day session (9am-3:30pm), but can be adjusted. For example—a session for teachers and staff in the morning, and another for administrators in the afternoon.
- **Location:** We're offering this professional development opportunity to teachers, staff, and administrators at schools across Canada. The team will travel to your location. Unsure about your group's eligibility based on location, please email: [safer@wisdom2action.org](mailto:safer@wisdom2action.org) with your location.
- **Cost:** This PD opportunity is generously funded by Women and Gender Equality Canada, and is free for school teachers, staff, and administrators.
- **Eligibility:** This is available to all school teachers, staff, and administrators across all Canada. To make this request, your group does not need to be within the same school board to attend a session.
- **Content:** The content for this session has been developed in collaboration with a Youth Advisory Council comprised of 2SLGBTQIA+ youth (aged 16-24) across Canada, as well as a Partner Advisory Council of 10 partner organizations that work closely with 2SLGBTQIA+ youth across Canada. The content will highlight the current context of gender-based violence against 2SLGBTQIA+ youth in your communities, and ways to prevent and address this issue through scenario-based activities and Q&A periods.
- **COVID-19 Considerations:** We will be monitoring the local public health recommendations regarding COVID-19 both in our communities as well as your home communities prior to travel. We encourage participants to wear masks and stay home if they are feeling unwell.

Please visit [saferproject.ca/training](https://saferproject.ca/training) to submit a request for a Professional Development Session in your community.

## Newspaper In Education Program

Newspaper in Education (NIE) is an international program, started in 1955, and designed to advance the use of newspapers in schools. The main purpose of the program is to improve reading, spelling, and writing abilities, as well as develop critical thinking skills in our students. The program is cross-curricular, appealing to students of all ages, grades, genders, and abilities. The NIE Program is very well entrenched in our schools and currently provides print copies of *The Chronicle Herald*, *The Cape Breton Post*, *The Guardian*, and *The Telegram* to schools in Nova Scotia, Prince Edward Island, and Newfoundland and Labrador.

At *SaltWire*, we are excited about the extensive offerings that the award-winning Newspaper in Education Program offers to schools. Following is a brief description of the regular features of the program. Please share with your colleagues!

### DELIVERY SCHEDULE

We are pleased to offer delivery of print editions to schools throughout the school year. Teachers need to complete a registration form to set up delivery. \*Please note delivery is not available in all areas.

### THE E-EDITION

We are also very pleased to offer schools digital access to *SaltWire* e-Editions. The e-Edition kiosk houses digital replica editions of all *SaltWire* publications, including *The Chronicle Herald*, *The Telegram*, *Cape Breton Post*, *The Guardian*, and our roster of weekly community newspapers. With a click of a button, teachers will be able to view the digital editions of all papers.

Our publications have been enhanced with the latest digital tools. For example, papers can be translated in several languages, including French; and both have audio capabilities – where students can listen to recordings of selected articles. This is of major benefit to schools with French Immersion Programs and students enrolled in ESL Programs.

Users can also **zoom, bookmark, share, and print** current and past editions of *all publications*. For research assignments and opinion pieces, digital access is a perfect resource. And now with Smart Board technology and class sets of iPads and Chromebooks, the papers are only a click away!!!

### SERIAL STORIES

We continue to feature a serial story in papers every Tuesday and Thursday. Well-received by teachers and students, these stories come complete with curriculum activities and are suitable for students in Grades Primary to 8.

### NASA NIGHT SKY NETWORK

On the second Friday of each month, the NIE page features the NASA column titled *Night Sky Network*. This program supports astronomy clubs dedicated to astronomy outreach. These short monthly columns give accurate, up-to-date, and highly readable information for students and teachers.

### CAROL'S PICKS

"Carol's Picks" will feature curriculum resource units on selected topics to supplement curriculum development. This resource has much potential for use in classroom instruction, as an independent study activity or as an alternate assessment tool.

### PUZZLE PAGES

When COVID-19 struck our region in March 2020, *SaltWire* introduced a new page of puzzles to help readers pass the time at home. Now that students have returned to school, these puzzles can also challenge and delight many of our younger readers.

# Représentants du NSTU SOYEZ LE RELAYEUR

## Communications

Distribuez ou publiez l'information du NSTU en provenance de ses réseaux locaux, régionaux et provincial

Parlez des dernières nouvelles, des avantages de l'adhésion et des événements avec les membres lors de réunions du personnel ou par voie électronique

## Relayeur

Dirigez les membres aux membres appropriés du personnel de soutien au niveau local, régional ou provincial

Présentez les responsabilités et les avantages des membres aux nouveaux membres

Veillez à ce que les nouveaux membres s'inscrivent auprès du NSTU

Remplissez le registre des membres de votre établissement deux fois par année (septembre et février)

## Connaissances

Apprenez de première main vos droits, avantages et possibilités

Assistez à des réunions du NSTU, y compris à des réunions locales ainsi qu'à des séances sur les demandes et un accord de principe

Participez à la formation pour les représentants et à des ateliers sur la façon d'assumer son rôle avec confiance

## Leadership

Tenez des votes sur les affaires du NSTU, organisez des réunions spéciales, communiquez avec le NSTU, etc.

Indiquez aux membres la personne à qui faire part de leurs questions ou préoccupations

## Réseautage


Faites-vous de nouveaux amis et établissez de nouvelles relations au sein de notre profession



**Réalisez votre potentiel et renforcez notre solidarité**

# Education Week 2024

## Connections to Community



This year's theme recognizes educators who take deliberate effort to enhance and empower their larger school communities, including families and the community at large. Connections to Community celebrates staff who build strong relationships between the school and the community as part of meeting the needs of their students.

April 14-20

Proudly sponsored by:

Partners:

est fier de commander la Semaine de l'éducation:

Les partenaires:

# Semaine de l'éducation 2024

## Liens avec la communauté



Le thème de la Semaine de l'éducation 2024, c'est « Liens avec la communauté ». Le thème de cette année reconnaît les membres du personnel éducatif qui font des efforts délibérés pour enrichir et habiliter leurs communautés scolaires plus larges, dont les familles et la communauté élargie. Le thème des liens avec la communauté reconnaît le personnel qui tisse des relations solides entre l'école et la communauté dans le cadre de son travail pour répondre aux besoins de ses élèves.

14-20 avril

est fier de commander la Semaine de l'éducation:

Les partenaires:

# HORIZONS



**STUDENT MATINEE!**

**JUNE 26 2024 AT 10AM**

**NSTATTOO.CA**

**ROYAL NOVA SCOTIA INTERNATIONAL tattoo**

Canada NOVA SCOTIA HALIFAX





Do you feel like you need more time to talk with someone who can help you better understand your health issues? Perhaps you need help in asking the right questions or understanding your treatment options. The Carepath programs, available to all active and retired NSTU members, can provide this essential support to you and your family.

A leader in virtual care, Carepath is an innovative healthcare navigation service that provides comprehensive and personalized support to members and their families in the event of illness or other health crises. Carepath has helped guide Canadians through the complexities of the healthcare system for over 15 years.

The Carepath programs are 100% funded by the NSTU Group Insurance Trustees and there are no costs to members for utilizing their services. Outlined below is a brief overview of the services and support offered by Carepath.



## Carepath – Chronic Disease Program

The Chronic Disease Program is a healthcare navigation service that provides comprehensive and personalized support in the event of illness or other health crises. The Chronic Disease Program is led by Nurse Case Managers who act as partners and advocates for you and your family. Nurse Case Managers will help you understand your condition, test results, treatments and will follow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes.

The Chronic Disease Program can be accessed directly by contacting Carepath at 1-844-453-6788 or by email at [info@carepath.ca](mailto:info@carepath.ca).



## Carepath – Elder Care Program

The Elder Care Program will connect you with a Nurse Case Manager who will work with you and your family one-on-one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care. Carepath will have an initial consultation assessment with you and/or your aging loved one and develop a personalized care plan based on your individual preferences and common senior health care needs.

The Elder Care Program can be accessed directly by contacting Carepath at 1-844-453-6788 or by email at [info@carepath.ca](mailto:info@carepath.ca).



## Carepath – Mental Health Program

The Mental Health Program was designed to promote prevention and early intervention for mental health issues, including acute mental illness and chronic mental health conditions. The program provides timely access to confidential support for those who need it, as well as return-to-work planning for members on sick leave or long-term disability.

The Mental Health Program can be accessed directly by contacting Carepath at 1-844-453-6788 or 1-888-393-8267 or by email at [info@carepath.ca](mailto:info@carepath.ca).

## Mental Health Program

Top 5 benefits of the Carepath Mental Health Program:

1. No waitlists. You can reach out for support at any time, without the need for a referral, and will be contacted to arrange your first appointment within 24-48 hours.
2. Goal-directed therapy. That means you will have access to therapy for as long as you need it – not just for a set number of appointments.
3. Collaboration with a broader healthcare team. With your consent, the Mental Health program can connect with outside providers, for example, family doctor & specialists, to ensure no gaps nor overlaps in the care being provided.
4. Family focus. The program is available to assist you as well as those in your immediate family who may be affected by the same or different issues.
5. 24/7 access to tools. From online educational materials geared towards self-management, to mobile therapy apps and modules that measure progress, the program provides mental health support both during and between therapy sessions.

What to expect when contacting the Carepath Mental Health Program for support.



## Chronic Disease Program

Employee B is a 47-year-old male with concerns about new onset of back and neck pain. He has recently been diagnosed with possible myelomalacia (softening of spine) and contacts Carepath for support.

The Carepath Chronic Disease Program provides the following ongoing support:

- Schedules multiple calls with Employee B and spouse;
- Provides health education about diagnosis;
- Treatment plan reviewed and compared with best practice guidelines;
- Explanation of results and interpretation of several MRI's;
- Other potential causes of pain discussed; mental health referral facilitated;
- Navigation provided through local health resources to obtain diagnostics and other care needs;
- Develops list of symptoms to be on alert for to trigger emergency room visit;
- Developed questions for Employee B to address during upcoming medical appointments;
- Pain management interventions explored (physiotherapy, massage therapy, ergonomic assessment);
- Facilitator on how to access local community services; and
- Provided ongoing telephonic support

## Elder Care Program

Employee B is a 70-year-old female with early onset dementia. She lives in Halifax and has a daughter in Toronto.

Employee B's daughter would like to move her mother to Toronto to be closer to her for support and contacts Carepath. Through their Nurse Case Manager Services, the Carepath Elder Care Program provides the following ongoing support:

- Arranges for geriatric assessment in Halifax;
- Conference call with daughter and Employee B to discuss interim care in Halifax;
- Assists in securing Personal Support Worker services;
- Facilitates Ontario Health Insurance Plan (OHIP) application for move to Ontario;
- Identifies need for interim insurance, connects daughter with insurer;
- Arranges medical transport from Halifax to Toronto;
- Investigates retiree benefit insurance;
- Identifies Assisted Living home options and arranged viewing appointments;
- Provided checklist to compare and assess Assisted Living homes;
- Assists with application for Long Term Care;
- Identified geriatric day programs in area; and
- Provided ongoing emotional support and advocacy

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





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Certain conditions, eligibility requirements, limitations and exclusions apply to all offers. Visit [belairdirect.com](https://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.

# executive highlights

January 18 & 19, 2024

- Filed the Table Officers Report;
- Approved a one-year sabbatical leave for Melanie Waye from August 1, 2024 to July 31, 2025, pending the recruitment of an acceptable replacement candidate;
- Approved a recommendation that Wendie Wilson be offered a permanent Executive Staff Contract in Professional Learning effective February 1, 2024;
- Selected a member to serve as Chair of the Health and Safety Committee;
- Selected a member to complete a one-year term on the Health and Safety Committee;
- Approved a recommendation that the NSTU renew the provision, as per the 2023 Memorandum of Agreement, of conditional teacher certificates for the 2023-2024 school year, to B.Ed. Students attending Nova Scotian Universities that have completed all program course requirements and are completing their final teaching practicums;
- Approved a recommendation to rescind one Local Service Award;
- Approved amendments to Operational Procedure 10 – Expense Guidelines, B – Guidelines and Rates for Travel Expense Reimbursement;
- Approved the continuation of the membership engagement plan to support NSTU “Kids Can’t Wait” campaign;
- Selected Provincial Executive members to serve on the Awards Selection Committee;
- Approved a resolution to be forwarded to Annual Council 2024 regarding the National Association of Teachers;
- Approved a recommendation that the NSTU participate in the Teachers’ Knowledge and Self-Efficacy for Teaching Foundational Reading Skills study conducted by Mount Saint Vincent University;
- Processed the 2024 Policy Review (Economic Welfare and Working Conditions) recommended for Annual Council 2024: reaffirmed 10 policies; rescinded 6 policies; and amended 10 policies;
- Approved amendments to NSTU Operational Procedure Section 1 – Governance, 6 – Boards, Foundations, and Trustees of the NSTU, A – NSTU Group Insurance Trustees, II – Composition and Term;
- Approved a recommendation that the term of the Ad hoc Committee on Union Rep/Engagement be extended to July 31, 2024 to further explore its current recommendations considering budgetary and operational impacts, and to also consider any findings or recommendations resulting from existing mandates for the Governance & Policy Committee and the Ad hoc Committee on NSTU Governance.

# 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 Elementary Teacher** looking for one year job exchange (potentially longer) with teacher in CBVRC. French qualified. Possible housing swap. Contact: [Hrcetocbce@gmail.com](mailto: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: [poncemartinez@hotmail.com](mailto:poncemartinez@hotmail.com).

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

## 2023 Vice-Presidential Campaign Expenses

**Jo-Leigh MacPhee**

Calm Strips (plus tax and exchange)	\$342.58
Labels/Stickers	\$95.85
Post-its	\$287.52
Sharpeners	\$108.30
Additional calm strips (off brand)	\$29.88
Stamp	\$42.66
Post Cards	\$210.40
<b>TOTAL</b>	<b>\$1,117.19</b>



## 2023-2024 NSTU Retirement Seminars SCHEDULE



DATES	REGION	LOCATION
February 13-14, 2024 (Tues. & Wed.)	HRCE	Halifax Nova Scotia Teachers Union
February 21-22, 2024 (Wed. & Thurs.)	HRCE	Halifax Nova Scotia Teachers Union
March 6-7, 2024 (Wed. & Thurs.)	HRCE	Halifax Dartmouth Courtyard Marriott