



# NSTU President wants teacher shortage addressed

In an op-ed public on February 17th, NSTU President Ryan Lutes called on the province to address the current teacher shortage, which is having a profound impact on teachers' ability to meet their student's needs. The op-ed was in response to media questions received following the release of 2021-2022 provincial test scores.

According to Lutes, the public education system is currently under unprecedented strain. "A perfect storm of population growth and a pandemic has exacerbated a teaching shortage that had been building for nearly a decade." He added that student needs have become increasingly more complex as a result of rising costs and inflation, which are having the greatest impact on already marginalized communities.

"Every day I'm hearing from teachers who are telling me that their working conditions, and their students' learning conditions, are not sustainable," says Lutes. "The struggle to meet the growing needs of students with less and less support is taking an enormous emotional toll on many teachers who have dedicated their entire professional lives to educating our children."

In particular, Lutes says more substitutes are required so teachers no longer are being asked to run from one classroom to another to fill short term gaps in the system.

"Too often teachers are being asked to supervise multiple classrooms due to a chronic shortage of qualified substitute teachers. As a result, teachers are finding it increasingly difficult to develop and prepare those rich learning experiences that leave an indelible impression

on students," says Lutes. "Those in our system who are tasked with ensuring the needs of our most vulnerable students are met, such as school counsellors and resource teachers, are now often being pulled away from their primary focus, which means a child in crisis may not get the support they need in timely manner. Of course, less one-on-one attention from teachers will have a negative impact on student success."

While Lutes is encouraged by recent provincial announcements designed to take some strain off the system, more needs to be done. Specifically, the NSTU is calling on government to increase compensation for substitute teachers.

"Nova Scotia's substitute teachers are amongst the lowest paid in Canada and as such many young teachers are choosing to pursue different career paths, especially in today's economy," says Lutes. "The NSTU would like to see compensation for substitutes increased to become more competitive. Not only would this help fill many of the gaps the system is currently experiencing, but it would also encourage more young qualified teachers to pursue their careers in our province"

The Minister of Education and Early Childhood Development, Becky Druhan, says her government is committed to taking proactive steps to meet the needs of students and their teachers.

In a CBC interview published on February 15th, she said: "When we've observed or when we've anticipated issues, we've responded. [We] haven't waited for assessment results or any other results. And that's something we'll continue to do."



# people

## Cape Breton District Local holds MLA Roundtable

The PA/PR Committee of the Cape Breton District Local planned a roundtable discussion with local MLAs on February 21 at the Local's

office in Sydney. Former CBDL president Peter Murphy moderated the discussion. The session focused on questions relating to the teacher/substitute shortage, increased workload and lack of supports for teachers, the unconstitutionality of Bill 75, the removal of school board and OHS issues in schools. The session took place six years to the day that Bill 75 (Teachers' Professional Agreement and Classroom Improvements (2017) ) received Royal Assent. Much discussion took place around the rescindment of Bill 75. All NSTU Locals are encouraged to meet semi-regularly with the MLAs representing their area. This helps to establish positive working relationships with all political parties and ensures that issues affecting public education and teachers are brought to the forefront.



*Standing (left to right): Leah Cyr, member of CBDL's PA/PR committee; provincial executive member Crystal Sampson; CBDL president Dawn Spracklin; CBDL's Vice President Public Affairs/Public Relations Rachelle MacIsaac; CBDL's VP Communications, Status of Women Jill Vallis; NSTU's secretary-treasurer Peter Day; CBDL's treasurer Delynn Reid; member of CBDL's PA/PR committee Carol Ann MacMaster; CBDL's secretary Keli Brewer; and member of CBDL's PA/PR committee Lisa Mohammed. Seated (left to right): The Honourable Derek Mombourquette, Opposition House Leader, Liberal MLA for Sydney-Membertou and former Minister of Education and Early Childhood Development; Kendra Coombes, Community Services, Human Resources, Public Accounts, Assembly Matters and Internal Affairs Committees, NDP MLA for Cape Breton Centre-Whitney Pier; The Honourable Brian Comer, Minister Responsible for the Office of Addictions and Mental Health, Minister of Communications Nova Scotia, Minister responsible for Youth, PC MLA Cape Breton East; and John White, Vice Chair of the Community Services Committee, Member of the Private and Local Bills and Health Committees, PC MLA for Glace Bay-Dominion and former CBDL provincial executive member. Missing: The Honourable Keith Bain, Speaker of the House, PC MLA for Victoria-The Lakes; and Fred Tilley, Liberal MLA for Northside-Westmount.*



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ISSUE .....	DEADLINE
March.....	March 3
April.....	April 6
May.....	May 5
June.....	June 9

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## NSFL's International Women's Day Breakfast

NSTU president Ryan Lutes attended the Nova Scotia Federation of Labour's 8th Annual International Women's Day Breakfast on March 8. He is shown with Queens Local president Laura Fryday (left) who is a member of NSFL's Women's Committee, and NSTU's BIPOC Advocacy and Outreach Executive Staff Officer Wendie Wilson. Wilson was a featured speaker at the event with her presentation: *The Road to Allyship: Breaking the Silence and Speaking Up*. (See more on this page 4).



## Staff Announcements

The NSTU is pleased to announce that two one-year term positions, one in member services, and one in professional learning, have been filled. Beginning August 1, 2023 Tim MacLeod will begin a one-year term in member services for a position available due to the one-year deferred salary leave for Janine Kerr. Meg Ferguson

will also begin a one-year term on August 1, in the professional learning department replacing the upcoming sabbatical leave of Pamela Langille. Both MacLeod and Ferguson are teachers with HRCE. Ferguson currently serves on the NSTU's provincial executive in one of the Halifax County Local seats.



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## from the nstu president



### We should all *Embrace Equity* every day

On March 8<sup>th</sup>, the NSTU, along with people all over the world celebrated International Women's Day. Every day, but especially on International Women's Day, it's incumbent on us to reflect on the critical role women play in our society. The incredible impact that women make on our world is even more pronounced in our education system where more than 75 per cent of NSTU members identify as women. Teachers and educational specialists make an incredible impact on our kids, schools and communities each and every day. Not only do you create safe spaces for our children to learn and grow, you also teach the importance of gender equality through your lessons and actions. These impacts continue to shape society in a more positive way and continue the progress that women have made in our society.

But International Women's Day is more than a global celebration of the impact that women make on our world. It provides the opportunity to raise awareness about discrimination, take action to drive gender parity, and help foster a gender equal world. It's a call to action for greater gender equality. The theme for this year's International Women's Day *Embrace Equity*

recognizes the progress that has been made towards gender equality and acknowledges the work that still needs to be done. And while women have been carrying the torch on demanding gender equality, and improving the inequities of the patriarchal system in which we all participate, it is incumbent on men to amplify the calls for gender equality, and to aid in the fight to change the systems that, to this day, have a negative impact on women and girls.

As a dad, I want my daughter to grow up in a society free of discrimination, gender bias and misogyny—a place where she's embraced and appreciated in the world and where the opportunities for her are the same as for my son. And while progress for women has come a long way, the fight for gender equality is a fight that isn't over until it is a reality, not simply an aspiration. We should all *Embrace Equity* every day.

On International Women's Day I was privileged to attend the Nova Scotia Federation of Labour's 8<sup>th</sup> Annual International Women's Day breakfast. This event is organized by the NSFL

### Il faut *Promouvoir l'équité* tous les jours

Le 8 mars, le NSTU et des gens partout dans le monde ont célébré la Journée internationale des femmes. Chaque jour, mais particulièrement lors de cette journée, il nous incombe de réfléchir au rôle crucial que les femmes jouent dans notre société. L'incidence extraordinaire que les femmes exercent sur notre monde est encore plus importante dans notre système de l'éducation, au sein duquel plus de 75 % des membres du NSTU s'identifient comme étant des femmes. Les enseignants et les spécialistes de l'éducation ont un impact remarquable sur nos enfants, sur nos écoles et sur nos collectivités chaque jour. Vous créez non seulement des espaces sûrs dans lesquels nos enfants peuvent apprendre et grandir, mais vous leur enseignez aussi l'importance de l'égalité des genres, en

raison de vos enseignements et de vos actes. Ces répercussions continuent de façonner la société d'une manière plus positive et de faire progresser les femmes dans notre société.

La Journée internationale des femmes est toutefois plus qu'une célébration mondiale de l'incidence des femmes sur le monde. Elle fournit l'occasion d'accroître la sensibilisation par rapport à la discrimination, de prendre des mesures pour réaliser la parité entre les genres

et d'aider à cultiver un monde au sein duquel les genres sont égaux. Il s'agit d'un appel à l'action pour une plus grande égalité entre les genres. Le thème de la Journée internationale des femmes de cette année, *Promouvoir l'équité*, reconnaît les progrès réalisés pour atteindre l'égalité des genres ainsi que le travail qu'il reste à faire. En outre, bien que les femmes aient été celles portant le flambeau des revendications d'une égalité des genres et de la résorption des iniquités du système patriarcal auquel nous participons tous, il incombe aux hommes d'amplifier les appels à cette égalité et de participer au combat pour changer les systèmes qui, à ce jour, ont des effets négatifs sur les femmes et les filles.

En tant que père, je désire que mes filles grandissent dans une société exempte de discrimination, de préjugés en fonction du genre et de misogynie, un endroit où elles sont accueillies et appréciées et où elles disposent des mêmes possibilités que mon fils. Bien que les femmes aient beaucoup progressé, le combat pour l'égalité des genres ne sera terminé que lorsqu'elle aura été réalisée et qu'elle ne sera plus une simple aspiration. Il faut





Women's Committee in which our very own Queens Local president Laura Fryday is a member.

This event featured NSTU's BIPOC Executive Staff Officer Wendie Wilson as a featured speaker. Always dedicated in raising the profile of the African Nova Scotia community Wendie reminded us that we are uplifted on the shoulders of our ancestors. In her presentation, *The Road to Allyship: Breaking the Silence and Speaking Up*, she highlighted some of the women who gave others voice, including local Black activist Joan Jones who was a crusader for racial justice and equality in Nova Scotia, Susan B. Anthony an American women's rights activist who played a pivotal role in the women's suffrage movement, and Audre Lorde, a poet, professor and civil rights activist who dedicated both her life and her creative talent to confronting and addressing injustices of racism, sexism, classism, and homophobia.

Thank you to all of our female members for your hard work, dedication, and leadership. You are an inspiration to us all, and we are grateful for the important work you do every day. We will continue to celebrate women's contributions to education and society at large.

*Promouvoir l'équité tous les jours.*

Lors de la Journée internationale des femmes, j'ai eu le privilège de participer au 8<sup>e</sup> Déjeuner annuel de la Journée internationale des femmes de la Fédération du travail de la Nouvelle-Écosse (NSFL). Cet événement est organisé par le Comité des femmes de la NSFL, dont la présidente de la section locale de Queens Laura Fryday est membre.

Cet événement a entre autres mis en vedette la cadre responsable des personnes autochtones, noires et de couleur, Wendie Willson, en tant que conférencière. Se consacrant inlassablement à l'augmentation de la visibilité de la communauté afro-néo-écossaise, M<sup>me</sup> Wilson nous a rappelé que nous sommes sur les épaules de nos ancêtres. Dans sa présentation, *The Road to Allyship: Breaking the Silence and Speaking Up*, elle a souligné l'histoire de femmes qui ont donné une voix à autrui, y compris la militante noire locale Joan Jones qui a fait avancer la cause de la justice et de l'égalité raciales en Nouvelle-Écosse, Susan B. Anthony, militante américaine pour les droits des femmes qui a joué un rôle crucial dans le mouvement pour le droit de vote des femmes et Audre Lorde, poétesse, professeure et militante pour les droits de la personne qui a consacré sa vie et sa créativité à combattre les injustices fondées sur le racisme, le sexisme, le classisme et l'homophobie et à les faire connaître.

Merci à toutes nos membres féminines pour votre travail acharné, votre dévouement et votre leadership. Vous nous inspirez tous et toutes, et nous sommes reconnaissants du travail important que vous effectuez chaque jour. Nous continuerons de célébrer les contributions des femmes à l'éducation et à la société en général.

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# Celebrating a milestone—TAPHE's 50th Anniversary

by Amanda Brewer, TAPHE president

At the October Conference 2022, the Teachers Association for Physical & Health Education (TAPHE) celebrated its 50th anniversary as a Professional Association throughout its *The Golden Years – 50th Anniversary* conference.

This significant milestone was celebrated with many special events above and beyond hosting our amazing professional conference including a Thursday night banquet and social, President's Breakfast and Saturday morning session.

Delegates and special guests were invited to an Anniversary Welcome Reception Thursday evening where past, present, and future Physical & Health Educators had the opportunity to connect and reconnect.

Following the reception TAPHE hosted a Gala Banquet & Awards ceremony. TAPHE has a long history of celebrating the successes of its members. Through the years TAPHE has recognized many exceptional leaders and champions of Physical & Health Education. At this year's Gala Banquet and Awards Ceremony, Daren White was inducted into the Dr. Hugh A. Noble Hall of Honour in recognition of his incredible dedication and leadership in Physical and Health Education in Nova Scotia. He was awarded this Lifetime Achievement Award and welcomed into the Hall of Honour by our other HOH recipients in attendance. A highlight of the night was Daren's humorous and inspiring acceptance

speech where he reflected on his amazing teaching career.

In addition, Bryan Smith received the Dorothy Walker Award of Merit to a standing ovation for his significant contribution to Physical & Health

Education. Justin Oliver & Steve Ranni, hosted a TAPHE Presidents' breakfast where all former TAPHE Presidents were invited to the DoubleTree Dartmouth for a special thank you breakfast to recognize the contribution they made to the 50 years of TAPHE success.

*The Golden Years – 50th Anniversary* conference was the first in person conference post-Covid and was held at Dartmouth High. On Friday, TAPHE welcomed 400+ delegates back to in-person professional development from quality presenters from across Nova Scotia and Canada. We were excited to have Joey Feith, renowned physical education speaker and newly landed bluenoser, as our keynote speaker who reminded us of the beautiful and captivating place we live as "Canada's Ocean Playground" and the importance we have as educators to encourage our students and ourselves to play! The sessions continued throughout the day as delegates enjoyed a day jam packed with professional development and relationship building. It truly was incredible to be back with everyone after a two-year in-person hiatus.

On Saturday morning, TAPHE hosted a *Special 50th Saturday Speaker Session* where Dr. Doug Gleddie, President of PHE (Physical and Health Education) Canada presented on Reflective Practice for Meaningful Teaching. This was well



*Shown are members of the TAPHE Executive (left to right): Justin Oliver, TAPHE Past-President; Christa Spicer, Physical Education Rep; Amanda Brewer, TAPHE President; Kaelin Tingley, TAPHE Secretary; Vikki MacLaughlin, TAPHE Special Projects; Laura Wilson, TAPHE Vice-President; Jen Lloyd-McKenzie, TAPHE Treasurer; Susan Marshall-Steele, Regional & Provincial Awards; NSTU president Ryan Lutes; Kathy Marshall-Cormier, TAPHE Awards; and Steve Ranni, PHE Canada Rep. \*Missing from the photo: David MacNutt, Health Rep.*

Education over his years of service.

Thursday night finished with a Way-Back Play-Back dance and social. Delegates showed up sporting outfits from the 70s, 80s and beyond to enjoy live music from local teacher band Renwick Station.

On Friday morning, Past President,

*Continued on page 7*



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attended by professionals eager for more professional development and time with their colleagues.

TAPHE welcomes educators from any grade level or classroom space because we all have a vital role in teaching our students healthy choices, movement opportunities, and personal wellness. If you have something great happening in your school community or classroom then we'd love for you to share your success as a presenter or delegate at next year's TAPHE conference at Shipyard Elementary in Sydney.



*Bryan Smith is shown receiving the Dorothy Walker Award of Merit.*



*Daren White (centre) with Kaelin Tingley – TAPHE Secretary (left) and Amanda Brewer – TAPHE President (right). Daren was inducted into the Dr. Hugh A. Noble Hall of Honour – Lifetime Achievement Award.*



*TAPHE Past Presidents are shown (left to right): Justin Oliver (2019-2021), current president Amanda Brewer, Brian Noble (1997), NSTU president Ryan Lutes, Jen Lloyd-McKenzie (2015-2018), Hector Campbell (1980), Steve Ranni (2010-2014), Norma Adams (1974), and Richard Foot (1996).*



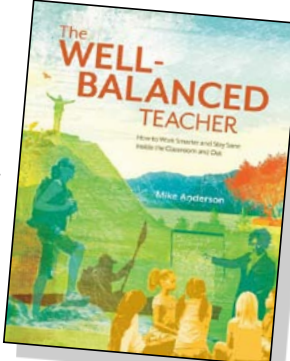
## pathways

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***The Well-Balanced Teacher***  
*by Mike Anderson*  
*An ASCD publication*

In *The Well-Balanced Teacher: How to Work Smarter and Stay Sane Inside the Classroom and Out* author Mike Anderson finds that teachers need to take care of themselves in five key areas to keep themselves in shape to care for their students. In addition to paying proper attention to basic physical needs, they also need Belonging, Significance, Positive Engagement and Balance. Healthy teachers learn to set boundaries and create routines that result in rich lives both in the classroom and at home. Anderson offers a multitude of practical tips to help readers find workable solutions.



# The Body Keeps the Score

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

Hello, Colleagues:

I hope that your March Break allowed some time for rest and to focus on what fills you up outside of work. Whether you were vacationing or “staycationing”, this month’s giveaway, *The Body Keeps the Score*, by Dr. Bessel van Der Kolk reminds us that our experiences are reflected in many ways that we may not always realize.

I was so fortunate to attend a workshop facilitated by the author of *The Body Keeps the Score* during a conference. His insights into how we experience the world around us has greatly informed my practice and the way I approach challenges I am facing. In sharing, I hope that you are able to take something from this article that will support you in any way that is needed. It’s important to keep in mind that there are always aspects of any situation that are within our control as well as those that are not. Cultivating the practice of trying to focus on what we can control can be an important tool in both our work and our personal lives.

Let’s reflect on some of my takeaways from this resource.

***“The more you stay focused on your breathing, the more you will benefit, particularly if you pay attention until the very end of the out breath and then wait a moment before you inhale again. As you continue to breathe and notice the air moving in and out of your lungs you may think about the role that oxygen plays in nourishing your body and bathing your tissues with the energy you need to feel alive and engaged.” (p.207)***

The five senses exercise and deep breathing can help us in moments of stress, so when responding to a situation we don’t react out of emotion. The Action for Happiness Calendar prompt for March 9th in Mindful March suggested that we take a deep breath in and out before we reply to others. If we are able to create this space for ourselves, we may feel more steady on our feet.

***“Mindfulness not only makes it possible to survey our internal landscape with compassion and curiosity but can also actively steer us in the right direction for self-care.” (p.285)*** Belly breathing or deep breathing is an essential component of many self-care practices including mindfulness and yoga, because of the knowledge mentioned in the previous quote. The power of our breath is always with us. When we can take a moment to focus and release the expectation of ourselves to have the answer immediately, we create an opportunity to be as present as possible for the situation before us.



***“Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives.” (p.81)***

As educators and support persons, we encounter so many people during and after our work day. Some of these meetings leave us feeling uneasy while others allow us to

put down our guard and be ourselves. While we cannot always control this aspect, there are things we can do to support ourselves as we connect with others. Being mindful of our breath, gathering our resolve, focusing on what we can control and connecting with someone and/or something that fulfills us after a particularly heavy day can all help to replenish this sense of safety. It also allows us to take note of how we might approach a similar situation differently the next time to feel as safe as possible.

***“As long as we feel safely held in the hearts and minds of the people who love us, we will climb mountains and cross deserts and stay up all night to finish projects.” (p.352)*** In my second year as a school counsellor, my administrative team was incredibly supportive. I recognized then and now how integral that was to me developing my practice. I truly felt a difference in how my role was viewed. This is not always the experience of everyone. When this feeling is absent, we can either make time to surround ourselves with those people in our lives as often as possible, or we can try to cultivate this space for others. It’s important to be mindful of how much energy we expend holding space for others, however, the reciprocity in supporting one another can help prevent depletion. I am not suggesting expending too much time. While you may have the inspiration to work fervently it’s important to also set boundaries necessary for your well-being.

As we head into spring, wish that you experience a renewal of your energy and sense of being. As our worlds awaken from their winter slumber, I am hopeful these takeaways can help to re-energize your creativity, imagination and energy for yourself, your students and your safe people. I share these words of Dr. van Der Kolk in hopes we can all try together to be more human beings instead of human doings.

Take care, colleagues.



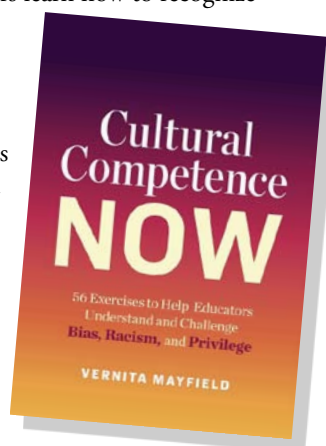
## EQUITY COMMITTEE BOOK REVIEW

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### *Cultural Competence Now*

By Vernita Mayfield  
An ASCD publication

*Cultural Competence Now: 56 Exercises to Help Educators Understand and Challenge Bias, Racism, and Privilege* helps teachers and instructional leaders learn how to recognize culturally embedded narratives about racial hierarchy, and the systems of privilege and the institutions that perpetuate them. Vernita Mayfield provides a structure to begin meaningful conversations about race, culture, bias, privilege, and power. The 56 exercises include engaging activities, discussions, and readings that will help increase your awareness of privilege and bias.

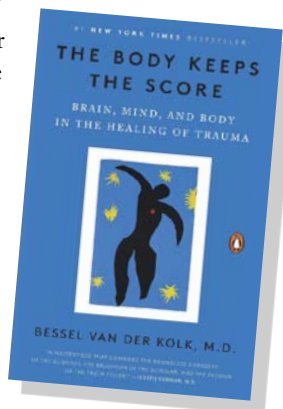


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### *The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma* by Bessel van der Kolk, M.D.

In this #1 New York Times bestseller Dr. Bessel van der Kolk, one of the world's foremost experts on trauma, shows how trauma literally reshapes both our bodies and brains, and explores innovative treatments including drama and yoga that offer new paths to recovery. Published by Penguin Books, and based on the research of Dr. van der Kolk and other leading specialists, *The Body Keeps the Score* reveals the capacity to hurt and heal and hope for recovery from trauma.



## fresh

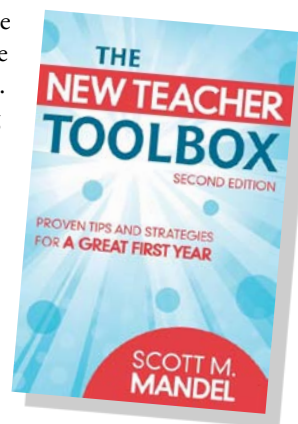
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### *The New Teacher Toolbox: Proven Tips and Strategies for a Great First Year – Second Edition*

by Scott M. Mandel

Published by Corwin a Sage Company, this edition is a concise and complete guide for new teachers. With new tips from establishing an ideal classroom atmosphere to surviving teacher evaluations, this revised edition of *The New Teacher Toolbox* helps you plan ahead with confidence and perspective, while preparing for the unexpected. Mandel introduces techniques by grade level, in a conversational tone making the book accessible.



### Status of Women Committee Book Giveaway

#EveryWomanCounts



#### Status of Women Committee Book Winners

*Women Who Run with the Wolves*  
Taunya Pynn Crowe — CCRCE

*Femmes Qui Courent avec les Loups*  
Pascale Landry — CSANE

*Sulwe – English*  
Denise Beaulieu — SRCE

*Sulwe – French*  
Ruthann Organ — HRCE

## CONGRATULATIONS

To Our January/February Book Winners!

**EQUITY** — Erica Ans — HRCE

**FRESH ENGLISH** — Ronda Hunter-Martin — AVRCE

**FRESH FRENCH** — Karine Babineau — HRCE

**THE WELL TEACHER** — Jenny Hallett — SRCE

**PL** — Geraldine Penney-Beaton — AVRCE

## CSANE pushes Local contract negotiations to Interest Arbitration and wins

Members of NSTU's CSANE (Conseil syndical acadien de la Nouvelle-Écosse) have a new and improved collective agreement thanks to their interest arbitration win in December 2022. These NSTU members work for the only remaining school board in Nova Scotia—Conseil Scolaire Acadien Provincial (CSAP).

After five days of negotiations, members of the CSAP's negotiating team left the table. Chief Negotiator and Executive Staff liaison Stacy Samson indicated, "Our team felt the employer was sending us the message that it was—their way or the highway—in negotiations. We decided to take the 'highway' to interest arbitration to get a better and more reasonable deal for our members. Though it was a road less travelled at the NSTU when it comes to negotiations, for CSANE, that has made all the difference." CSAP achieved fewer of their asks than CSANE through the process. CSANE members remained unified and supportive of their negotiating team's decision to push negotiations to interest arbitration, and those collective efforts led to victory for members.

The Interest Arbitration hearing dates (in French) were held September 28 and 29, 2022, and on December 13, 2022 the decision was received. CSANE chose former NSTU Executive Staff Officer and past RTO President, Bill Berryman (ret'), as their representative on the arbitration panel. Fittingly, Berryman had negotiated the first regional agreement for CSANE members when the CSAP was created in 1996. The CSAP appointed New Brunswick lawyer and investigator, Judy Beagley as their representative.

The independent arbitrator was Sacha Morisset, a partner with Stewart McKelvey based in Moncton. His practice focuses in the area of labour and employment law, as well as professional discipline matters. CSANE reports being very pleased with Morisset's decision.

The interest arbitration resulted in a regional collective agreement that yielded significantly more gains for members than what the Employer was prepared to agree to in negotiations. Some of these gains

were increased days in subsections of the leave of absence and special leave clauses, some of which are trailblazing and not found in any other regional agreement. CSANE expressed being very pleased to have achieved gains through their interest arbitration win that can benefit teachers in other regions in upcoming negotiations. The new agreement expires July 31, 2024.

The CSANE negotiating team consisted of members from all three regions of the CSAP and CSANE. Sue Larivière-Jenkins (CSANE President from Northern

members' support and the outstanding leadership and much needed tenacity of our staff officer Stacy Samson."

"Being a first time member of the CSAP negotiating team, I was unfamiliar with the arbitration process. I knew that being on this team was a privilege because of the critical role it plays in voicing the demands and concerns of our members," says Cyr. "As the process began, I immediately found comfort in the fact we remained united throughout the whole negotiating process. Our staff officer, Stacy Samson consistently heard and respected our voices to bring forth positive changes to the local agreement. I would like to thank all those involved in supporting the CSANE members for their devotion and perseverance throughout the arbitration."



*Members of the CSANE negotiating team/Membres du Comité négociation de la section locale du CSANE: Collène Cyr, Isabelle Cotnoir, Stacy Samson, Sue Larivière-Jenkins*

Region), Collène Cyr (Southern Region), Isabelle Cotnoir (Central Region) and Stacy Samson (Chief Negotiator and NSTU Executive Staff Officer Liaison to CSANE). "CSANE members have full confidence in our staff officer, Stacy Samson, who was our Chief Negotiator," says Larivière-Jenkins. We would like to thank her for her tenacity and professionalism in assisting us in getting the best deal for our members."

"It was important for our bargaining team to always have our members' demands at heart and remain united while facing many challenges during this long process," says Cotnoir. "We must thank our lawyer Joël Michaud and his team and our representative Bill Berryman for their support in arbitration. But we wouldn't have this contract if it wasn't for our

The last interest arbitration in which the NSTU participated in for a regional agreement was well over a decade ago. The results of interest arbitration decision were shared with CSANE membership via Zoom at a general meeting on December 15, 2022 and the response from the CSANE membership has been extremely positive.

Both Samson and Larivière-Jenkins were CSANE's main witnesses during the interest arbitration proceedings. The main witness on the CSAP's side was Chief Negotiator and Human Resources Director, Normand DeCelles who recently resigned from the CSAP.

"We're proud of the hard work of the CSANE negotiating team in getting a new collective agreement for its members," says NSTU president Ryan Lutes.



## Le CSANE force le passage à un arbitrage de différends pour les négociations contractuelles locales et obtient gain de cause

Les membres de la section locale du CSANE (Conseil syndical acadien de la Nouvelle-Écosse) du NSTU ont une nouvelle convention collective améliorée grâce à leur victoire lors de l'arbitrage de différends en décembre 2022. Ces membres du NSTU travaillent pour le seul conseil scolaire qui subsiste en Nouvelle-Écosse, le Conseil scolaire acadien provincial (CSAP).

Après cinq jours de négociations, les membres de l'équipe de négociation du CSAP ont quitté la table. Stacy Samson, négociatrice en chef et agente de liaison de la direction, a déclaré : « Notre équipe a eu l'impression que l'employeur nous envoyait le message que c'était : tout ou rien, durant les négociations. Nous avons décidé de quitter la table et de recourir à l'arbitrage de différends afin d'obtenir une entente meilleure et plus raisonnable pour nos membres. Bien qu'il s'agisse d'une voie que le NSTU emprunte moins souvent en matière de négociations, pour le CSANE, cela a fait toute la différence ». Le CSAP a obtenu moins de ses demandes que le CSANE au cours du processus. Les membres du CSANE sont restés unis et ont appuyé la décision de leur équipe de négociation de forcer le passage à un arbitrage de différends pour les négociations, et ces efforts collectifs ont mené à une victoire pour les membres.

L'arbitrage de différends a eu lieu les 28 et 29 septembre 2022, et la décision a été reçue le 13 décembre 2022. Le CSANE a choisi Bill Berryman (retraité), ancien cadre du NSTU et ancien président de l'Organisation des enseignants à la retraite, pour le représenter au sein de la formation d'arbitrage. M. Berryman avait justement négocié la première entente régionale pour les membres du CSANE lors de la création du CSAP en 1996. Le CSAP a nommé Judy Beagley, avocate et enquêtrice du Nouveau-Brunswick, à titre de représentante.

L'arbitre indépendant était Sacha Morisset, un associé de Stewart McKelvey établi à Moncton. Sa pratique est axée sur le droit du travail, ainsi que sur des questions relatives à la discipline professionnelle. Le CSANE se dit très satisfait de la décision

de M. Morisset.

Une convention collective régionale a découlé de l'arbitrage de différends et a permis aux membres d'obtenir beaucoup plus de gains que ce que l'employeur était prêt à accepter dans le cadre des négociations. Certains de ces gains sont novateurs et ne se retrouvent dans aucune autre convention régionale. Ils consistent en une augmentation du nombre de jours dans les sous-articles des clauses sur les congés et les congés spéciaux. Le CSANE a déclaré être très heureux d'avoir obtenu des gains grâce à sa victoire dans le cadre de l'arbitrage de différends, des gains qui pourront profiter aux enseignants d'autres régions lors de négociations. La nouvelle convention expire le 31 juillet 2024.

L'équipe de négociation du CSANE était composée de membres des trois régions du CSAP et du CSANE. Sue Larivière-Jenkins (présidente du CSANE, région du Nord), Collène Cyr (région du Sud), Isabelle Cotnoir (région du centre) et Stacy Samson (négociatrice en chef et agente de liaison de la direction du NSTU pour le CSANE). « Les membres du CSANE font pleinement confiance à notre cadre, Stacy Samson, qui était notre négociatrice en chef », rapporte M<sup>me</sup> Larivière-Jenkins. Nous tenons à la remercier de la ténacité et du professionnalisme dont elle a fait preuve pour nous aider à obtenir la meilleure convention possible pour nos membres. »

« Il était important pour notre équipe de négociation d'avoir toujours à cœur les demandes de nos membres et de rester unis tout en faisant face à de nombreux défis au cours de ce long processus », déclare M<sup>me</sup>

Cotnoir. « Nous devons remercier notre avocat Joël Michaud et son équipe ainsi que notre représentant Bill Berryman pour leur soutien lors de l'arbitrage. Nous n'aurions toutefois pas conclu ce contrat sans l'appui de nos membres et sans le leadership exceptionnel et la ténacité indispensable de notre cadre, Stacy Samson. »

« En tant que nouveau membre de l'équipe de négociation du CSAP, je ne connaissais pas le processus d'arbitrage. Je savais que faire partie de cette équipe était un privilège en raison du rôle essentiel qu'elle joue en exprimant les demandes et les préoccupations de nos membres », explique M<sup>me</sup> Cyr. « Au début du processus, j'ai tout de suite été rassurée par le fait que nous sommes restés unis tout au long du processus de négociation. Notre cadre, Stacy Samson, a toujours écouté et respecté nos voix afin d'apporter des changements positifs à la convention locale. Je tiens à remercier toutes les personnes qui ont soutenu les membres du CSANE pour leur dévouement et leur persévérance tout au long de l'arbitrage. »

Le dernier arbitrage de différends auquel la NSTU a participé pour une convention régionale remonte à plus de dix ans. Les résultats de la décision de l'arbitrage de différends ont été communiqués aux membres du CSANE sur Zoom lors de l'assemblée générale du 15 décembre 2022 et leur réaction a été extrêmement positive.

M<sup>mes</sup> Samson et Larivière-Jenkins étaient les principales témoins du CSANE lors de la procédure d'arbitrage de différends. Le principal témoin du côté du CSAP était le négociateur en chef et directeur des ressources humaines Normand DeCelles, qui a récemment démissionné du CSAP.

« Nous sommes fiers du travail acharné de l'équipe de négociation du CSANE qui a obtenu une nouvelle convention collective pour ses membres », affirme Ryan Lutes, président du NSTU.



# VOTE

## Russell Comeau

for 1st Vice President



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

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

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

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

Bonjour membres du Nova Scotia Teachers Union, je suis Russell Comeau et je suis enseignant à la St. Mary's Bay Academy. J'ai commencé ma carrière d'enseignant en 1994 à l'école secondaire Charles P. Allen aux côtés du légendaire John Huntley qui m'a fait connaître l'Union. Depuis, je suis actif et impliqué dans le soutien de nos membres et de nos étudiants aux niveaux local, régional et provincial.

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

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

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

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

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

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

AT ANNUAL COUNCIL, VOTE RUSSELL COMEAU for 1st VP

[rcomeau@nstu.ca](mailto:rcomeau@nstu.ca)



# What is the Legacy Foundation?

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

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

This year, to increase our funding, we decided to reach out to NSTU Locals in the province to request a donation from each Local to assist us in funding more RTO Legacy Foundation grants. The RTO was grateful to receive donations from the CSANE, Kings, Halifax County, Lunenburg County (\$500 each), Shelburne County, and Hants West (\$250 each) Locals.

The following are examples of recent Legacy Foundation grants: in 2020, \$650 was awarded to each of these groups: Hinchinbrook Farm Society; Pictou United Church; Learning Centre for Halifax Inc; Annapolis Valley Chapter of Autism Nova Scotia; Pictou County Roots for Youth Society; March of Dimes Canada; and South Shore Robotics for a total of \$4550 in grants.

In 2021, \$360 was awarded to the Riverside School; \$900 each was awarded to: Cumberland Imagination Library/Dollywood Foundation of Canada and The Centre for Local Prosperity (Thinkers Lodge); and \$650.00 was awarded to each of the following groups: After the School Bell Food Security Program; Learning Centre for Halifax Inc; L'Arche Cape Breton; South Shore Robotics; Hinchinbrook Farm Society; Annapolis Valley Chapter of Autism Nova Scotia; and March of Dimes Canada for a total of \$6710 in grants.

In 2022, \$300 was awarded to the Pictou United Church and \$650 was awarded to the


Hinchinbrook Farm Society; Home of the Guardian Angel Family Centre; Learning Centre for Halifax Inc; L'Arche Cape Breton; Yarmouth Aidaen Mae Fund; Big Brothers Big Sisters Halifax; South Shore Robotics; After the School Bell Food Security Program; Sherri Champion Art Program; Our House Wellness Centre "Free Store"; Maggie's Place Family Resource Centre; Nova Scotia Hemophilia Society Youth Group; Diabetes Canada Nova Scotia; and Big Brothers Big Sisters North River for a total of \$9400 in grants.

The links below provide an example of how a donation was used by the Centre for Local Prosperity: <https://www.youtube.com/watch?v=Brh-q4R-NUI> or Youth High School Retreat for Climate Action – Centre For Local Prosperity (<http://centreforlocalprosperity.ca/climate-change/youth-high-school-retreat-for-climate-action/>).

These links provide more information regarding the Foundation:

<http://rto.nstu.ca/legacy.html>,  
<http://rto.nstu.ca/documents/Legacy-Remittance-Form.pdf>,  
<http://rto.nstu.ca/Documents/donate-to-the-Legacy-Foundation-2021.pdf>, and  
<http://rto.nstu.ca/Documents/RTO-Foundation-Grant-Application-rev-2021.pdf>.


Should you wish to donate to the Legacy Foundation please visit the RTO website for more information.



## Retired Teachers Organization of the Nova Scotia Teachers Union

# Support the Retired Teachers' LEGACY FOUNDATION GRANTS

Honour a colleague - make a Legacy Donation



Support the work of  
the RTO Foundation Grants

Memory and Donation  
Cards will let families know  
of your donation

Send your donation to the  
Retired Teachers' Legacy  
Foundation

Donations are tax deductible  
and receipts available

Contact your Branch President

RTO Administrative Assistant  
3106 Joseph Howe Drive  
Halifax, NS B3L 4L7  
[reception@staff.nstu.ca](mailto:reception@staff.nstu.ca)

[rto.nstu.ca](http://rto.nstu.ca)  
Download  
Legacy Foundation Grant  
Application and Brochure



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# notices

## NAIG 2023 Volunteer Opportunities

The North American Indigenous Games are coming to Kijipuktuk (Halifax) in July 2023 and they need the help of 3,000 volunteers. Be part of the largest sport and culture event in Atlantic Canada since COVID and help welcome over 5,000 athletes from across Turtle Island. Make friends, share experiences and learn about new cultures. Learn more and sign up at <https://naig2023.com/opportunities/>

A red poster with white text and graphics. At the top, it says "5,000 ATHLETES 756 NATIONS & YOU". Below this is a photo of a Black man and a woman of Asian descent, both smiling and wearing white t-shirts with a graphic of a canoe with paddlers. Below the photo is a blue button with the word "VOLUNTEER" in white. At the bottom, there are logos for "2023 JEUX AUTOCHTONES de l'Amérique du Nord", "North American INDIGENOUS GAMES 2023", and "support 4 sport Volunteer Program".

The deadline for the April issue  
of The Teacher is April 6

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

## Daytrippers Charity offers funding for class trips

Daytrippers is a 100 per cent volunteer-run Canadian charity offering funding for virtual, in-class and out of classroom trip experiences for P to 8 schools from low-income or remote communities across the country.

It funds educational experiences for up to \$25/child to a maximum of \$1,500 per application and its application process is quick and simple. To see if you qualify, please see the full application criteria here: [daytrippers.ca/criteria-and-timelines](https://daytrippers.ca/criteria-and-timelines)

You can submit your application now through the online portal: [portal.daytrippers.ca](https://portal.daytrippers.ca)

Daytrippers looks forward to funding more incredible experiences for children in need. Please spread the word about Daytrippers to your colleagues or other schools who may benefit from the funding.

If you have any questions, please <https://daytrippers.ca/> or reach out via <https://daytrippers.ca/faqs/>.

## Olympic Day Grants

In celebration of Olympic Day, recognized annually by the International Olympic Committee on June 23, Team Canada is opening applications for the Team Canada Olympic Day Grant for Canadian publicly funded schools with the goal of empowering students to play and stay in sport.

A total of **five grants of \$5,000** are available for Canadian schools across the country to help students play and stay in sport. Successful schools will also receive a 90-minute Team Canada athlete speaking engagement to inspire students to participate in sport and develop the skills to thrive and succeed in their daily lives.

The Canadian Olympic Committee will be photographing and recording the athlete speaking engagements to share highlights on Team Canada's channels on June 23, to encourage more schools to empower their students to play and stay in sport and celebrate Olympic Day.

**All applications must be submitted by no later than April 4, 2023, by 23:59 Eastern Time.**

Check out the **eligibility criteria** to learn more.  
To apply, please fill out **this form**.

A black poster with white and red text. At the top right is the Canadian Olympic Committee logo. The main text reads "TEAM CANADA OLYMPIC DAY GRANT" in large white letters, followed by "EMPOWERING STUDENTS TO PLAY AND STAY IN SPORT" in smaller white letters. At the bottom right is the Olympic rings logo and the words "OLYMPIC DAY".





APRIL 20-22, 2023



# FUNNY PAGES

CANADA'S ONLY FESTIVAL CELEBRATING BOOKS

THAT MAKE KIDS **LAUGH!**

Sign your class up for Funny Pages -- a day of laughter and literacy with some of Canada's funniest authors!

Suitable for Grades Three through Six.

**Tickets are free but seating is limited so sign up soon by visiting [www.funnypages.ca](http://www.funnypages.ca).** (Events will also be live-streamed.)

Thursday, April 20 -- Funny Pages South Shore -- Mahone Bay and Lunenburg

Friday, April 21 -- Funny Pages Halifax -- Halifax Central Library

Saturday, April 22 - Little Funny Pages (preschoolers) - Halifax Central Library.

**Presenting authors: Helaine Becker, Shauntay Grant, Vicki Grant, Naseem Hrab, Salma Hussain, Wes King, Chad Lucas, Michelle Robinson, J. Torres and Whitney Moran.**



# coming events

## MARCH 23 TO 24

### *CIVIX Democracy Bootcamp*

**CIVIX is hosting a Democracy Bootcamp event in Halifax on March 23-24.**

Democracy Bootcamp 2023 will feature panels with experts and politicians discussing current issues in democracy, as well as strategies for improving democratic engagement and civic discourse. Workshops will focus on best practices to foster discussion in the classroom, resources to support learning about perspectives and biases, as well as disinformation and online verification skills.

The event will take place at the Westin Nova Scotian in downtown Halifax on the evening of Thursday, March 23 (6:30 p.m. to 8:00 p.m., with reception to follow) and during the day on Friday, March 24 (8:00 a.m. to 3:00 p.m.).

You can sign up for Democracy Bootcamp here: <https://democracy-bootcamp-halifax.eventbrite.ca>

To support attendance, CIVIX will provide reimbursement for any release time costs (supply teacher expenses) as well as travel costs to Halifax. Complimentary shared accommodation is available at the Westin and private accommodation is available for a fee of \$100.



## APRIL 22

### *The People's Parade for Life on Earth*

The ***People's Parade for Life on Earth***, a grassroots community parade, on Earth Day April 22, is a joyful celebration of Mother Earth, water, and our beautiful communities.

Organized by the Grassroots Grandmothers, Ecology Action Centre, School Strike 4 Climate Halifax, iMOVE, and others, the ***People's Parade for Life on Earth*** is an invitation for all to come together to uplift spirits. Organizers envision a crowd of elders and youth, drummers and choirs, drag performers and activists, and puppets and costumes, an event everyone can see themselves in. With the leadership of the Grassroots Grandmothers and Mi'kma'ki Water Walkers, this celebration will be grounded in ceremony and respect for the traditional ways of this unceded Mi'kmaw territory.

It is important for the workers of this province to be a part of this celebration. Each group is welcome to bring its own creativity and personality to represent their community and their cause in whatever way they are inspired to do so. We are also welcoming folks who would like to host an activity as part of the post-parade celebration.

**Date:** Saturday, April 22nd, 2023

(Rain Date: Sunday, April 23rd, 2023)

**Meet-up Time:** 1:00pm

**Parade Start Time:** 2:00pm

**Post-Parade Celebration:** 2:45-5:00pm

**Location:** Halifax Waterfront to Peace & Friendship Park

**The application form (open until Sunday, April 16) is found here:** <https://forms.gle/zfSisRVFcDM9N6AeA>  
**Apply as soon as possible.**

## MARCH 21 TO APRIL 2

### *Special offer from Neptune Theatre for teachers*

Neptune Theatre is offering an deal for teachers for its new play *Ballad of the Motherland*. This new play runs from March 21 to April 2 and is written by local playwright and director Annie Valentina.

**BUY ONE, GET ONE** offer on *Ballad of the Motherland* – promo code BALLADBOGO

About the play: Excited to connect with her Russian-Ukrainian roots, Canadian blogger Kate finds herself in the militarized zone of Donbas, where she is taken captive by Volodya, a pro-Russian separatist who believes she is a

Western operative. *Ballad of the Motherland* explores this volatile situation – how does Kate survive and keep her humanity intact?

\*New purchases only

Valid only on A&B level seating

Valid for Sunday, Tuesday, Wednesday & Thursday evening performances

For more info contact: Emily Richards at [erichards@neptunetheatre.com](mailto:erichards@neptunetheatre.com)





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### NSTU LEISURE RATE

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

\$129.00 Leisure rate to include a \$12.00 discounted self-parking rate (when forecasting less than 95% occupancy) Between May- October.

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

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

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

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

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

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

## HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?



### PROJECT APPLICATION MAILING ADDRESS

Sheenorail Foundation Project  
Review Committee  
3106 Joseph Howe Drive, Halifax,  
NS B3L 4L7

**DEADLINE**  
April 14, 2023

## We can help you turn your idea into a useful practical program!

If you, your class, or your colleagues have ideas to share with other teachers and classrooms in Nova Scotia, get a Sheenorail Project Application Form from [sheenorail.nstu.ca](http://sheenorail.nstu.ca).

### Our Mandate

is simple. The Sheenorail Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor(s).

### Our purpose

is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools initiatives.

### Our Pledge

is to award funding grants for peaceful school programs that have a direct and immediate impact on public school classrooms, students, administration and community.

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# executive highlights

## February 23 & 24, 2023

- Adopted the Asking Package for Negotiating the 2023 round of Provincial Negotiations as amended from the Provincial Economic Welfare Committee;
- Filed the Table Officers Report;
- Approved a funding request for CTF – Urgent Action Appeal – Earthquake in Turkey & Syria be approved in the amount of \$5,000.00;
- Approved a funding request for CTF – Membership Appeal to support Colleague & Family in the amount of \$2,000.00;
- Selected members for the John Huntley Memorial Internship Program for a 2 day session;
- Approved a recommendation to nominate Shelley Morse as a nominee for the Education International Executive Board;
- Approved a recommendation that Bill Redden serve as Independent Chair for Annual Council 2023;
- Approved a recommendation that the Audited Financial Statements from Grant Thornton as of July 31, 2022 be filed and forwarded to Annual Council 2023;
- Approved a recommendation that the recommended candidate be offered a one year term contract for the position of Executive Staff Officers – Member Services, effective August 1, 2023;
- Approved a recommendation that the recommended candidate be offered a one year term contract for the position of Executive Staff Officers – Professional Learning, effective August 1, 2023;
- Selected members to serve on the Provincial Negotiating Team;
- Approved a recommendation that the Provincial Executive approve the Actuarial Assumptions for the 2022 Actuarial Valuation as recommended;
- Approved a recommendation that the NSTU plan a Nova Scotia Teacher Shortage Awareness Day;
- Approved a recommendation that NSTU Locals and their executives be encouraged to request and hold a meeting with their corresponding MLAs to raise awareness about the Nova Scotia Teacher Shortage by late May 2023;
- Approved amendments to Operational Procedure 20 – Dispute Resolution – Province Wide Strike Procedure;
- Approved amendments to the Local Constitution Model, Article X – Finances [11], Local Reserves and Financial Assets, (c);
- Approved a recommendation that the Provincial Executive withdraw the discipline complaint;
- Approved a recommendation that the proposed draft budget for August 1, 2023 to July 31, 2024 be forwarded to Annual Council 2023;
- Approved Conference Grants in the amount of \$600 each;
- Approved Education Research Grants in the amount of \$500 each;
- Approved a recommendation that the NSTU enter into a service agreement with Mara Consulting as outlined in the Mara Consulting Inc. submission to the NSTU Request for Proposals: Information Technology Infrastructure Review;
- Referred a motion to the Governance & Policy Committee regarding resolutions to Annual Council;
- Approved a recommendation that a by-election for the vacant seat on the Provincial Executive in the Antigonish-Guysborough Region be set with the following timeline:
  - Nominations to open Monday, February 27, 2023 at 8:00 a.m.
  - Nominations to close Thursday, March 23, 2023 at 4:00 p.m.
  - By-Election date, if required, to be Wednesday, April 26, 2023 from 6:00 a.m. to 8:00 p.m.
- Ratified the Cape Breton Victoria Regional Representative Council's Constitution;
- Processed the 2023 Policy Review (Curriculum) recommended for Annual Council 2023: reaffirmed 2 policies; rescinded 7 policies; amended 11 policies; and created 5 new policies;
- Approved resolutions be forwarded to Annual Council 2023 regarding the NSTU Mission Statement and NSTU Beliefs Statement;
- Approved the terms of reference for the Ad hoc Committee on NSTU Governance;
- Approved a recommendation that the NSTU establish an Ad hoc Committee to develop a plan to support schools with limited union engagement and/or who are without a rep. The motion was referred to the Governance and Policy Committee to develop and propose Terms of Reference for the June 2023 Provincial Executive meeting;
- Approved a recommendation regarding vehicle damage;
- Selected Provincial Executive members to serve on the Awards Selection Committee;
- Approved a recommendation that the NSTU create an online repository of academic research, where members who have completed thesis research and are willing, be able to showcase their research publicly on the NSTU website;
- Approved amendments to Operational Procedure 4 – Committees – Standing Committees of the Provincial Executive, L. Professional Associations Coordination Committee, II. Composition and Term;





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## Annual Mock Council for St FX students back in person for 2023

On March 10, St. Francis Xavier University pre-service teachers experienced an in-person “mock council”. The mock council gave students an opportunity to experience how the Nova Scotia Teachers Union conducts its AGM or Annual Council.

This was the 15<sup>th</sup> installment of the event, which is part of an ongoing unique collaboration between the NSTU and St. Francis Xavier University’s School of Education that began during the 2004/05 school year. NSTU Executive Staff Officer, Governance & Policy Louis Robitaille was the independent chair of the event.

“This partnership with the NSTU has been ongoing and I’m glad we’re continuing to working together,” says Garnet Patterson, BEd Program Manager.

This tradition, part of the NSTU University liaison program with St. FX., was developed to teach soon to be teachers about unionism and the role teacher organizations play in maintaining a quality public education system and positive teaching and learning environments for the teaching profession. Student participants organize themselves into Locals, and research, write, and present resolutions that fall under a number of categories including curriculum and governance.

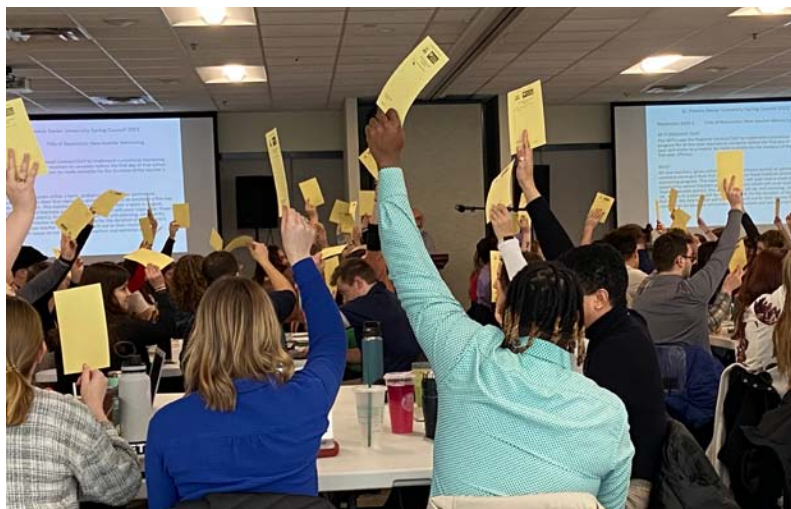
Various topics, dealing mainly with curriculum issues included providing mentoring programs for first-year teachers, integrating Treaty Education Framework into all curriculum documents, increasing mental health training for teachers, increasing prep time, create an ad hoc committee with a goal of implementing a province-wide weekly food backpack program for children in need, and adopt a policy that ensures mandatory curriculum focuses on historically minoritized groups.



*Shown left to right: St. FX’s BEd program manager Garnet Patterson, Laura MacDonnell, D’Vaughn Powel, Madison Clements-Dubreil, Abigail Bugden, Brittany Fitzgerald, Jonah Dupigny, Marissa Poirer, NSTU Executive Staff Officer, Governance & Policy Louis Robitaille, Behtany Ripoll, Kyra Tessier, and NSTU Executive Staff Officer, Professional Learning Amanda O’Regan-Marchand.*

Executive staff officer Amanda O’Regan-Marchand who facilitates the university liaison program was also there providing staff advice during the mock Annual Council event when needed. St. FX School of Education faculty also helped facilitate the process, including BEd program manager Garnet Patterson.

The NSTU works cooperatively with other teacher education programs—Acadia University, Cape Breton University, Mount Saint Vincent University, and Université Sainte Anne. NSTU’s University Liaison Program provides workshops, case studies based on research, practice and the Nova Scotia context. St. FX. is the only university that holds an annual Mock Council.



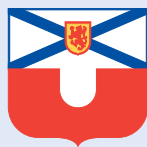
*St.FX.’s School of Education’s second year elementary and secondary students participate in a Mock Council.*



*Student D’Vaughn Powel (speaking on behalf of the Dartmouth Local) speaks passionately about a resolution put forward during the Mock Council.*



# NSTU CAMPAIGN GUIDELINES



The 2023 deadline for candidates' information is **March 3rd** for the **March 10th** issue or **April 7th** for the **April 14th** 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.
- (b) Active campaigning within Council Chambers is prohibited except for the normal address to Delegates by Presidential and First Vice-Presidential Candidates. Passive campaigning within Council Chambers is permitted.
- (c) Active or passive campaigning for elections or activities not related to the structure or operations of the NSTU are prohibited within Council Chambers.
- (d) Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of Delegates to avoid. Examples of such active campaigning include, but is not limited to, the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council Chambers including the placing of campaign materials anywhere within Council Chambers prior to, during, or following a Council session, and demonstrations in support of a given candidate.
- (e) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of written materials containing references to a candidate, the wearing of campaign clothing, buttons, or ornaments, and the presence of a single copy of a candidate's campaign literature at delegates' seats and table spots.
- (f) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council Chambers prior to the start of the session. This would replace campaign material distribution at

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



## 2023 REGIONAL PROVINCIAL EXECUTIVE ELECTIONS UPDATE

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

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

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




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

*as of March 7, 2023*



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Did you know that March 3rd is observed as World Hearing Day to raise awareness about how to prevent deafness and to promote hearing across the world. The theme for 2023 is **Ear and hearing care for all! Let's make it a reality.**

In recognition of World Hearing Day, the NSTU Group Insurance Trustees would like to remind you that Hearing Aids and Cochlear Implant Upgrades, Parts and Accessories are covered benefits under your Total Care Medical Plan. Below is the benefit coverage description as stated in your Group Insurance Profile, which can be found on the NSTU Group Insurance Trust website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca).

### Hearing Aids

Charges for the cost and installation of a hearing aid or hearing aids up to \$800.00 in any 36 consecutive month period (**The contract with your Employer provides \$750 in any 36 consecutive month period. The additional coverage is provided through subsidization by the NSTU Group Insurance Trust Fund**) per insured person, commencing with the date charges are incurred.

Such aid or aids must be purchased after the date of a written recommendation by an otolaryngologist. Medavie Blue Cross also recognizes a licensed audiologist.

This benefit is extended to provide for a second hearing aid if it is medically necessary for a member to have a hearing

aid for each ear. The charges for the second hearing aid shall be under the same conditions as the charges for the first hearing aid.

If a dependent child has an audio impairment which requires additional hearing aid equipment over and above the basic benefit, claims will be reviewed on an individual basis by the Trustees in consultation with Medavie Blue Cross. The determination of the level of benefit will be the decision of the NSTU Group Insurance Trustees. Claims submitted to the Trustees must be supported by medical documentation.

### Cochlear Implant Upgrades, Parts, and Accessories

Provides coverage for cochlear Implant upgrades (defined as a new speech processor, cable, headpiece, batteries, charger and remote), repairs, parts, and accessories.

**Could I have hearing loss? You could have hearing loss if you:**

- Often ask people to repeat themselves
- Turn up the volume of the radio or television
- Have difficulty following conversations in noisy places
- Have difficulty in understanding what is said over the phone
- Have a ringing sensation in the ear (tinnitus)

- Have problem in hearing sounds like doorbell, alarm, or a telephone ringing
- Are told by people that you speak loudly

If you suspect that you may have hearing loss, you can visit a doctor, an audiologist or an Ears, Nose, Throat (ENT) doctor for an examination and to discuss what options may be most beneficial for you.

If additional help and support is needed, the following programs and services offered through the NSTU Member Assistance Program (MAP) are available:

NSTU Member Assistance Program	Contact Information
NSTU Counselling Services and Early Intervention Program	(902) 477-5621 1-800-565-6788
Employee and Family Assistance Program	1-877-955-6788 <a href="http://www.homeweb.ca/manulifeefap">www.homeweb.ca/manulifeefap</a>
Carepath – Mental Health Program	1-844-453-6788 <a href="http://www.carepath.ca">www.carepath.ca</a>

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

## NSED Travel Insurance FAQ's

As March Break quickly approaches, you may be thinking about travel, especially if you have not travelled in the last few years due to the COVID-19 pandemic.

With this in mind, the NSTU Group Insurance Trustees want to make sure plan members are aware of the travel benefits available to them and are armed with the latest travel coverage information.

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

**A:** NSED Out-of-Province/Canada Emergency Medical Insurance

The NSTU Group Insurance Plans offer to both active and retired members the NSED Group Travel Plan insured by Medavie Blue Cross that provides year-round coverage. A 35 day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days per trip during the policy year.

For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. The supplemental plan also includes a 40 day plan to provide more travel options for members.

Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1<sup>st</sup>.

### **NSED Trip Cancellation / Trip Interruption Plan**

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

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

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

- Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
  - Personal effects – actual cash value or \$500, whichever is less.
  - Document replacement – up to a maximum of \$200.
  - Baggage Delay – up to \$400.

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

**A:** If you or an eligible family member have an unexpected illness or injury (**including COVID-19**) and you are insured under the NSED Travel Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at **1-800-563-4444 in Canada and USA** or collect at **1-506-854-2222 elsewhere in the world**. These numbers are on your ID card(s); therefore,

it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family's provincial health cards when you travel. **If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.**

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. **The NSED Trip Cancellation / Trip Interruption plan does not cover any claims related to COVID-19.**

**Please note, Medavie Blue Cross as the underwriter of these plans will not cover, provide services, or pay claims, for expenses resulting if you have any pre-existing conditions unless the condition is stable prior to travel, and when medical attention is not anticipated during the travel period.**

To be considered medically stable you must not have, **in the six months before the departure date:**

- i) been treated or evaluated for new symptoms or new diagnosis; – had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened; – been prescribed a new treatment or change in treatment for the condition; – been admitted to or treated in a Hospital or referred to a specialist for the condition; – been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended).
- ii) This also does not include coverage for expenses incurred as a result of a condition caused **by a change in medication within 90 days prior to departure** (generally does not include routine changes in medication as part of an established treatment plan, for example daily/weekly adjustments of blood thinners or insulin based on blood test results or a change to a generic product, unless the dosage is modified).

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

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

If you have any further questions regarding your travel coverage or the information outlined above, please contact the Administrator, Johnson Inc., at (902) 453-9543 or 1-800-453-9543 (toll-free). You can also find more information regarding your **NSED Travel Insurance** plan and all of your other NSTU Group Insurance benefits by visiting [www.nstuinsurance.ca](http://www.nstuinsurance.ca).





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Your NSTU Group Insurance Trustees are pleased to announce that Registered Counselling Therapists (RCTs) have been added to the list of eligible service providers under the Psychologist Services benefit of the Total Care Medical Plan. Effective April 1, 2023, you will be eligible to claim the services of a Registered Counselling Therapist, Master of Social Work, and/or a Psychologist. These providers are covered at 80% of the current usual and customary charges to a combined maximum of 20 visits per year.

With over 500 Registered Counselling Therapists registered in Nova-Scotia, the addition of this service provider will offer more support to help meet the mental health needs of members. In addition, your out-of-pocket cost will be less if you chose the services of a Registered Counselling Therapist versus a Master of Social Work, or a Psychologist.

To get a better understanding of the benefit improvement, please refer to the Frequently Asked Questions below.

**Q: What is a Registered Counselling Therapist?**

A: Registered Counselling Therapists (also known as RCTs) are masters or doctoral level clinicians who have had specific training in the art and science of doing therapy and are Regulated Health Professionals. In Nova Scotia, RCTs belong to the Nova Scotia College of Counselling Therapists (NSCCT). The college carries out the licensing function and all professional discipline should such functions be required.

**Q: What are usual and customary (U&C) charges?**

A: The amount paid for a medical service in a geographic area based on what providers in the area usually charge for the same or similar medical service. The Total Care Medical plan will reimburse you for 80% of the usual and customary charges. For example:

The current U&C for Psychology Services is \$220.00, which means you would be reimbursed at 80% or \$176.00.

The current U&C for Master of Social Work is \$170.00, which means you would be reimbursed at 80% or \$136.00.

The current U&C for a Registered Counselling Therapist is \$160.00, which means you would be reimbursed at 80% or \$128.00.

Should you have any additional questions regarding the benefit improvement, please contact Johnson at (902) 453-9543 or 1-800-453-9543 or email them at [nstu@johnson.ca](mailto:nstu@johnson.ca).

To review this benefit improvement and the many other benefits and programs available to you through the NSTU Group Insurance Plan, please visit our website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca).

Your NSTU Group Insurance Trustees

# resources



## Indigenous Sport Heroes Education Experience

On August 9, 2021, in honour of the International Day of the World's Indigenous Peoples, the *Indigenous Sport Heroes Education Experience* was launched. This multimodal learning experience for Grades K – 12 shares the truths, experiences and stories of Indigenous Hall of Famers and Tom Longboat Award Winners who have helped build Canada through sport.

Developed in collaboration with Indigenous Hall of Famers and their families, this resource honours Truth and Reconciliation Commission of Canada: Calls to Action 87, 62, 63, 66, 67, and 68, and aims to educate and inspire youth by amplifying the remarkable stories of the Indigenous sport heroes inducted into Canada's Sports Hall of Fame. Provided at no cost to schools across the country, the resource arms educators with curriculum-aligned educational interactivities and lessons plans – developed by Indigenous Educator, Crystal Clark – to bring Indigenous Ways of Knowing & Being into the classroom.

In addition to the Indigenous Sport Heroes resource, an extensive lineup of curriculum-aligned education programs and resources that leverage the unique and inspirational stories from the lived experiences of our more than 700 Hall of Famers are housed on a web-based education hub – [www.beyondthewin.ca](http://www.beyondthewin.ca) – at no cost to schools.

For more information please contact: Katie | Lead, Partnerships & Engagement | Chef, Partenariats et Engagement, [KCheesbrough@cshof.ca](mailto:KCheesbrough@cshof.ca)







## PROFESSIONAL LEARNING UPDATES

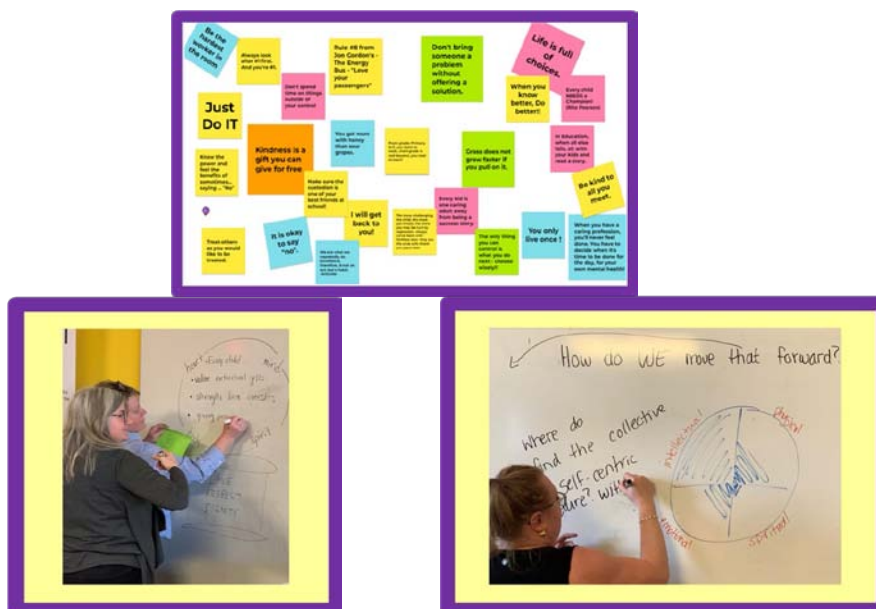
Since September 2022, ELCNS has offered two professional learning modules in conjunction with the trait Regional Centre for Education and the South Shore Regional Centre for Education: Coaching for Quality Instruction in the SSRCE and Restorative Approaches in Schools in the SRCE. A third module, Supporting Student Achievement and Well-Being through the Nova Scotia Inclusive Education Policy Module was held in Truro in February and was attended by educators across the province.

Registration will be opening soon on [elcns.ca](http://elcns.ca) for additional modules in the 2022-2023 academic year including;

- Supporting Student Achievement and Well-Being through the Nova Scotia Inclusive Education Policy Module – May 4 & 5, 2023 (in person) and May 19, 2023 (virtual)
- Restorative Approaches in Schools: Follow up for school teams – SRCE (dates TBD)
- Health Promoting Schools – (location and dates TBD)
- Restorative Approaches in Schools- HRCE, April 22 and April 29, 2023

New modules are currently under development, in response to system needs and priorities, and input from educational partners and leaders. Schools, Regional Centres for Education, CSAP, organizations and individuals interested in hosting any of these professional learning opportunities can contact the Coordinator of Professional Learning at [smaccuspig@elcns.ca](mailto:smaccuspig@elcns.ca).

For details on each of these opportunities, please visit the link for Professional Learning at [www.elcns.ca](http://www.elcns.ca).





## NSTU STANDING & OTHER COMMITTEES

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

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

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

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

Applications must be received in Central Office by

**Wednesday, May 24, 2023**

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

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

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



# 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 CBVRCE. French qualified. Possible housing swap. Contact: [Hrcetocbce@gmail.com](mailto:Hrcetocbce@gmail.com)

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## Teaching and administrative 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), the United Arab Emirates (grades P-12) and Bangladesh (grades 9-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:

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



Hey Nova Scotia Teachers, want  
a chance to learn how to increase  
your student engagement and  
bring new life and ideas to your  
classroom?



## SPRING CONFERENCE 2023

May 4th to 6th, Fountain School for the  
Performing Arts, Dalhousie University

- 15 hours of PD specific to teaching Drama and Theatre Arts in your classroom
- Masters classes from Professional Theatre Practitioners
- Attend a professional theatre performance
- See a variety of student productions featured at the Nova Scotia High School Drama Festival
- Network and share with drama specialists and classroom teachers from across Nova Scotia

Click the link for more information:

<https://sites.google.com/view/edansspringconference/home>

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



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