

# NSTU's holds 101st Annual Council April 29 to May 1

The month of April ended with NSTU's 101<sup>st</sup> Annual Council at the Westin Hotel, the second AGM during this school year. From April 29 to May 1, some 350 participants collaborated and debated about how to strengthen quality public education across the province.

During the opening night's proceedings, Premier Tim Houston and Education and Early Childhood Development Minister Becky Druhan addressed delegates. Houston is the first Premier to attend Council since Rodney MacDonald in 2009. NSTU President Paul Wozney says the current government's willingness to communicate and collaborate with teachers

and their union is a welcome change.

"I'm under no obligation to hand out compliments to politicians, but it's promising that Premier Houston took the time to attend our Council and deliver a positive message," says Wozney. "Much work needs to be done to address the challenges facing our public education system, and needed reform won't happen unless government and teachers are able to work together on solutions."

The NSTU also bestowed a life membership on retired Cumberland Local member Hope Lemoine. Hope's

commitment to the NSTU has been a career long passion spanning 28 years. Hope became committed to serving teachers through her NSTU involvement. This started at the NSTU rep and committee level with a focus on PD, which led to her becoming Cumberland's VP of PD. Hope was instrumental in Cumberland revamping its Constitution and Operational Procedures, which led to Cumberland being the first local to use the then newly developed model Constitution. She served as First VP on several occasions and two terms as Local President. She was Chair of the Regional Economic Welfare Committee and served on two Provincial Economic Welfare Committees. She was a

*Continued on page 3*



## NSTU Presidential Election

### Vote on May 25

Candidate information on pages 9-21.



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<http://www.youtube.com/nstuwebcast>

# people

## Antigonish social and Meet-the-Candidates event

The Antigonish Local held a second NSTU president social of the school year on April 21 and combined it with a meet-the-candidate event with those running for NSTU president.

*Shown are members of Local (l – r) standing: Julie McVicar, VP Communications (Saint Andrew’s Consolidated School); and Dr. John Hugh Gillis Regional High teachers Dawn Thompson and Adam Griffiths. Seated: Jenn Priddle, Equity Liason (Dr. John Hugh Gillis); and Local president Lynnette Babin (Antigonish Education Centre).*



## Teachers Plus Credit Union continue support of Education Week

The Provincial Education Week Committee is grateful for the continuing support from Teachers Plus Credit Union (TPCU), which began its sponsorship of Education Week in 2003. TPCU’s support of Education Week helps to raise the profile of the week while demonstrating its commitment to public education and to Nova Scotia’s teachers.

Shown in the photo is new TPCU CEO, Dale Rood, with the Chair of the 2022 Provincial Education Week committee Janet Walsh, who represents the Nova Scotia Federation of Home and School Associations. Both are holding this year’s Education Week poster designed by NSTU’s graphic designer Paul Hamer. It features this year’s theme *Cultural Responsiveness – Meeting Students Where They Are / La sensibilité culturelle – s’adapter à la situation des élèves*. The NSTU is one of seven organizations that comprise the Education Week Committee. For more information this year’s Education Week see story on page 26.



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**Assistant Editor: Mark Laventure**  
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**3106 Joseph Howe Drive,**  
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Phone: 902-477-5621  
Fax: 902-477-3517  
Toll free: 1-800-565-6788  
Email: [theteacher@nstu.ca](mailto:theteacher@nstu.ca)  
Website: [www.nstu.ca](http://www.nstu.ca)

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*continued from page 1*

Provincial Executive member during two crisis periods within the organization.

Other highlights at the opening ceremony included greetings from the Canadian Labour Congress president Bea Bruske, a performance of the Mi'kmaq Honour Song by Brian Knockwood, African-Canadian ECMA artist of the year Zamani performing the Black National Anthem and École secondaire du Sommet student Joya Habib performing the Acadian National Anthem.

Outgoing president Paul Wozney hosted a reception for delegates and special guests at the VIA Rail Station following the opening evening event featuring *A Taste of Nova Scotia* food and beverages.

On April 30, CTF/FCE and NSTU past president Shelley Morse brought greetings on behalf of CTF/FCE. "Now is the moment to fix the cracks and restrengthen Canada's public education systems," said Morse. "Through our joint advocacy efforts, the Federation is calling on the federal government to create a national education advisory table for public



*EECD Minister Becky Druhan*

education to speak with one unified voice.

Delegates also had the opportunity to hear from the seven candidates running to become the next NSTU President. There is a two-term limit for NSTU Presidents, and Paul Wozney's final term ends on July 31<sup>st</sup>, 2022. The Presidential election is being held on May 25<sup>th</sup> and is by universal suffrage.

"We are fortunate to have a dynamic group of individuals running for President, who all possess strong ideas about how to move our union forward and strengthen and enhance our profession," says Wozney. "I'm very optimistic about the future of the NSTU."

Almost 250 voting delegates debated approximately 60 resolutions. Approved resolutions focused on a range of issues most notably the need for improved teaching and learning conditions in schools, and the creation of a plan to address the current teacher shortage.

"The lack of teachers and the strain this is having on our system was definitely top of mind for delegates this weekend,"



*Joya Habib*

*Continued on page 30*

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## from the nstu president

### Report to Annual Council 2022

*(excerpt from Paul Wozney's remarks to Council 2022)*

Welcome to Annual Council 2022.

While this is our second annual council in just a few months, this is the first time we've been able to gather in two years without restriction. I hope we will all be able to make up for lost time, albeit responsibly, while respecting the choices of our union siblings.

This marks my last Annual Council as president. If there is one solemn wish I can bestow upon my successor it's that this pandemic will end and we can safely begin another century long run of uninterrupted in-person annual councils.

This event is crucial to the very soul of our union. It is here, in this chamber, where we collectively chart and evaluate the future of the teaching profession in Nova Scotia. The spirited debate that will take place becomes part of our recorded history, and decisions made could have a profound impact on our colleagues and our students for decades to come.

Be thoughtful and respectful in all your discussions, but also be brave and unafraid to speak truth to power. It's an honour and a privilege to attend. Use this time wisely and always debate with conviction and respect. More than 9,000 of your colleagues across this province are counting on you.

When I first was elected president our public education system was fraught with turmoil and the relationship between the NSTU and government was badly frayed. Four years and three Premiers later, much stability has been restored to our union and our profession, unfortunately the world around us has been thrown into chaos beyond our control.

Being President of this Union as you've navigated through the pandemic with courage, dignity and compassion has been a humbling experience. I am grateful for the leadership you've all displayed in the face of adversity, and I'm proud of what we've been able to overcome and accomplish in spite of tremendous stress on our society.

In spite of Stephen McNeil's best efforts, we were able to restore open and free collective bargaining and negotiate a fair collective agreement in 2019.

We now have an open and transparent process in place to address the challenges facing our pension plan and help restore financial security to past, present and future generations of teachers.

We were able to fend off a final attack on the part of the McNeil government and protect the union rights of our education specialists while improving access to services for students and families.

We've worked hard to become a more inclusive and tolerant union and I'm particularly proud of the creation of a BIPOC

### Rapport pour l'assemblée générale annuelle du Conseil de 2022

*(extrait des remarques de Paul Wozney à l'AGA du Conseil de 2022)*

Bienvenue à l'assemblée générale annuelle (AGA) du Conseil de 2022.

Bien qu'il s'agisse de notre deuxième assemblée générale annuelle en à peine quelques mois, c'est la première fois en deux ans où nous pouvons nous réunir sans restrictions. J'espère que nous pourrions tous rattraper le temps perdu, tout en nous comportant de manière responsable et en respectant les choix de nos frères et sœurs du syndicat.

Cette assemblée générale annuelle constitue ma dernière à titre de président. Si je pouvais exprimer un seul vœu de façon solennelle à l'égard de mon successeur, il s'agirait de la fin de cette pandémie et de la possibilité pour nous d'amorcer une nouvelle série d'assemblées générales annuelles en présentiel de façon ininterrompue pour au moins 100 ans.

Cet événement est essentiel et constitue le cœur et l'âme de notre syndicat. C'est ici, dans cette salle, que nous planifions et évaluons de façon collective l'avenir de la profession enseignante en Nouvelle-Écosse. Les débats animés qui s'y dérouleront feront partie intégrante de notre histoire documentée et les décisions qui seront prises pourraient avoir de profondes répercussions sur nos collègues et élèves pour des dizaines d'années.

Discutez de manière réfléchie et respectueuse, mais soyez également brave et ne craignez pas de dire la vérité à l'autorité. C'est un honneur et un privilège d'y prendre part. Utilisez ce temps avec sagacité et faites toujours preuve de conviction et de respect lors de vos débats. Plus de 9 000 de vos collègues de partout dans la province comptent sur vous.

Lorsque j'ai été élu pour la première fois à titre de président, notre système d'éducation publique était en pleine crise et la relation entre le NSTU et gouvernement s'était nettement détériorée. Quatre années et trois premiers ministres plus tard, une bonne stabilité a été rétablie dans notre syndicat et notre profession, mais le monde qui nous entoure a malheureusement sombré dans un chaos hors de notre contrôle.

Avoir été président de ce syndicat, alors que vous traversiez la pandémie avec courage, dignité et compassion, a constitué une belle leçon d'humilité. Je suis reconnaissant du leadership dont vous avez tous fait preuve face à l'adversité et je suis fier de ce que nous sommes parvenus à surmonter et à réaliser malgré l'immense stress que vit notre société.

Malgré tous les efforts déployés par Stephen McNeil, nous avons été en mesure de rétablir des négociations collectives ouvertes et libres ainsi que de négocier une convention collective équitable en 2019.

Nous disposons maintenant d'une procédure ouverte et

staff officer position to encourage greater diversity in our profession and ensure the voices of Black, Indigenous and racialized NSTU members are amplified.

Through our efforts we've secured safer drinking water and more hepa filtration systems in schools

And finally, while we still don't always agree, we've been able to rebuild a collaborative and more constructive relationship with government following close to a decade of constant rancour. This can only help our ability to meet the needs of members moving forward. While I leave this role feeling optimistic about our profession and its future, we still have a lot of work to do. Too many children are showing up hungry for school. The substitute teacher shortage grows worse by the day. Classroom conditions remain substandard and more progress is required to address them. And let's be frank, the pandemic is not over and could continue to impact our schools in the months and years ahead.

That's why we need to keep fighting for each other and our students. Vigilance and unity is crucial, and can't happen without the efforts of leaders such as you.

Thank you for all your support and hard work over the past four years. I will always be grateful for the experience.

transparente pour remédier aux difficultés auxquelles notre régime de retraite est confronté et contribuer à ce que les générations d'enseignants antérieures, actuelles et futures recouvrent une sécurité financière.

Nous sommes parvenus à repousser l'ultime attaque du gouvernement McNeil et à protéger les droits syndicaux de nos spécialistes de l'éducation tout en améliorant l'accès aux services pour les élèves et les familles.

Nous avons travaillé fort pour devenir un syndicat plus inclusif et tolérant et je suis particulièrement fier de la création d'un poste au sein du Comité exécutif pour les personnes autochtones, noires et de couleur (PANDC), afin d'encourager une diversité accrue au sein de notre profession et de veiller à ce que les voix des membres noirs, autochtones et de groupes racisés du NSTU soient amplifiées.

Grâce à nos efforts, nous avons obtenu de l'eau plus salubre et plus de systèmes de filtration HEPA dans nos écoles.

Enfin, bien que nous ne soyons pas toujours d'accord, nous avons été en mesure de rétablir une relation collaborative et plus constructive avec le gouvernement après près de dix ans de rancunes incessantes. Cela ne peut que consolider notre capacité à satisfaire aux besoins de nos membres à l'avenir.

Bien que je quitte cette fonction avec un sentiment d'optimisme quant à notre profession et à son avenir, nous avons encore beaucoup de travail à effectuer. Trop d'enfants se présentent à l'école en ayant faim. La pénurie d'enseignants suppléants s'aggrave de jour en jour. Les conditions en salle de classe sont toujours déplorables et des progrès supplémentaires doivent être réalisés pour y remédier. Et disons-nous les choses franchement, la pandémie n'est pas terminée et pourrait encore avoir une incidence sur nos écoles au cours des mois et des années à venir.

Ce sont les raisons pour lesquelles nous devons continuer de nous battre les uns pour les autres, ainsi que pour nos élèves. La vigilance et l'unité sont des éléments essentiels et nous ne pouvons y parvenir sans les efforts de meneurs comme vous.

Merci à tous pour votre soutien et votre dur labeur au cours des quatre dernières années. Je serai toujours reconnaissant d'avoir vécu cette expérience.



**Have a Hackmatack reading club at your school?**

**Want to learn more about our engaging literary program?**

Join us for our **virtual awards ceremony on Friday, June 2 at 11am** as we announce the winners of the 2022 Hackmatack awards! For a list of all our public events and to learn more about our Festival of Reading, visit: [hackmatack.ca/2022-festival-of-reading](https://hackmatack.ca/2022-festival-of-reading)



Hackmatack reading clubs across Atlantic Canada read titles from our English and French shortlists of the best new Canadian books for grades four to six. Students read, discuss, and vote on their favourite books, determining the winners each year. Our annual author tour brings authors to classrooms through in-person and virtual presentations.



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## Pathways for Progress

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

Hope you're enjoying spring, and this article finds you as well as possible as you begin to envision what the end of this school year may look like. This year has brought its challenges but you have risen to the challenge and put forth your very best efforts to support your students to help them work toward their goals.

Your NSTU Professional Learning team want to check-in and share some exciting upcoming opportunities with you.

First is another opportunity for more funding under *Growth Grants*. There will be a second round of *Growth Grants* applications accepted this school year. An updated application is available on the website <https://nstu.ca/nstu-members/professional-development/nstu-growth-grants>. Teams of teachers will be able to apply for learning opportunities either during the summer or into the fall. The first round of *Growth Grants* allowed the committee to see more examples of the amazing work that you are embarking on in your learning spaces. If you were considering applying for a grant in the last round, this application period will be open until June 10, 2022. If you have any questions about the grant criteria or the application process, please email executive staff officer Pamela Langille at [plangille@staff.nstu.ca](mailto:plangille@staff.nstu.ca).

Our *Team of Enthusiasts* continues to grow! For those who may not yet be aware,

this *Team of Enthusiasts* is an invitation for NSTU members who would be interested in offering their experience and voice to upcoming initiatives and projects with the Department of Education and Childhood Development. To be part of this team, interested NSTU subject-area(s) and specialist enthusiasts can email [team@nstu.ca](mailto:team@nstu.ca) with a brief description of your subject area(s) of interest, any coursework you have completed in a particular area or interest of study, and other professional learning as well as the education entity in which you work. This is an ongoing call for expressions of interest. If you have any questions, please email Amanda O'Regan-Marchand at: [amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca).

Finally, *CONTACT* is returning! The Conference on New Techniques in Classroom Teaching will take place at St. FX University from August 2 to 5, 2022 and will include workshop facilitators from the four Atlantic Provinces to facilitate sessions that will promote opportunities connected to our theme: *Take 2: Teachers Reflecting for Learning and Growth*. There are sessions planned on topics such as: Inclusion, Inquiry and Interesting Questions, Care in the Classroom, Breaking down barriers to Technology, Self-Care in Leadership and Outdoor Education. We are also attempting to coordinate a panel of guests to join us either virtually or in-person to share their experiences of teaching in

Northern communities in our Nunavut Territory. If you would be interested in attending this conference from your Local or professional association, please contact your Local or Professional Association President to learn about the process in your area or with your association. Seats for this conference are allotted as follows: one seat per NSTU Local (22) and eight seats among the professional associations, to be drawn via lottery. Expenses are paid by each Local or Professional Association. There are five additional seats available for delegates who wish to register themselves. For these seats, you can seek funding through your regional Article 60 committee or other local Professional Development funds. The delegates from these five seats will also be chosen through a lottery. Registration is online and runs from May 9th to June 17th. If you have any further questions, please email Amanda O'Regan-Marchand at [amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca).



# NSTU Growth Grants

For teachers advancing inclusive education in Nova Scotia Public Schools

NOVA SCOTIA

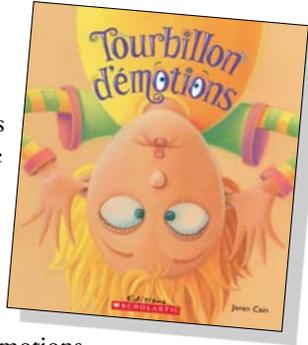
Nova Scotia Teachers Union

Email your name, home address, and the name of your school with *Well Teacher French* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 10, 2022 to be eligible for the draw.

### *Tourbillon d'émotions*

par Janan Cain  
Éditions Scholasti

Comment je me sens? J'ai des hauts et des bas. Il m'arrive d'être fâché ou inquiet. Je suis souvent content, mais parfois, je suis triste. Je ressens toutes sortes d'émotions et c'est très bien ainsi! Un texte en rimes pour aider les enfants à comprendre et à exprimer leurs émotions.

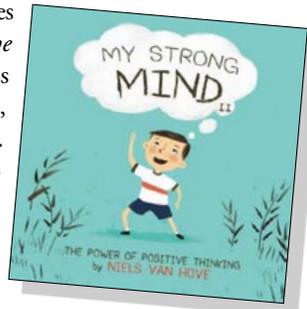


Email your name, home address, and the name of your school with *Well Teacher English* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 10, 2022 to be eligible for the draw.

### *My Strong Mind II: The Power of Positive Thinking*

Written by Niels van Hove

Published in Australia by Truebridges Media, *My Strong Mind II: The Power of Positive Thinking* teaches children about Mental Strength, Resilience and a Positive Mindset. Children will be introduced to mental strength and learn social skills and techniques to develop their own strong mind. This second My Strong Mind book, introduces Jack, a kind and happy boy who uses his strong mind to tackle his daily challenges with a positive attitude.



## Deals & Discounts

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

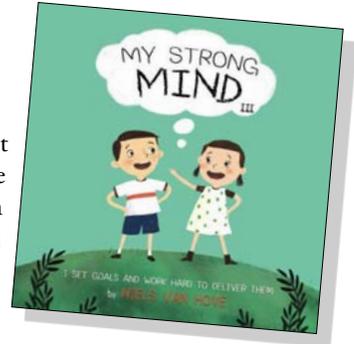
Putting new members in the KNOW!

Email your name, home address, and the name of your school with *Fresh English* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 10, 2022 to be eligible for the draw.

### *My Strong Mind III: I Set Goals and Work Hard to Deliver Them*

Written by Niels van Hove

Teach your students about Setting Goals, Perseverance and Staying Motivated with *My Strong Mind* published by in Australia by Truebridges Media. Children will be introduced to mental strength and learn social skills and techniques to develop their own strong mind.

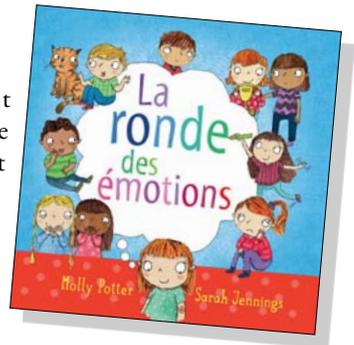


Email your name, home address, and the name of your school with *FRESH French* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 10, 2022 to be eligible for the draw.

### *La ronde des émotions*

par Molly Potter  
Éditions Scholastic

Les émotions surgissent spontanément et les enfants ne savent pas toujours comment les apprivoiser. Ce livre est un outil précieux pour les aider à reconnaître leurs émotions et à trouver des stratégies afin de ne pas les laisser prendre le dessus.



## CONGRATULATIONS TO OUR APRIL BOOK WINNERS!

### EQUITY

Cheryl Chabassol — SRCE

### FRESH

Michelle Bidart — CBVRCE

### PL

Sarah Dalton — HRCE

# Who are the People in Your Neighbourhood?

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

Happy Spring!

In this season of renewal and new opportunities, the *Well Teacher* would like to support you in making connections to those who can support your wellness goals.

This month, there is a focus on our mental health and well-being with Mental Health Awareness Week in Canada (May 2 to 8, <https://www.mentalhealthweek.ca/>) and Mental Health Awareness Month in North America (<https://www.nami.org/Get-Involved/Awareness-Events/Mental-Health-Awareness-Month>). A major piece of building and maintaining our wellness is through our connections with others. In so doing, we reach out to help ourselves but we also help one another to offer support and encouragement. Including and making room for another voice can have far-reaching and positive impacts for our wellness.

Feeling welcomed and included is one of the most powerful feelings we can experience. Whether we are the giver or the receiver of this inclusion, we know first hand how this can help to bolster our sense of self and how feeling heard can truly be what is needed in the moment. Although it seems like a simple gesture, creating that space or having that space created for us sends a powerful message that your experience and voice are valid.

In our work lives, we strive to meet the needs of all of our students and to help them feel included by listening to their experiences, responding to their questions and to their needs. By giving voice to our students, who may not always have an opportunity to share, opens doors for them to have the opportunity to become comfortable in sharing their perspective, thoughts, and ways of knowing.

Outside of our work world, we also have the opportunity to include—whether we are at a hockey rink, outside a dance class, in a classroom as a student ourselves, or at another social event.

If we notice someone who is unsure, we can invite them in to the conversation and/or to our space.

On May 17<sup>th</sup>, we recognize the The International Day Against Homophobia, Transphobia and Biphobia. This day was created to draw the attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics. In so doing, we invite the conversation, and the acceptance for those who identify as members of the 2SLGBTQA!+ community and their allies into a space to feel accepted, validated and heard. The statistics around days of awareness tell us, unequivocally, how truly meaningful that inviting and welcoming an individual can be to supporting their mental health. Offering this space for others can also have similar effects for us and can truly be a celebration of how our differences also bring us together.

If we think about extending our welcoming to other people in our neighbourhoods, think of how enriched our connections will be. Learning from and sharing with each other can build strong, lasting bonds that we can bring forth into our ways of being and knowing as we continue to invite others in.

Whether we are reaching out to our students, our colleagues, our school community and/or within our own neighbourhoods, the invitation to our space can only help us to deepen our sense of understanding and appreciation for what each of us brings to those connections, and what we can learn from one another.

The challenge for this month is to connect with someone new—perhaps someone who has not previously participated, or felt invited to—to create space for someone new. If you have an experience of being invited or inviting that you would like to share, please feel free to do so at [amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca).

Please take care of yourselves and one another.





# "IT'S ABOUT TIME" VOTE VOTEZ **MICHAEL COSGROVE** FOR NSTU PRESIDENT

## WE ARE ALL NSTU

My mother, who taught for thirty years, had job benefits that were bargained for and protected by the NSTU. Consequently, her four children grew up with the security and benefits that every Nova Scotian family deserves. When the NSTU contract has strong benefits and good wages, all union workers in Nova Scotia benefit from its standards.

Two years ago I had the opportunity to work on the Council to Improve Classroom Conditions, along with nine other teachers, the NSTU's Executive Director, and the EECD's Deputy Minister of Education. Together, we added over 200 teachers to decrease class sizes and provide support.

## NOUS SOMMES TOUS NSTU

Ma mère, qui a enseigné pendant trente ans, avait des bénéfices d'emploi négociés et protégés par le NSTU. Par conséquent, ses quatre enfants ont grandi avec la sécurité et les avantages que chaque famille néo-écossaise mérite. Lorsque le NSTU offre des avantages sociaux solides et de bons salaires, tous les travailleurs de la Nouvelle-Écosse bénéficient de ses normes.

Deux années passées, en tant que membre du Conseil pour l'amélioration des conditions dans les salles de classe, avec dix autres enseignants, j'ai travaillé avec le directeur général du NSTU et le sous-ministre de l'Éducation de l'EECD. Ensemble, nous avons ajouté plus de 200 enseignants pour réduire la taille des classes et fournir du support.



## THE WORK AHEAD:

- Increase Prep Time in our Collective Agreement
- Strengthen Programming Supports for Inclusion
- Recruit and Support New and Diverse Teachers

## LE TRAVAIL À VENIR:

- Augmenter le temps de préparation dans notre convention collective
  - Renforcer les soutiens à la programmation pour l'intégration
  - Recruter et soutenir des enseignants nouveaux et diversifiés

# PETER DAY *for*

# PRESIDENT

For the past two years, the government has treated us as an essential service. It is we, the members of the NSTU, who were the ones who not only taught our students, but helped feed, clothe, and keep our students safe. We need to now be valued as such.

A STRONG *Voice*

"Substitute teachers are our most vulnerable members. They need to be protected to ensure that there are capable and qualified replacements who are well compensated for their continued dedication to the profession."

A PROVEN *Voice*

"As president of the NSTU I would ensure that ALL regions across the province are positioned to bring about positive change for educators of Nova Scotia."

YOUR *Voice*

[www.PeterDayforNSTU.com](http://www.PeterDayforNSTU.com)



@DAYforNSTU



@PeterDayforNSTU

A great *DAY* for the



Nova Scotia  
Teachers Union



# PETER DAY pour le

Depuis deux ans, le gouvernement nous traite comme service essentiel. C'est nous, les membres du NSTU, qui avons non seulement enseigné à nos étudiants, mais aidé à nourrir, vêtir et assurer la sécurité de nos étudiants. Nous devons maintenant être valorisés en tant que tels.

"Les enseignants suppléants sont nos membres les plus vulnérables. Ils doivent être protégés pour s'assurer qu'il y aura des remplaçants capables et qualifiés qui seront bien rémunérés pour leur dévouement continu à la profession."

"En tant que président du NSTU, j'assurerais à ce que TOUTES les régions de la province soient en mesure d'apporter des changements positifs pour l'éducation publique en Nouvelle-Écosse."

# PRÉSIDENT

UNE Voix FORTE

UNE Voix ÉPROUVÉE

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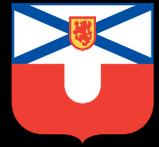


Nova Scotia  
Teachers Union





# Shawn Hanifen



for NSTU President  
pour la présidence du NSTU

My involvement in the NSTU has spanned two decades and currently I am in the role of local president for Halifax County which has close to 2300 members in urban and rural schools. And teaching staffs that range from 2 to over 70. Each school has its own diverse needs and challenges.

The education system in Nova Scotia is entering into a crisis. Teachers in our system have increasing workloads and deteriorating working conditions that are leading to toxic stress and burnout. We need real changes to marking and prep time, teacher expectations, and the complexities of our jobs.

The additional hires from increases to prep also have enhanced supplemental benefits that can strengthen our Pension by increasing the working to retired ratio to over 1.0. Ontario's ratio is currently 1.2 due to their increased amount of Prep time. Successive governments have been left off the hook in this regard for both our workload/working conditions and pension's health.

Our current recruitment and retainment void requires additional supports, and sooner rather than later. If this is not addressed immediately, we will continue to lose colleagues in our profession and see a continued decrease in the number of new teachers entering. And we are quickly approaching a breaking point.

Salaries that reflect the current fiscal environment are the front-side of recruitment and retainment. As a former provincial executive member, I advocated on behalf of members regarding salary that reflects cost of living adjustments, since 2015. Fast forward to 2022, it is now the fundamental call by national unions like UNIFOR and CUPE. That experience and knowledge will be critical for our own organization.

As local president, I have the experience of assisting a wide and diverse section of our membership daily with their school-based, contractual, working conditions and pandemic concerns. That gained knowledge is vital for the next Provincial President. One of the most important aspects of my current position is effective communication for advocacy on behalf of members.

Please vote for me to engage in that process on behalf of Nova Scotia teachers. As your NSTU President for 9300 strong, it is my commitment to be that leader for change.

Mon implication au sein du NSTU s'étend sur une vingtaine d'années et j'occupe actuellement le rôle de président de la section locale du comté d'Halifax, qui compte près de 2 300 membres dans des écoles urbaines et rurales dont le personnel enseignant de chacune varie de 2 à plus de 70 membres. Chaque école a ses propres besoins et défis diversifiés.

Le système d'éducation de la Nouvelle-Écosse entre dans une crise. Les enseignants de notre système ont une charge de travail croissante et des conditions de travail qui se détériorent, ce qui entraîne un stress toxique et de l'épuisement professionnel. Nous avons besoin de changements réels au temps de préparation et de correction, aux attentes des enseignants et à la complexité de nos emplois.

Les embauches supplémentaires découlant d'augmentations aux programmes de préparation ont également amélioré les prestations supplémentaires qui peuvent renforcer notre pension en élevant le ratio d'enseignants actifs/enseignants retraités à plus de 1,0. Le ratio de l'Ontario est actuellement de 1,2 en raison de l'accroissement de la période de préparation. Les gouvernements successifs ont échoué à cet égard, tant par rapport à notre charge de travail qu'à nos conditions de travail, ainsi qu'à celui de la santé de la pension.

Nos programmes actuels de recrutement et de rétention nécessitent un soutien supplémentaire, et ce, le plus tôt possible. Si l'on ne règle pas immédiatement le problème, nous continuerons à perdre des collègues dans notre profession et à voir une diminution continue du nombre de nouveaux enseignants qui entrent en poste. En outre, nous nous approchons rapidement d'un point de rupture.

Les salaires qui reflètent l'environnement budgétaire actuel sont la pierre d'assise du recrutement et de la rétention. En tant qu'ancien membre du Comité exécutif provincial, j'ai plaidé au nom des membres concernant des salaires qui reflètent un rajustement en fonction du coût de la vie, depuis 2015. En 2022, c'est maintenant la demande fondamentale des syndicats nationaux comme UNIFOR et le SCFP. Cette expérience et ces connaissances seront essentielles pour notre propre organisation.

En tant que président de section locale, j'aide quotidiennement une forte proportion diversifiée de nos membres avec leurs préoccupations scolaires, contractuelles et relatives à leurs conditions de travail et à la pandémie. Ces connaissances acquises sont vitales pour le prochain président provincial. L'un des aspects les plus importants de mon poste actuel est les communications efficaces pour défendre les intérêts des membres.

Veillez voter pour que j'entreprene ce processus au nom des enseignants de la Nouvelle-Écosse. À titre de votre président du NSTU, fort de ses 9 300 membres, je m'engage à être ce leader du changement.

Connect with Shawn / Connectez-vous avec Shawn

Email: [sehanifen@nstu.ca](mailto:sehanifen@nstu.ca)

Facebook: @ShawnHanifenforNSTUPresident

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

## TESTIMONIALS

*I rarely come across fellow union members with as thorough an understanding of the “system” as Shawn. Not only is he a stand-up colleague, Shawn goes above and beyond to advocate for coworkers and those he represents as the current Halifax County Local President. He has demonstrated extensive union participation over the years and a commitment to articulating teacher issues publicly. Personally, I appreciated his ability to actively support and file a working conditions grievance which increased our school team by two full-time teaching staff. This was an incredible support for our entire school team and community. Shawn’s accessibility, advocacy and willingness to help colleagues demonstrates his exemplary leadership skills and unwavering commitment to those he represents. I believe that, as union president, he will be able to “take the government to task” during our next set of contract negotiations. He is honest, straightforward, hard working and a vocal leader that is willing to stand up for the rights of teachers in our province!*

—Rebecca Taylor, Bedford South School

*I have known Shawn Hanifen for many years and have witnessed his diligent work at the local, regional and provincial levels within the NSTU. He currently sits as the Halifax County Local President, serving approximately 2200 members. Shawn brings an in-depth knowledge and understanding of procedures, policies, contracts and laws as they apply to teachers & the profession. He is extremely approachable, compassionate and actively listens to the concerns & needs of members. Furthermore, Shawn is skilled at viewing issues from a variety of perspectives and educational levels; and he offers viable solutions.*

*Two words come to mind when I think of Shawn Hanifen: humility & strength. Never boastful, he has the mindset of ‘we’ and not ‘me’. And to that end, he stands as a prime example of a strong service leader. The NSTU can find no stronger leader that will serve and champion the rights & working conditions of teachers. I will be voting Shawn Hanifen for NSTU Provincial President on May 25 and I encourage you to do the same!*

—Jason Jennings MAL Nominations Halifax County

*Without a doubt, Shawn Hanifen is the most qualified person to run for NSTU president. As a teacher, a member of the NSTU provincial executive, and now a local president, Shawn has done it all. In all he does, Shawn exemplifies honesty, fairness, and thoughtfulness. Shawn will use those qualities to bring a voice of reason and experience to the provincial executive table. We need Shawn. Shawn needs you. Vote for Shawn Hanifen for NSTU president.*

—Ian K. Comeau  
CSANE

## NSTU Experience

### Local

- Local President Halifax County
- First VP Halifax County
- VP of Public Affairs-Public Relations Halifax City
- MAL of Public Affairs-Public Relations Halifax City
- School Rep for Bedford South, Gorsebrook, Brookside and St. Catherine's sites

### Regional

- Chair of Halifax Regional Representative Council
- Regional Grievance Chair
- Chair of Economic Welfare
- Member of HRRC and committees

### Provincial

- Provincial Executive Member
- Sheonorail committee
- Public Affairs committee
- APSEA Liaison
- John Huntley Participant
- Summer Leadership
- Annual Council Delegate

### Media

- Articles in LocalXpress and Saltwire (Herald, CB Post and NG News)
- Interviewed by News 95.7
- Interviewed by Global News
- Article carried in the Rank and File (Unionist Media)

**On May 25th Vote Shawn Hanifen NSTU President/  
Le 25 mai votez pour Shawn Hanifen à titre  
de président du NSTU**

**A  
NEW HOPE  
FOR THE  
NSTU**



**MIKE JAMIESON**

**FOR  
NSTU PRESIDENT**

**MAY  
25**

[msjamieson@nstu.ca](mailto:msjamieson@nstu.ca)  
Twitter: @Jamieson2022  
Instagram: @MikeJamieson2022  
Facebook: Mike Jamieson for NSTU President





# VOTE MIKE JAMIESON FOR NSTU PRESIDENT



**STRENGTH      COURAGE      EXPERIENCE**

Teachers of Nova Scotia,

I want to work with you to improve our working conditions, protect and enhance our economic welfare, make substituting sustainable, renew our union democracy, and rebuild our relationship with Nova Scotians. We can move our union and profession forward and we do not need to wait for negotiations for that work to begin. We can fight for our students and give them the education system they deserve.

Je veux travailler avec vous sur un changement transformationnel afin que notre syndicat puisse soutenir tous les enseignants.

We can have a better union if we want it and I have the experience necessary to deliver on that promise. I am asking for your vote on May 25th.

**"I WILL FIGHT FOR TEACHERS, STUDENTS AND PUBLIC EDUCATION. OUR MEMBERSHIP IS STRONG AND DESERVES TO HAVE THAT STRENGTH REFLECTED IN LEADERSHIP."**

## Reach Out

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

Twitter: @Jamieson2022

Instagram: @MikeJamieson2022

Facebook: Mike Jamieson for NSTU President



# RYAN LUTES FOR PRESIDENT



 @RyanLutesNSTU

 @RyanLutesNSTU

 @RyanLutes

**Coming from a small and rural Local, I appreciated that Ryan was always looking to better understand the issues and concerns of members in our area. As the NSTU President, I am confident that Ryan will be able to build bridges by listening and advocating for all members across the province.**

Sarah Tutty, South Queens Middle School

**I stood shoulder to shoulder with Ryan during the NSTU's most difficult times. Whether it was challenging RCE senior leaders or passionately speaking out against the government, Ryan's capacity for teacher advocacy was beyond impressive. He has negotiated contracts, organized job action, and won countless individual battles for teachers. I wholeheartedly support his candidacy for NSTU President.**

Grant Frost, Millwood High School

## Un syndicat qui *écoute* Value your *voice*



For our NSTU to strengthen and continue moving forward, the NSTU must be responsive to its members. All members deserve to have their voices heard by their Union. Members who have a voice in their NSTU will be more engaged and united. The NSTU must do a better job gaining your perspectives and listening. I will be a President that listens and values member input.

I have a track record of listening and advocating for our members. I've advocated for our profession in Law Amendments, radio and TV interviews, on social media, and in numerous editorials. I can do so effectively because I value the perspectives of all teachers, not just the ones who walk in my shoes.

As a Local President from 2015 to 2021, I've represented over 1000 members in a very tumultuous period. When I was elected, I certainly didn't know that our Union would see two strike votes, job action and a global pandemic. Throughout those chaotic periods, I've prided myself on listening to members' perspectives and hearing your stories. A vote for Ryan Lutes on May 25th gives the NSTU a President with a track record of listening and advocacy.

The issues that affect NS teachers, whether urban or rural teachers, classroom teachers or specialists, elementary, junior high or high school, are similar but nuanced. At all levels, teachers are lacking the resources required to meet the needs of our students.

In every area of our beautiful province, our teachers see the effects of poverty in their classrooms. Our classrooms are far too complex for the resources we are given, and the expectations placed on us are too great. Our guidance counsellors, student services teachers, and specialists have caseloads exceeding national recommendations. We don't have enough time to do what the job requires or what our kids deserve.

I will be a leader who listens to all perspectives, is responsive to the membership, and advocates clearly, and authentically for what YOU need.

[ryanlutesnstu.ca](http://ryanlutesnstu.ca)

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

**RYAN LUTES  
FOR PRESIDENT**  


I have always been a person to question decisions if I disagreed with them. As my Local President, Ryan listened and made me feel valued. He is not aggressive, but he is assertive, and stands firm in his convictions. He is a leader that will build bridges with the public and stand up for our rights with government.

Tina Broderick, Rocky Lake Junior High School

I have worked with Ryan at the Local Presidents' table and walked with him around the Legislature during the NSTU's first ever strike action. During these difficult times he has shown unwavering willingness to stand up for members and work towards a system that fully supports all students and educators.

Jaylene Chase, New Germany Elementary School

## Build our *solidarity*

## Renforcer notre *solidarité*

For our NSTU to move forward, we need to build our solidarity. Far too often over the last number of years, we have been the government's target. We've been attacked by the government imposing a collective agreement instead of bargaining fairly, by the forced removal of our administrators, and by the attempted removal of our specialists. But, we've moved the needle when we have acted collectively - during WTR, we pressured the government for better, and during Bill 72, we voted for an illegal strike, and the government backed down on some key concerns. When we fight together, we win. As your President, I will lead us to build on this momentum and strengthen our Union.

A united and more engaged NSTU will be a strong force to be reckoned with. We will be stronger in negotiations to ensure we secure the gains that the profession needs. We will be stronger to ensure that we maintain a pension plan worthy of our valued role in society. We will be stronger to advocate for the structural changes that are needed to make our society more equitable.

We can create a stronger, more effective NSTU by engaging our membership to develop our solidarity. It starts with recognizing that our greatest asset isn't NSTU staff or our President. Our greatest asset is our membership. Teachers are the NSTU. I will be a President who understands that and works to engage our members to strengthen our Union.



## Pouvoir de *négociation*

## Bargain from *strength*

Bargaining from strength requires a plan to help use our entire membership, all 9300 members, to help put our bargaining team in the best position to collectively bargain, even before we sit down at the bargaining table.

In addition, our bargaining team must have high expectations. As a former Local President representing 1000+ members, I know all too well the demands placed that are on all of us. To have a sustainable profession in which we can all thrive, we must secure significant gains. To secure those needed gains, our entire membership, backed by a solid plan from our NSTU leadership, needs to act and deepen our solidarity.

We have a membership of 9300 strong, creative, professionals. If the NSTU puts together a compelling and effective plan, I am certain that our members will engage to help strengthen our bargaining position.

My priorities are:

- ~ Salary improvements
- ~ Increase in prep time and better working conditions
- ~ Maintain a strong pension plan
- ~ Increase substitute pay/benefits to counter the teacher shortage

Teachers deserve better. The real question isn't what we need. We all know what our profession needs to thrive. The question is, how do we SECURE the gains we need? My experience on three NSTU negotiating teams will put me in the best position to lead our NSTU in collective bargaining. I have the experience and the high expectations that will allow us to make real gains.

As your President, I will help develop a plan that allows our Union to utilize our 9300+ membership to put us in the best position before we start to bargain.

The reality is that for our profession to be sustainable, we have no option but to improve things. For our profession to thrive, we cannot continually be asked to do MORE with LESS.

On May 25th, a vote for Ryan Lutes for NSTU President is a vote for a stronger and more sustainable teaching profession.

On May 25th, let's move *forward*, together!

Le 25 mai, *avançons* tous ensemble!



VOTE / VOTEZ

# Natalie MacIsaac for NSTU President 2022

## pour la présidence du NSTU en 2022

“A beacon of positivity...”

“A strong work ethic, knowledge, energy, and personality to lead NSTU members forward!”

“A strong voice for our profession and understands the need for a unified voice...”



We know what the big issues are. To see improvements with our pension and salary, with our working conditions, and with our marking and prep time, we have to work together. Gains in these areas will lead to job viability and will create a more enticing profession. We need to focus on us: members who feel part of a union where all voices are represented at our table, and a union that encompasses and promotes our diverse perspectives. We need to believe in and rise to our potential as a more united body. I am the leader who will build us up and fight for you with pride, passion and poise. I'm asking for your trust. I'm asking for your vote.

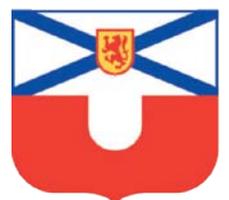
**Respectability**  
**Diversity**  
**Unity**



@Nat360United



@nat\_macisaac



# NAT<sup>360</sup> for PRESIDENT

## LOCAL

President - Kings Local

School Rep

VP Communications

Annual Council Observer and Voting Delegate

Article 60 Representative

## REGIONAL

AVRRC Member

## PROVINCIAL

EDANS Member at Large

John Huntley Intern

NSTU Leadership Skills Development Institute Delegate

CONTACT Delegate

Canadian Teachers Federation Delegate

Provincial Executive Member

Nominations Committee (Chair)

Personnel Committee

PE Liaison for several committees including Equity, Status of Women, and Pension

**Born and raised in Pictou, Natalie now calls the Annapolis Valley home. She served members as a two-term Kings Local President, and is currently completing a term on Provincial Executive. A teacher with 23 years of experience, Natalie teaches senior high English and Drama at Horton High School, and is a student in the St. FX CRP Master of Education program.**

**La respectabilité  
La diversité  
L'unité**

## Members say Natalie MacIsaac:

has been a model of leadership since we initially worked together developing the English 12: African Heritage course for the Department of Education and Early Childhood Development fifteen years ago. It was then I first witnessed her intelligence, insight, and ability to both work with, and lead, fellow teachers in professional growth. As my union sibling, I always saw and appreciated Natalie's work in various NSTU roles. Most importantly, though working in different locals and different boards, I saw Natalie's ability to connect with many NSTU siblings throughout the province. This is an invaluable asset, and one I value highly for our next NSTU president to possess. **Natalie MacIsaac has consistently displayed a strong work ethic, knowledge, energy, and personality to lead NSTU members forward!**

Malik Adams,  
Guidance Counsellor/  
Africentric Practitioner

is a **beacon of positivity**, her presence is welcoming and supportive, making her an excellent choice for NSTU President. Natalie's approachability, along with her fundamental understanding of fairness and equity, will allow her to represent, support and steer the leadership of the NSTU with determination and finesse as we move forward. Natalie is well spoken, speaking her mind clearly and with the passion and experience of a seasoned teacher and long-time supporter of the union. I have confidence that Natalie MacIsaac is an excellent choice as the next president of the Nova Scotia Teachers Union.

Lynnette Babin,  
President, Antigonish Local

is the leader we need and want. She understands the importance of collaboration and relationships. While serving with her on the provincial executive she has been a **strong voice for our profession and understands the need for a unified voice** for NSTU members. I am confident that as president she will continue to bring our members together, build up our profession and support our members through the good and the bad times. Natalie's strength, knowledge, confidence and charisma will move the NSTU and teaching profession forward.

Shannon Roy,  
NSTU Provincial Executive Member  
Colchester East-Hants Local

ELECT  ÉLISEZ

# COLLEEN SCOTT

FOR NSTU PRESIDENT  
POUR PRÉSIDENTE DU NSTU



**MORE FOR THE MEMBERS**  
**PRÉSENTE POUR LES MEMBRES**

A vote for Colleen on May 25th is a vote for all members, a vote for a stronger education system, a stronger profession and a stronger union.

Un vote pour Colleen le 25 mai est un vote pour tous les membres, un vote pour un système d'éducation plus fort, une profession plus forte, et un syndicat plus fort.

My candidate profile and campaign platform can be found at:  
Mon profil de candidat et ma plateforme de campagne sont disponibles à:

<https://nstu.ca/the-nstu/structure/nstu-presidential-election/colleen-scott>

As an educator with a clear vision of a viable public education system, Colleen knows what can be done better for Nova Scotia teachers. As a strong unionist, she understands that working together with all stakeholders in education will advance public education. She is willing to listen and is member-centric, which is inspiring in a leader. Colleen does not shy away from issues but rather knows her footing and fights for what she believes in. She has proven her commitment and dedication to the NSTU through consistent representation at the local, regional, provincial, and national levels. She supports and promotes diversity and equity, and is an advocate for better working conditions. We need a leader like Colleen to represent the NSTU as our next president.

*Tami Cox Jardine*

*Hants West Local*

*Former NSTU 1st Vice Present*

Colleen brings to the NSTU quality characteristics found in great leaders. She is a dedicated and committed, active union leader who has held positions at all structural levels of the NSTU, fulfilling the duties of various elected positions and numerous committees. Colleen demonstrates a forward-thinking leadership style, using her union experience, integrity, and knowledge. She advocates for members using a critical lens to examine issues and can point out the domino-effect decisions have on the teaching profession, the classroom environment and our Union. I have no reservation in supporting Colleen and I sincerely hope you give her favourable consideration in the upcoming 2022 NSTU Presidential election.

*Darlene Bereta,*

*Northside-Victoria Local*

Colleen Scott s'implique au NSTU depuis plusieurs années avec une voix ferme afin d'appuyer les membres de notre province. Elle a travaillé aux niveaux local, régionale, provincial et national à la Fédération canadienne des enseignantes et des enseignants. Ces expériences, son approche amicale, ainsi que sa passion envers l'éducation, sont des qualités indispensables en tant que leader.

Colleen is an active and devoted NSTU member, who serves colleagues with integrity and effective leadership. Articulate and professional, Colleen is an advocate for teachers throughout our province and has demonstrated effective communication and a strong voice regarding the status of women, social justice and equity.

*Renée Samson*

*CSANE local*

Colleen is a dedicated member of this union who is putting her name forward for the presidency to lead a membership into the next phase of the collective development. Leadership is needed to work with and for the teachers of Nova Scotia as we continually face challenges to the union itself. Colleen is a person who will build the NSTU for each teacher so that we can all create a better collective bargaining unit and education experience for the students of Nova Scotia. I support Colleen's decision to put her name forward and believe that she is ready to be President of the NSTU both for the membership and development of this union.

*Shaun Kennedy,*

*Richmond Local*

Having served with Colleen at the regional and provincial levels, I can attest to her commitment to members. Colleen is a passionate and intelligent unionist who understands and fights for improved working conditions for all members. She has proven to be a voice for all of us through her 15+ years of dedicated service at the local, regional, provincial, and national levels.

*Lori MacKinnon*

*Yarmouth Local*

ELECT COLLEEN SCOTT ON MAY 25  
ÉLISEZ COLLEEN SCOTT LE 25 MAI



YoursInUnionism



<https://cscott551.wixsite.com/yoursinunionism>



[https://twitter.com/Colleen\\_\\_Scott](https://twitter.com/Colleen__Scott)



<https://www.linkedin.com/in/colleen-scott-9a749971>

@YoursInUnionism



cscott@nstu.ca



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[www.gardensouthparkinn.com/nstu](http://www.gardensouthparkinn.com/nstu)



# Member Services Conference

The Annual NSTU Member Services Conference took place at the Hotel Halifax on April 22 and 23. This was the first in-person NSTU conference since March of 2020 when the COVID-19 pandemic was declared. This year's conference kicked off with a keynote by Dr. Nina Bascia, Professor & Chair, Leadership, Higher & Adult Education, Ontario Institute for Studies in Education. She gave participants and overview of her most recent research project: *Teachers' Work During the Pandemic*. Saturday workshops were a session on *Collective Agreement Fundamentals* with Lindsey

Harrington, Strategic Initiatives Lead, Conciliation and Mediation Services – Nova Scotia, and *Collective Bargaining Across Canada* with Mischa Terzyk, Director Teacher Welfare & Collective Bargaining, CTF/FCE. Shown are some of the 50 participants who attended the conference from the Annapolis Valley RRC. Seated: King's Local 1<sup>st</sup> vice-president – Economic Welfare Jacinda Hatton; Annapolis Local's 1<sup>st</sup> vice president Jonathan Murphy; and Annapolis Local president Heather Hiscock. Standing: Annapolis-Hants West-Kings provincial executive member

Jo-Leigh MacPhee; Kings Local past president Laura McCulley; and AVRRC Chair Adam Boyd.



EDUCATIONAL LEADERSHIP CONSORTIUM  
OF NOVA SCOTIA



CONSORTIUM DE LEADERSHIP EN ÉDUCATION  
DE LA NOUVELLE-ÉCOSSE

395-Spectacle Lake Dr., Dartmouth, NS B3B 1W8

Telephone: (902) 422-3270 • Email: [info@elcns](mailto:info@elcns)



Aspiring Leaders  
Program

## The Aspiring Leaders Program 2022-2023

This professional learning opportunity is to support teachers who aspire to become school-based administrators. The Aspiring Leaders Program extends over 14 months and begins **August 2022**. The program includes two summer institutes and seven Friday/Saturday seminars. An eight-day residency program is integrated throughout the program.

**Applications are now being accepted for the 2022-23 Cohort** of this exciting program being offered by the Educational Leadership Consortium of Nova Scotia (ELCNS) in partnership with the Department of Education and Early Childhood Development.

For more information on the program visit the **ELCNS website** at [www.elcns.ca](http://www.elcns.ca) or contact Stephanie Isenor-Ryan, Executive Director, Educational Leadership Consortium of Nova Scotia (ELCNS) at [sisenorryan@elcns.ca](mailto:sisenorryan@elcns.ca) or 902-890-4367, or Wanda Fougere, ALP Coordinator at [wfougere@elcns.ca](mailto:wfougere@elcns.ca)

**Application Process:** Applications are made available through participating regional centre/board websites. Selections will be based on identified criteria and an interview by a panel of regional centre/board personnel.



## 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.
- 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.
- INSURANCE TRUSTEES** – oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/Total Care Dental, LTD, MEDOC® and Home & Auto. NSTU members and PSAANS members are eligible to be appointed to this Committee. **Two appointments will be made, one from the Chignecto Region and one from the South Shore/Tri-County Regions.**
- 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.
- PENSION** – studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **One appointment will be made from the Halifax 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 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.
- PROVINCIAL ECONOMIC WELFARE COMMITTEE** – responsible for preparing the Asking Package for the Teachers' Provincial Agreement.
- PUBLIC RELATIONS** – Review and plan strategies for provincial public relations programs for the organization.
- SHEONOROIL BOARD OF DIRECTORS** – the Sheonoroil Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding.
- 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 25, 2022**

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.*

# resources

**media**  
**LIBRARY**  
@LRTS

**Digital**  
**Resources**  
for  
**Teachers**

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

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

## ***Spotlight On... Elementary Learning and Development!***

Stream or download these videos from Learn360 by clicking on the link from your gnspes landing page. Once you have accessed Learn360, simply click on the links below to access these videos and many more.

### ***Sesame Street!***

<https://bit.ly/2WqmLz6>

Sesame Street is a series of research-based video clips from the award-winning program. Grounded in best practices in early childhood education, this series helps young learners build early learning skills in social emotional development, math, science, and language and literacy through laughter, friendship, and lively storytelling. Join Big Bird, Rosita, Grover, and all your Sesame friends for joyful, shared learning on the Street!

### ***The Electric Company***

<https://bit.ly/2VR1VvN>

Brought to you by the educators at Sesame Workshop, The Electric Company is a series of research-proven, high-energy video clips from the award-winning program. With a focus on phonemic awareness, letter/sound correspondence, content-area vocabulary, and word-learning strategies, these engaging short videos will spark your students’ imaginations and engage them in active learning.

### ***Alphabet Stories***

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

Produced by Victory Arts for TVO, this creative series of mixed media videos for preschool kids showcases a variety of words that start with a letter from the alphabet, and tells a fun story that encompasses all of the words into one wild, wacky and imaginative tale. (2014)

### ***Little Smart Planet Series***

<https://bit.ly/2H0vYHW>

Learning is fun with this series that covers: Mathematics, Science, Social Studies, and English and Language for children.

### ***Super Geek Heroes Series***

<https://bit.ly/2J5FdtJ>

Super Geek Heroes focuses on curricular areas such as health, literacy, numeracy and social-emotional development. Narrated by children, it encourages viewers to interact with the content as they watch.

### ***Reading Rainbow Series***

<https://bit.ly/2V1mhhy>

Hosted by LeVar Burton for more than 20 years, Reading Rainbow teaches reading skills, habits, and attitudes. The magazine-style format takes kids on real-life journeys with celebrity guest readers and “Kid on the Street” book recommendations.

### ***Reading Rainbow Video Field Trips Series***

<https://bit.ly/36V9iK7>

Join LeVar Burton on his Video Field Trips as he explores the fascinating world we live in. Amongst others, LeVar travels to meet magicians, sea otters and the talented acrobats from Cirque Du Soleil and find out more about their lives. This series includes 103 short videos that take students to exciting places to visit fascinating people.

## **PLAYSAFE: Don't Let It Happen to You**



In The War Amps “kids-to-kids” safety video, Adam and Rebecca lead viewers on a SAFETY WALK™ to help them spot the dangers in their neighbourhoods.

Along the way, they introduce stories from other young amputees who, like them, have lost limbs in accidents. Together, they deliver the hard-hitting but positive PLAYSAFE message.

This valuable resource for educators can be viewed at [waramps.ca/playsafe](http://waramps.ca/playsafe)



The War Amps

# Cultural Responsiveness Highlighted during Education Week 2022

Education Week 2022 which took place April 24 to 30, is an important opportunity for the education community to recognize teachers, administrators, early childhood educators, school support staff and education partners for outstanding work.

Sixty-nine award recipients from across Nova Scotia were honoured at an in-person ceremony in Dartmouth at École du Carrefour on April 25. This is the first in-person Education Week ceremony since 2019.



*Grade 11 Bridgetown Regional Community School student Caelin Lloyd tells the audience about his experience with APSEA members throughout his schooling.*

The theme of this year's celebration *Cultural Responsiveness – Meeting Students Where They Are/ La sensibilité culturelle – s'adapter à la situation des élèves* stresses positive relationship building between educators, school staff, students, parents, guardians, and the community in order to learn more about home cultures. This ensures safe, caring schools where every student sees themselves reflected throughout their learning journey.

His Honour Arthur J. LeBlanc, Lieutenant-Governor of Nova Scotia presented awards to recipients along with EECD Minister Becky Druhan. "Cultural responsiveness contributes to safe learning

environments where students can express themselves and feel supported by others," said His Honour. "I can think of no greater gift to give our children or prepare them to demonstrate inclusion and empathy in their own interactions."

"All Nova Scotian students should feel that they belong at school," said Becky Druhan, Minister of Education and Early Childhood Development. "They should feel accepted, safe, and valued. Cultural responsiveness is an important part of inclusive education and I'm very pleased that Education Week is spotlighting the great work in our education community to help advance cultural competence."

The Provincial Education Week Committee congratulates all recipients of this year's

## Education Week 2022 Awards

### Educator Award

Jill Parlee Elmore (AVRCE)  
Jennifer Hiseler (AVRCE)  
Steve Carrington (AVRCE)  
Hannah Wade (APSEA)  
Heather Limpert (APSEA)  
Anne Marie MacLeod (CBVRCE)  
Michelle Finigan (CBVRCE)  
Karen Berezowski (CCRCE)  
Noreen Szyliboy (CCRCE)  
Jessica Kinnear (CCRCE)  
Renée Collette Samson (CSAP)  
Maryvonne Lapointe (CSAP)  
Karmanda Murphy (CSAP)  
Bahij Haddad (HRCE)  
Brenda Haye (HRCE)  
David Rodger (HRCE)  
Phil Prendergast (SSRCE)  
Melissa Nichols-McConnell (SSRCE)  
Jennifer Desmond (SRCE)

### Chris Martins (SRCE)

Mary Lou McKenzie (SRCE)  
Amy MacKillop (SRCE)  
Sherisse Dixon (TCRCE)  
Jill Kyte (TCRCE)  
Shanna Maxwell (TCRCE)  
**Administrator Award**  
Jodye Routledge (AVRCE)  
Tanya Jamieson (CBVRCE)  
Shawn Lyndys (CCRCE)  
Karim Amedjhouh (CSAP)  
Susan Casey (HRCE)  
Lindsay Willow (SSRCE)  
Crystal Richards (SRCE)  
Adam Chisholm (TCRCE)  
**Early Childhood Educator Award**  
Becky Corkum (AVRCE)  
Jaime Macumber (AVRCE)  
Erica Headley (CBVRCE)  
Meagan Bell (CCRCE)

### Alvina Berthier (CSAP)

Megan Colwell (HRCE)  
Mallory Corkum-Myra (SSRCE)  
Catriona Beaton (SRCE)  
Cherie Hemeon (TCRCE)  
**Student Support Award**  
Lea-Ann Stone (AVRCE)  
Jax Warner (APSEA)  
Christine Muise (APSEA)  
Donna Baker (CBVRCE)  
Keith Taylor (CCRCE)  
Sheila LeBlanc (CSAP)  
Kim Bezanson (HRCE)  
Carol Hughes (SSRCE)  
Jasper Jordan (SRCE)  
Christine Henneberry (TCRCE)  
**African Nova Scotian Student Support Award**  
Andre Roberts (AVRCE)  
Jalisse Campbell (CBVRCE)

### Shelley MacLean (CCRCE)

Atsu Amedekanya (CSAP)  
Keith Tasco (HRCE)  
Joanna Alphonso (SSRCE)  
Colleen Pelley (SRCE)  
Melissa Fells (TCRCE)  
**Mi'kmaq/Aboriginal Student Support Award**  
Pam Durling (AVRCE)  
Garry Dennis (CBVRCE)  
Amanda Dugas (CCRCE)  
Angela Doyle-Faulkner (HRCE)  
Lindsay Lowe (SSRCE)  
Candace Sylliboy (SRCE)  
Terri Pennell (TCRCE)  
**Partner Award**  
Mervat Ismail (Fédération des parents acadiens de la Nouvelle-Écosse)  
Lisa McInnis (Nova Scotia Federation of Home and School Associations)

Proudly sponsored by:



Partners:



# Cultural Responsiveness Meeting Students Where They Are

The ceremony included student speakers and others performing the Honour Song, Acadian National Anthem and Black National Anthem.

“The NSTU congratulates all recipients of this year’s Education Week awards”, says NSTU president Paul Wozney. “We celebrate all who ensure that cultural responsiveness is embedded in their teaching practice.

Education Week, is a co-operative effort among



*2022 ECMA African-Canadian artist of the year award winner Zamani performs the Black National Anthem.*



*Minister Becky Druhan and Lieutenant Governor Arthur J. LeBlanc is shown with SSRCE recipient Jennifer Desmond a teacher at St. Andrews Consolidated School.*

public education stakeholders in Nova Scotia, including:

- the Department of Education and Early Childhood Development
- Nova Scotia Teachers Union
- Nova Scotia Federation of Home and School Associations
- Fédération des parents acadiens de la Nouvelle-Écosse
- Public School Administrators Association of Nova Scotia
- Council on African Canadian Education
- Council of Mi'kmaq Education
- Atlantic Provinces Special Education Authority.

Since 2003, the Teachers Plus Credit Union has been a supporting sponsor of Education Week.

*Photos courtesy of Communications Nova Scotia.*

**YOGA**  
in schools

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

*"This program is one of the top two things I've done in my life."*  
- April Wallace  
school teacher

## Trauma-informed Mindfulness Certification Level 1 And Yoga Teacher Training

- online or in-person

### This summer's training

The last two years have brought Canadians enduring hardship and much distress, from the pandemic to a mass shooting to an unprovoked war in the Ukraine. These two trainings are designed to help repair students' mental health and foster emotional stability. Whether you attend the full 3 week yoga training or the three day trauma-informed certification, both of these experiences will help to heal your nervous system and restore your students mental and emotional wellbeing. These trainings are suitable for all levels of ability and include both theoretical and movement-based practices, designed to relieve stress and promote calm in your students' lives.

**Full 200hr Yoga in Schools and Studio Certification**, with manuals and training in 3 day Trauma-informed Mindfulness Training included. Certification training runs from July 4-22nd, with the 3 day conference included.

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

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

**When:** Trauma-informed Mindfulness Certification Level 1: July 20-22nd, \$600.00+hst

**Full YTT Training:** July 4-22nd, \$2995.00+hst

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

For all the details on both programs visit [YogainSchools.ca](http://YogainSchools.ca)  
This is a Yoga Alliance endorsed certification.





## NSTU Group Insurance Trustees Managing Mental and Physical Fatigue

As we approach the end of the school year, it is not uncommon for teachers to experience both mental and physical fatigue. This is especially true as teachers continue to deal with the challenge of trying to teach and keep children safe in the classroom with the COVID-19 pandemic ongoing.

How you manage this fatigue is so important and whether you are feeling physically tired, mentally tired or both, there are steps you can take to re-energize and improve your overall wellness. One of the best ways to start to feel better is to reflect on where you are within your life both mentally and physically. Think about any concerns you have or behaviors you want to address to combat the fatigue you are experiencing.

Some ways to re-energize yourself mentally could include:

- Focus on the present and practice relaxation and stress reduction through mindfulness and meditation.
- Maintain relationships with friends and family. The pandemic has made being social very difficult at times, but it is important to revive the social aspects of your life even if you are struggling by talking and listening to the people closest to you. Remember to reach out to people who you have not heard from in a while as they may be facing similar challenges of their own.
- Explore services and supports offered through the NSTU Group Insurance Program such as the Manulife Employee and Family Assistance Program (EFAP) or the Mental Health program (Formerly Your Wellness Partner) offered through

Carepath. Information and how to access both programs can be found by visiting the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>

In an effort to re-energize physically, you could consider the following:

- Keeping up with simple exercise such as walking and housework, or explore online classes, like yoga, that are low impact and do not require equipment.
- Maintain good sleep hygiene and sleep routines. Plan on getting eight hours on a regular sleep schedule and where possible, plan for naps as well.
- Ensure that your nutrition is optimized to provide the nourishment, vitamins and minerals that your body needs. Sticking to a well-balanced diet, heavy in fruits, veggies and lean proteins and steering clear of caffeine, sugar, and processed foods, will help you achieve both physical and mental wellness and will give you the energy to do more of the things you want to do.

As teachers, your NSTU Group Insurance Trustees understand that mental and physical fatigue is a real issue, especially given how challenging the last couple of years have been. They want to thank you for your continued hard work and dedication. The information provided here can help when you are feeling mentally and/or physically exhausted as well as arm you to become more resilient as we continue to navigate this “new normal”.

Take care and stay safe!

## Education Research Award presentation

NSTU 1<sup>st</sup> vice-president Thérèse Forsythe presented Mike Carrigan (Cape Breton District), with his NSTU Education Research Award certificate during the Member Services Conference on April 22. He received his Education Research Award for his research: *Will Making Student Support Documents Accessible to Parents Improve Students' Success for Students with Learning Disabilities?*, and was one of four teachers to receive awards early in 2020.

Carrigan is and ELA, learning support and science teacher at Breton Education Centre in New Waterford and also serves on NSTU's member services committee.

Since 2003 the NSTU has recognized teachers for completed education research. An annual fund of \$3,500 encourages and assists education research, with no individual award exceeding \$500. The deadline for next year's applications is December 7, 2022 by 4:00 p.m. For more info: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>





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continued from page 3

says Wozney. “Government and the education entities need a plan to address the shortfall, and they need it now.”

CSANE Local president Sue Larivière-Jenkins was elected as CTF delegate. NSTU members were also elected to NSTU’s Discipline, Professional, and Resolutions Committees during the AGM.



Brian Knockwood



## FUND A YOUTH CLIMATE ACTION PROJECT!

Youths could receive a grant of up to \$500 for a climate-friendly action in their school or community.

Grants are available to classrooms and youth groups. To be eligible, book a Clean Foundation program or virtual grant info session today!

Apply by May 20.

[cleanfoundation.ca/climate-action-grants/](https://cleanfoundation.ca/climate-action-grants/)



# NS Teachers celebrating PRIDE/Célébrons la fierté!



## Halifax Pride Festival

July 14th-24th;

PRIDE PARADE Saturday, July 16th!

## Cape Breton Pride Festival

August 5th-12th, 2022

Stay tuned for the date of the parade!

The NSTU is proud to sponsor both the Halifax and Cape Breton PRIDE festivals and to participate in both parades. Please notify us if you are aware of any PRIDE related activities happening within your regions so that they can be included in the June issue of the Teacher!

Would your class enjoy an activity to help us to decorate our PRIDE buses in Halifax and Cape Breton? If so, please have students create a colourful poster, using any of the PRIDE flag(s) and colours. You can send submissions to the attention of **Amanda O'Regan-Marchand** at our temporary office location: **7105 Chebucto Road, Suite 354, Halifax, NS, B3L 4W8**

Please ensure that each entry clearly states the student’s name and school. We will send a special PRIDE PRIZE to the student who’s work is selected to include on the bus and students and their families are invited to watch the parade to possibly see their contribution in person!

# coming events notices

MAY 17

## International Day Against Homophobia, Transphobia and Biphobia

Created in 2004 to draw the attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics, May 17th was specifically chosen to commemorate the World Health Organization's decision in 1990 to declassify homosexuality as a mental disorder.

The International Day Against Homophobia, Transphobia and Biphobia was Day represents a major global annual landmark to draw the attention of decision makers, the media, the public, corporations, opinion leaders, local authorities, to the alarming situation faced by people with diverse sexual orientations, gender identities or expressions, and sex characteristics.

The theme for the 2022 International Day against Homophobia, Transphobia and Biphobia is *Our Bodies, Our Lives, Our Rights*. This theme reminds us that many across the world live LGBTQI-phobias in their very flesh every day all have a right to live free and in dignity.

## We Love Teachers program

Until June 15, parents, students and fellow educators are encouraged to nominate a teacher in their community that's making an impact. The Staples Canada *We Love Teachers* contest is to thank educators for everything they do.

Eight teachers from across Canada will be selected for a chance to win a \$1,000 Staples gift card for their classroom or to upgrade any technology and \$250 cash for self-care.

To submit a nomination or learn more about the *We Love Teachers* contest, visit [staples.ca/weloveteachers](http://staples.ca/weloveteachers).



## HOTEL HALIFAX

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



## THE BARRINGTON HOTEL

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

### NSTU LEISURE RATE

SPECIAL Month of September – Rate starting at \$99 + tax (Sunday to Wednesday) & \$149 + tax (Thursday to Saturday), including parking for leisure parking.

SPECIAL October 1st–December 30th – Rates starting at \$99 + tax, including parking for leisure parking.

This offer also comes with an additional 150 Aeroplan points per night.

\*Please note rates quoted are net non-commissionable and don't include 2% HRM 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 or use the link below;

NSTU Halifax direct link: <https://reservations.travelclick.com/108084?RatePlanId=3532963> – no access code required

NSTU Barrington direct link: <https://reservations.travelclick.com/108025?RatePlanId=3546305> – no access code required

### NSTU Preferred Pricing

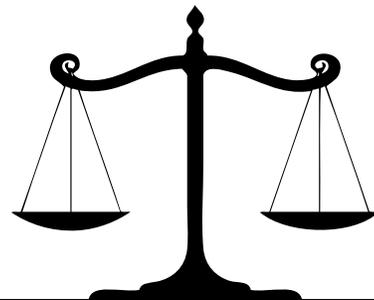
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# Halifax Defeat Depression Event



#DEFEATDEPRESSION

[Halifax.DefeatDepression.ca](http://Halifax.DefeatDepression.ca)

Join us, Together We can Defeat Depression!

With your support we are raising funds to directly change the way society views mental illness and support mental health initiatives from coast-to-coast.

This year our walk is along the Trans-Canada Trail starting at the Alderney Ferry Terminal to the Woodside Ferry Terminal. Registration is at 9:45 am and the walk at 10:15 am to 12:45 pm.

Media Sponsor:



Location: Alderney Ferry Terminal

Date: May 28, 2022

Time: 10:15am (9:45 Registration)

Proceeds of this event support:



45 Alderney Drive, Suite 200  
Dartmouth, Nova Scotia  
P: (902) 404-3504  
[www.healthyminds.ca](http://www.healthyminds.ca)

[Halifax@DefeatDepression.ca](mailto:Halifax@DefeatDepression.ca)

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# 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)

**Searching for a qualified resource job share partner** in the HRCE for a 20% position (one full day a week). Please reach out if you are interested. [sara.maclean@hrce.ca](mailto:sara.maclean@hrce.ca)

**Permanent CBVRCE Elementary Teacher** looking to do one year job exchange (potentially for longer, if agreeable for both teachers) with a teacher in SRCE or CCCE. Contact: [nkkolanko@gmail.com](mailto:nkkolanko@gmail.com)

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[www.atlantictours.com](http://www.atlantictours.com)

The deadline for the June issue of *The Teacher* is June 8

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



## 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)



Online registration will begin on May 9th and close on June 17th.  
[www.nstu.ca](http://www.nstu.ca) and click on the CONTACT banner



L'inscription en ligne se déroulera du 9 mai au 17 juin.  
[www.nstu.ca](http://www.nstu.ca) et cliquer sur la bannière CONTACT