



NSTU's 103rd Annual Council

The 103rd Annual Council of the Nova Scotia Teachers Union wrapped up on May 5 at The Westin Hotel, after three days of collaboration and debate about how to strengthen quality public education across the province.



NSTU President Ryan Lutes, who gave his farewell address as President, urged members to continue to passionately advocate for better quality public education in the face of growing challenges. In particular he highlighted the efforts of teachers and specialists in raising awareness about rising levels of school violence.

“Because of your advocacy, in June I will be at the Legislature speaking to MLAs about rising levels of school violence,” said Lutes. “Unlike in the past, we now have a voice in terms of what direction the province takes on tackling this escalating and urgent problem.”

During the weekend delegates heard from the five candidates running for NSTU president and then participated in a Question and Answer period with the candidates. View this link to hear the speeches and Q & A: <https://www.youtube.com/watch?v=7yDV9M9rTBw>

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Tentative Agreement reached

Ratification vote set for May 22

Following a meeting of the NSTU Provincial Executive on April 26, after reaching an Agreement in Principle on April 17, the NSTU and Government reached a Tentative Agreement for public school members.

“Since the Agreement in Principle was reached on April 17, NSTU’s negotiating team has been working hard to ensure language agreed to in principle is properly reflected in contract language,” says NSTU president Ryan Lutes. “I want to take this opportunity to thank all NSTU members for your patience and clear demonstrations of solidarity.”

Details of the Tentative Agreement were released to all members following a meeting with NSTU Local Presidents and RRC Chairs on May 1. More information is found here: <https://nstu.ca/tentative-agreement>.

Virtual information sessions exclusively for NSTU members are scheduled the week of May 13 – 17.

Three options are available:

- Monday, May 13 – 7pm – 9pm

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NSTU Presidential Election

Vote on May 15

Run-off, if necessary, May 29

Candidate information on pages 12-21.



people

Staff Announcement

New Counsellor joins Member Assistance Program



The NSTU is pleased to welcome Louise Doucet in a new counselling position for NSTU's Counselling Services. Doucet's position, effective May 1, 2024, is a third counsellor for the Member Assistance Program, and was created to meet the increasing needs of NSTU members. She is a member of the

Nova Scotia College of Counselling Therapists, with an RCT-C designation who holds an MA in Counselling Psychology from Yorkville University in New Brunswick, a Diploma in Counselling from Success College and a Bachelor of Arts (Psychology) from Saint Mary's University. She is currently completing a specialization in ADHD. Before joining the NSTU she was a self-employed clinical counsellor and also worked in the same role for New Start Counselling. Doucet has also worked as a counsellor for the Elizabeth Fry Society and was a Transition House Support Worker with Juniper House. She is an experienced mental health and addictions counsellor, using strength-based, solution-focused and person-centred counselling modalities. She is culturally sensitive and comfortable with language challenges and interpreters, and is fully bilingual in English and French. She is excited to accept this new challenge and looks forward to serving the members of the NSTU.

Sheonoroil Foundation plans fundraiser

Shown are members of the Sheonoroil Foundation's Board of Directors attending a meeting at the NSTU building on April 29. They were planning the annual Sheonoroil fundraiser that takes place at Annual Council. The Sheonoroil Foundation is a registered charity supporting research, inquiry, reflection, writing, distribution of information and interventions that focus on all forms of violence in the public school system, including anti-violence and peaceful schools initiatives. Established by the NSTU in 1999 the Foundation extends financial resources to active or retired members of the Nova Scotia Teachers Union, group of active or retired NSTU members, or group of public school students working in cooperation with a teacher. Funding grants are awarded to anti-violence programs that have a direct and immediate impact on classrooms, students, teachers, staff, administration and community. Further information on the Sheonoroil Foundation, and application forms for grants are available on the Sheonoroil website or by email sheonoroil@nstu.ca.



Shown clockwise from the left: Nicole d'Eon (Yarmouth), Vera Ryan (provincial executive member), Jenn Barro Ralph (Dartmouth), Tracy Power (Halifax County), Shelley Morse (retired member), Sheonoroil Chair Steve Brooks, NSTU Executive Director, and Wendie Wilson, Executive Staff liaison. Missing: Shelley Luddington (Halifax County), Kenna MacLean (Cape Breton District), and NSTU president Ryan Lutes.



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Nov/Dec	November 23
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March	March 1
April	April 5
May	May 10
June	June 14

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

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Teachers' Pension Plan Trustee Inc. releases 2023 TPP performance results

On April 30, Nova Scotia Teachers' Pension Plan Trustee Inc. (TPPTI) announced that the Teachers' Pension Plan's (Plan) funded status at the end of 2023 increased to 78.1 per cent on a going concern basis, compared to 75.1 per cent at the end of 2022. The increase in the funded ratio year-over-year was due to the asset gains in 2023 and to the fact that the Plan's discount rate was increased from 5.70 per cent to 5.80 per cent.

As at December 31, 2023, the Plan's deficit was \$1.617 billion, being the difference between the net assets available for payment of benefits of \$5.759 billion and the actuarially calculated liabilities of \$7.376 billion.

At year-end 2023, the Plan achieved an absolute one-year return of 7.38 per cent, net of investment management fees (7.56 per cent, gross of investment management fees). The Fund underperformed the policy benchmark of 10.14 per cent. "Investment performance benchmarks for some asset classes, notably real assets (comprised of real estate, infrastructure, and agriculture/timber) have risen appreciably in the recent higher inflationary environment," stated TPPTI Board Chair, John Rogers. "The benchmark for each of these asset classes is CPI + 4.5 per cent, thus setting a very challenging target."

The TPP's participation in the surging public equity and fixed income markets in Q4 2023 was muted because of the Plan's

diversified asset mix— though its 2023 net return was better than many Canadian plans and its absolute performance in the combined period of 2022-2023 was extremely strong. "The TPP was very close to the top quartile of the peer group, illustrating the benefit of diversification across fluctuating market conditions," add Rogers.


The Plan still maintains a significant 'provision for adverse deviation (PfAD)'. The PfAD acts like a reserve fund— to be available for use to buttress the Plan's financial situation in especially challenging times. The Plan's 2023 PfAD stood at 0.68 per cent.

The 2014 Agreement between the Plan Sponsors, the Province of Nova Scotia and the NSTU, states an objective of achieving a Plan funded status at 80-90 per cent on or before December 31, 2025. With the target date approaching, the TPPTI is cognizant of the need to carefully monitor the Plan's funded ratio, with a view to achieving a funded ratio of at least 80 per cent by December 31, 2025. "It will be important to continue striving to increase asset values, including exploring ways to enhance returns by introducing some innovation in a risk-controlled manner, as well as to maintain a healthy PfAD as the Plan's discount rate is set for each of 2024 and 2025," stated Rogers.

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from the nstu president



Report to Annual Council 2024

(excerpt from Ryan Lute's remarks to Council 2024)

Welcome to Council 2024.

It's humbling for me to see our past presidents in that video, and hear those incredibly thoughtful and poignant perspectives and know that I have been given the honour of being your president. The insight and knowledge expressed provides me with incredible perspective on our journey the last two years.

As past president Joseph Maidment said so eloquently, if people can say you've been fair and kind, you've accomplished something.

As I stand here today, I want you to know what a privilege this role has been. Being president is certainly not an easy job. Each day brings with it a new challenge, and many decisions require a certain level of compromise. But at the end of the day, I can think of no better job than advocating for teachers and their students.

And while I know that all members may not have agreed with every decision we've made during my time as president. Please know that every decision is always made with our members at the center.

I'd be remiss if I didn't take a moment to personally thank our Executive Director Steve Brooks, and all the staff at the NSTU for their support during my term. I am tremendously appreciative of this support and it brings me great confidence in knowing that you, and the entire staff, is there to support my successor. Whoever that is, I know they will be in good hands.

I also want to thank members of our Provincial Executive. Your Provincial Executive is made up of some of the best people I know — thoughtful, creative, and intelligent teachers and unionists. Over the last two years, we've had some passionate debates, and certainly not everyone always agrees. At the end of the day, it's this diversity of opinions that ultimately lead to better decisions. While our perspectives may differ, what is not up for debate, and what is so clear in the environment that we've created together, is that we are all striving to advance the interest of teachers and improve public education.

To all council delegates, your dedication and commitment to our union is on full display, as you've taken time out of your personal lives to help shape the future of our profession. The strength of any union is in its members and their solidarity and it's clear that because of all of you that NSTU is a force to be reckoned with.

And it's because of this solidarity and strength, that now is a time for the NSTU to make some important decisions.

Obviously, there is lots of chatter about our current Tentative Agreement, and members will get the chance to make a decision about ratification on May 22.

Because of your advocacy the province's auditor general is

Rapport à l'assemblée générale annuelle du Conseil de 2024

(extrait de l'intervention de Ryan Lute à l'assemblée générale du Conseil de 2024)

Bienvenue à l'assemblée générale du Conseil de 2024.

C'est avec humilité que je vois nos anciens présidents dans cette vidéo, et j'entends ces perspectives extrêmement réfléchies et poignantes en sachant que j'ai eu l'honneur d'être votre président. Les idées et les connaissances exprimées me donnent une formidable optique par rapport à notre parcours des deux dernières années.

Comme l'a dit de manière si éloquente l'ancien président Joseph Maidment, si les gens peuvent dire que vous avez été juste et bienveillant, vous pouvez affirmer avoir accompli quelque chose.

Alors que je suis devant vous aujourd'hui, je tiens à vous dire que je me sens privilégié d'avoir occupé ce rôle. Être président n'est certainement pas un travail facile. Chaque jour apporte son lot de nouveaux défis, et de nombreuses décisions nécessitent un certain niveau de compromis. Mais en fin de compte, je ne peux pas imaginer meilleur travail que celui de défendre les enseignants et leurs élèves.

Et même si je sais que tous les membres n'ont peut-être pas été d'accord avec chaque décision que nous avons prise pendant mon mandat, sachez que nos membres sont toujours au centre de chaque décision prise.

Je serais insouciant si je ne prenais pas un moment pour remercier personnellement notre directeur exécutif Steve Brooks, et tout le personnel du NSTU pour leur soutien pendant mon mandat. Je suis extrêmement reconnaissant de ce soutien et ressens une grande confiance de savoir que vous, et l'ensemble du personnel, êtes là pour appuyer mon successeur. Je sais que cette personne, quelle qu'elle soit, sera entre de bonnes mains.

J'aimerais également remercier les membres de notre Comité exécutif provincial. Notre Comité exécutif provincial est composé de certaines des meilleures personnes que je connaisse, des enseignants et des syndicalistes prévenants, créatifs et intelligents. Au cours des deux dernières années, nous avons eu des débats passionnés, et tout le monde n'est pas toujours d'accord. En fin de compte, c'est cette diversité d'opinions qui conduit finalement à de meilleures décisions. Bien que nos perspectives puissent différer, ce qui n'est pas sujet à débat, et ce qui est si clair dans le milieu que nous avons créé ensemble, c'est que nous nous efforçons tous de promouvoir l'intérêt des enseignants et d'améliorer l'éducation publique.

À tous les délégués de l'assemblée générale du Conseil, votre dévouement et votre engagement envers notre syndicat sont

conducting a comprehensive review of school violence, and in June I will be speaking on the issue at the legislature. Unlike in the past, we now have a voice in terms of what direction the province takes on tackling this escalating and urgent problem.

Finally, this weekend, you will get a chance to hear from the candidates running to be your next president and soon you will get to make a decision about who succeeds me in this role. Each candidate brings a different opinion on how to continue to build strength and solidarity in our union, however, one thing they all share is a passion for quality public education. Whoever members elect, I'm confident they will do a fantastic job, and I know they will have the full support of our 10,000 members behind them.

Now more than ever, our members, their students and their families need the stable and sensible leadership the NSTU has always provided. The pragmatic and passionate voice of teachers needs to be front and centre as we tackle the challenges facing our schools and communities during these uncertain times.

As we prepare to discuss the timely issues before Council this weekend, I urge each of you to consider the valuable role you hold, not only in your Local and in our union, but also in your school and in your community. The decisions we make here this weekend will help chart our course for years to come.

So please debate passionately, debate respectfully, and as is always the case with NSTU members, please debate thoughtfully and with compassion.

pleinement visibles, car vous avez pris du temps dans vos vies personnelles pour contribuer à façonner l'avenir de notre profession. La force de tout syndicat réside dans ses membres et dans leur solidarité, et il est clair que grâce à vous tous, le NSTU est une force qu'il ne faut pas sous-estimer.

Et c'est grâce à cette solidarité et à cette force que le NSTU doit maintenant prendre des décisions importantes.

Évidemment, il y a beaucoup de discussions sur notre accord de principe actuel, et les membres auront la chance de prendre une décision par rapport à sa ratification le 22 mai.

Grâce à vos revendications, la vérificatrice générale de la Province mène une analyse approfondie de la violence scolaire, et en juin, je parlerai de cet enjeu à l'Assemblée législative. Contrairement à avant, nous avons maintenant une voix en ce qui concerne la direction que la Province prend pour aborder ce problème urgent qui s'intensifie.

Enfin, cette fin de semaine, vous aurez l'occasion d'entendre les candidats qui se présentent à la prochaine présidence, et bientôt vous pourrez décider de la personne qui me succédera dans ce rôle. Chaque candidat apporte une opinion différente sur la façon de continuer à renforcer notre syndicat et d'en accroître la solidarité, mais une chose les unit tous : une passion pour une éducation publique de qualité. Peu importe la personne que vous élirez, je suis certain qu'elle fera un travail fantastique, et je sais qu'elle bénéficiera du plein soutien de nos 10 000 membres.

Maintenant plus que jamais, nos membres, leurs élèves et leurs familles ont besoin du leadership sensible et stable que le NSTU leur a toujours offert. La voix passionnée et pragmatique des enseignants doit être à l'avant-plan alors que nous nous attaquons aux défis auxquels nos écoles et collectivités font face en ces temps incertains.

Alors que nous nous préparons à discuter des questions opportunes à l'assemblée générale du Conseil de cette fin de semaine, j'incite chacun d'entre vous à réfléchir au rôle important que vous jouez, non seulement dans votre section locale et notre syndicat, mais aussi dans votre école et votre collectivité. Les décisions que nous prenons ici cette fin de semaine contribueront à tracer notre voie pour les années à venir.

Veillez donc débattre de manière passionnée et respectueuse, et comme c'est toujours le cas des membres du NSTU, faites-le de manière réfléchie et en faisant preuve de compassion.

Lunenburg County Local president receives Education Research Award

NSTU president Ryan Lutes presented Dr. Denise Burgess (Lunenburg County Local president Local) with her NSTU Education Research Award certificate during Annual Council on May 4. She received her Education Research Award for her doctoral research at Acadia University (Nova Scotia Inter-University Doctoral Program in Educational Studies). Her research, entitled *Toys and Outcomes: Narratives of Care with Early Learning and Elementary Educator Practices* explored how early learning and Primary teachers foster inclusive environments by examining how they make decisions regarding planning, implementing and evaluating learning experiences for children. She is one of five NSTU members to receive awards during the 2023-2024 school year. Burgess is the Consultant for Autism, Learning Centres, Behaviour and Complex Cases for the South Shore Regional Centre for Education, and has been serving as the Lunenburg County Local for two years. 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 4, 2024 by 4:00 p.m. For more info:

<https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>





from the nstu executive director

Council Remarks

(Excerpt from Steve Brooks' Address to Council 2024)

It is my honour and privilege to bring forward these greetings as Executive Director of the Nova Scotia Teachers Union.

It has been a very busy year for the NSTU staff since our last Council and it is important to be mindful that NSTU advocacy and representation occurs at the individual member level as well as at the regional and provincial levels.

As you know, on the governance side of the organization, the NSTU is conducting a province-wide election for President with five candidates in the running. It is great to see this level of interest in the leadership of our Union.

This past year has also seen the continued implementation of the NSTU Strategic Plan, the completion of the NSTU Information Technology Review by Mara Consulting and the final report from the Ad hoc Committee on NSTU Governance. New this year is the work from the Ad Hoc Committee on Union/Rep Engagement. The final report from this committee is expected by the end of the school year.

It was also my pleasure to once again hear the positive responses to the organization and delivery of the NSTU Leadership Skills Development Institute held this past August. I received many compliments on the great work done by staff.

This past year we have seen the successful resolution to a number of Regional Agreements, including Cape Breton-Victoria and Halifax, along with a new agreement for our APSEA members in Nova Scotia, New Brunswick, and PEI.

Provincial issues, which have dominated NSTU advocacy efforts this past year, include the ongoing work being done to address the unfunded liabilities of the Teachers' Pension Plan. I appreciate the concern expressed by many members regarding the amount of information we have been able to share during this process; however, the strategic approach the Union has taken to these discussions is aimed at achieving an advantageous outcome for all pension plan members without allowing outside groups and interests the opportunity to interfere.

As you also know, the NSTU has been working diligently to bring forward members' concerns, both publicly and with various levels of government, including the Ministers responsible for Education and Finance, regarding several issues such as the growing teacher shortage, issues with retention and recruitment, the rising level of school violence (both the number of incidents and the severity of the individual incidents), and increasing teacher workload. In addition, the NSTU continues to challenge the constitutionality of Bill 148 in the courts and has appealed the lack of a Bill 75 remedy to the Supreme Court of Canada.

The Bargaining process to renew and update the Teachers' Provincial Agreement has consumed considerable time of staff

Interventions à l'assemblée générale du Conseil

(Extrait de l'allocution de Steve Brooks à l'assemblée générale du Conseil de 2024)

J'ai l'honneur et le privilège de vous transmettre ces salutations à titre de directeur exécutif du Nova Scotia Teachers Union.

Cela a été une année très occupée pour le personnel du NSTU depuis notre dernière assemblée générale du Conseil, et il est important de se rappeler que le NSTU mène des revendications et des représentations tant auprès de chaque membre qu'aux niveaux régional et provincial.

Comme vous le savez, en ce qui concerne la gouvernance de l'organisation, le NSTU mène actuellement une élection provinciale pour le poste de président, avec cinq candidats en lice. Il est encourageant de voir ce niveau d'intérêt pour la direction de notre syndicat.

Cette dernière année a également vu la poursuite de la mise en œuvre du Plan stratégique du NSTU, l'achèvement de l'Analyse des technologies de l'information du NSTU par Mara Consulting et le rapport final du Comité spécial sur la gouvernance du NSTU. Le travail du Comité spécial sur l'engagement syndical et des représentants est une nouveauté cette année. Le rapport final de ce comité est attendu d'ici la fin de l'année scolaire.

J'ai aussi trouvé agréable d'entendre de nouveau de la rétroaction positive sur l'organisation et le déroulement du Leadership Skills Development Institute du NSTU, qui a eu lieu en août dernier. J'ai reçu de nombreux commentaires sur l'excellent travail effectué par le personnel.

Au cours de la dernière année, nous avons assisté à la conclusion de plusieurs ententes régionales, notamment dans les sections de Cap-Breton-Victoria et d'Halifax, ainsi que d'une nouvelle entente pour nos membres de la Commission de l'enseignement spécial des provinces de l'Atlantique en Nouvelle-Écosse, au Nouveau-Brunswick et à l'Île-du-Prince-Édouard.

Les enjeux provinciaux qui ont dominé les initiatives de défense des intérêts du NSTU au cours de la dernière année comprennent le travail en cours pour trouver des solutions au déficit actuariel du Teachers Pension Plan. Je comprends les préoccupations exprimées par de nombreux membres concernant la quantité d'information que nous avons pu transmettre pendant ce processus; cependant, l'approche stratégique que le syndicat a adoptée par rapport à ces discussions vise à obtenir un résultat avantageux pour les participants au régime sans permettre à des groupes ou à des intérêts externes d'interférer.

Comme vous le savez aussi, le NSTU travaille de manière diligente pour communiquer les préoccupations des membres, tant publiquement qu'aux différents paliers gouvernementaux,

and your negotiating team. Throughout this process your bargaining team has remained committed to achieving meaningful improvements to your Collective Agreement and resisted efforts by the employer to minimize NSTU solidarity. It is fair and appropriate to say that the current tentative agreement, that all members will have the opportunity to voice an opinion on during the ratification vote scheduled for May 22, is a direct result of your team's resolve and the overwhelming demonstration of solidarity the membership provided when they gave the historic strike mandate of 98.3 per cent.

On the staffing front, I wanted to mention that we've added new positions in our Member Assistance Program—an additional occupational therapist, who joined the NSTU just over a year ago, and an additional counsellor who just joined the staff, two days ago. These new positions are helping to meet the growing needs of members. The need for more supports from our Member Assistance Program is indicative of ever-increasing complexities in classrooms and schools that greatly affect teacher workload and burnout.

I would like to take this opportunity to thank all NSTU staff who have worked tirelessly throughout the year supporting members and to the staff who have ensured that NSTU Annual Council 2024 provided delegates and observers the opportunity to discuss and debate the business of the Union.

In closing, I would also like to take this public opportunity to thank our outgoing President Ryan Lutes for the energy and dedication he has brought to the office of the President. It has been a pleasure to have worked with him and I wish him all the best in his future.

Thank-You

y compris aux ministres responsables de l'éducation et des finances, en ce qui concerne plusieurs enjeux, comme la pénurie croissante d'enseignants, les problèmes de rétention et de recrutement, l'augmentation de la violence dans les écoles (le nombre d'incidents et leur gravité) et la charge de travail accrue des enseignants. De plus, le NSTU continue de contester la constitutionnalité du projet de loi 148 devant les tribunaux et a fait appel du manque de recours au projet de loi 75 devant la Cour suprême du Canada.

Le processus de négociation en vue de renouveler et de mettre à jour la Convention collective provinciale des enseignants a absorbé beaucoup de temps du personnel et de votre équipe de négociation. Tout au long de ce processus, votre équipe de négociation est restée engagée à obtenir des améliorations significatives à votre Convention collective et a résisté aux efforts de l'employeur pour affaiblir la solidarité du NSTU. Il est juste et approprié de dire que l'accord de principe actuel, par rapport auquel tous les membres pourront donner leur avis lors du vote de ratification prévu le 22 mai, est le résultat direct de la détermination de votre équipe et de la démonstration de l'écrasante solidarité des membres lorsqu'ils ont donné un mandat de grève historique de 98,3 %.

En ce qui concerne le personnel, je voulais mentionner que nous avons ajouté de nouveaux postes à notre Programme d'aide aux membres : une ergothérapeute supplémentaire, qui s'est jointe au NSTU il y a un peu plus d'un an, et une conseillère supplémentaire qui a été embauchée il y a deux jours à peine. Ces nouveaux postes contribuent à répondre aux besoins croissants des membres. Le fait que la demande pour les services de soutien de notre Programme d'aide aux membres soit plus grande témoigne de la complexité accrue des classes et des écoles, ce qui a une grande incidence sur la charge de travail des enseignants et leur épuisement.

J'aimerais profiter de cette occasion pour remercier l'ensemble du personnel du NSTU qui a travaillé inlassablement tout au long de l'année pour soutenir les membres ainsi que les membres du personnel qui ont veillé à faire en sorte que l'assemblée générale annuelle du Conseil de 2024 permette aux délégués et aux observateurs de discuter et de débattre des affaires du Syndicat.

En conclusion, j'aimerais également profiter de cette occasion publique pour remercier notre président sortant, Ryan Lutes, pour l'énergie et le dévouement dont il a fait preuve à la fonction de président. Cela a été un plaisir de travailler avec lui et je lui souhaite du succès dans ses projets.

Merci!

Tentative Agreement reached

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- Tuesday, May 14 – 7pm – 9pm
- Thursday, May 16 – 4pm – 6pm

NSTU members can register here: <https://conf.nstu.ca/ConferenceRegistrations/Index/249>

“To ensure that all interested members have the ability to attend a session, each member can register for only one session,” adds Lutes.

When registering, members can submit their question(s) ahead of time. “We will endeavor to answer all questions during the session, and any questions that do not get answered during the session will be posted to the FAQ.”

We encourage all members to review the Tentative Agreement Summary Video, documents and FAQ available on the members-only Tentative Agreement webpage at <https://nstu.ca/tentative-agreement/resources>.

Teachers' Pension Plan

continued from page 3

In October 2020, the Plan Sponsors agreed to jointly appoint an independent panel of pension experts to review the ongoing challenges facing the Plan. The NSTPP Panel's mandate was to review and analyze the Plan, educate and consult with stakeholders, and make non-binding recommendations to fully fund the Plan within a reasonable period of time. In August 2022, the TPP Panel's non-binding recommendations were submitted to the Province and the NSTU for review and consideration.

“The Board continues to be hopeful that the Panel's report and recommendations will catalyze meaningful steps by the Province and the NSTU to effect changes that will improve the Plan's long-term financial sustainability,” added Rogers.

The full 2023 Teachers' Pension Plan Annual Report is found here:

<https://www.nstpp.ca/investments/plan-performance>

The deadline for the March issue of The Teacher is June 10

Contact Nancy at 902-477-5621 or theteacher@nstu.ca

Speech-Language Pathologists: Key Players in the Development of Reading and Writing

by Krista Lunn, M.Ed., M.Sc., S-LP (Reg), SLP, AVCRE

The connections between written and spoken language are well established. Spoken language provides the foundation for the development of reading and writing. Speech-language Pathologists (SLPs), therefore, play a pivotal role in the development of literacy skills across all grades. SLPs' knowledge of language acquisition, and their clinical experience in developing individualized instruction and intervention for children and adolescents, prepare them to assume a variety of roles related to the development of reading and writing.

Spoken and written language have a reciprocal relationship. Starting early, and continuing throughout school into adulthood, spoken and written language grow together. It is not unexpected therefore, that children with spoken language challenges frequently have difficulty learning to read and write. In fact, approximately 50 per cent of children with speech-sound disorders have difficulty learning to read or write. Language disorders are present in approximately 10 per cent of our student population. It is often the case that children who have been identified with reading or writing difficulties, including dyslexia and specific learning disorders, have underlying language disorders.

Language and Literacy Connections

In recent years, there has been a focus on strengthening students' early literacy skills through word recognition and spelling instructional practices. SLPs contribute to these foundational literacy practices by collaborating with teachers and offering valuable knowledge of the phonological system of language. This focus on providing evidence-based, systematic and explicit phonics and phonological awareness instruction is having positive impacts on students' automatic and fluent word recognition and spelling.

It is important to remember that while fluent word reading and spelling is essential for reading comprehension and written expression, it is not sufficient. Teaching reading comprehension strategies can have positive effects, but when students do not understand the language, strategy

instruction will be useless. To improve reading comprehension and written expression, it is necessary to strengthen oral language skills. Skilled reading and writing require the blend of background knowledge, complex syntax, vocabulary, inferencing, and discourse structures, all of which are language skills. SLPs have a unique knowledge base of these language components and furthermore, have experience with a variety of tools and strategies to support their development.

How can Speech-Language Pathologists help?

There are a variety of ways SLPs can work in schools to support reading and writing. These include:

- Supporting implementation of instructional practices that strengthen language acquisition and emergent literacy.
- Identifying students at risk for reading and writing difficulties.
- Assessing students with language or literacy difficulties.
- Providing recommendations for individualized adaptations, instruction and/or intervention.
- Collaborating with colleagues such as classroom teachers, School Psychologists, and others who support reading and writing development.
- Advocating for evidence-based literacy practices.

The scope of practice of Speech-Language Pathologists stretches far beyond addressing speech-sound disorders, although this is



commonly misunderstood. Please connect with a Speech-Language Pathologist in your region if you would like to learn more about what can be offered.

Did you know?

Speech-Language Pathologists prevent, assess, diagnose, and treat speech, language and swallowing disorders in children and adults. In Nova Scotia, Speech-Language Pathologists (SLPs) work with children and adults in a variety of public or private settings. Hearing and Speech Nova Scotia offers publicly funded speech and language services to pre-school age children and adults. Speech and language services for school-age children and youth are provided by SLPs employed by the Regional Centres for Education and the CSAP. Each SLP provides services to a circuit of schools. To work in Nova Scotia's public schools, SLPs obtain a Special Teaching Certificate and are members of the Nova Scotia Teachers Union, under the same contracts as teachers. In recent years, approximately 30 per cent of SLPs in schools work year-round in a 12-month (225 day) contract.

Krista Lunn is a Speech-Language Pathologist who works (in a 12-month contract) in the Annapolis Valley Regional Centre for Education. She previously held positions as Consultant of Student Services and Assistive Technology/Augmentative and Alternative Communication Specialist. Krista is a former President of the Speech-Language Pathologists and Audiologists Association (SPAA) and currently sits on the Annapolis Valley Regional Representative Council.

CONGRATULATIONS To Our APRIL Book Winners!

EQUITY — Mary Ellen Landrigan — HRCE

FRESH ENGLISH — Michael Carrigan — CBVRCE

FRESH FRENCH — Helen Joyce Talbot — CCRCE

WELL TEACHER — Stéphanie Benoit — CSANE

PATHWAYS 4 PL — Colin E. MacKenzie — AVRCE

Deals & Discounts

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

pathways

FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with **PL** in the subject line to tbeteacher@nstu.ca by **June 14, 2024** to be eligible for the draw.

Articulation Games for Speech Therapy by Angeline Gormley

Articulation games for speech therapy is a fun workbook that will help children practice some common articulation issues. This no-prep resource for teachers, therapists, and even parents offers creative games for common articulation issues including: cluster reduction, weak syllable deletion, final consonant deletion, and velar fronting.



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When Your Plate Feels Full – Choose Simplicity

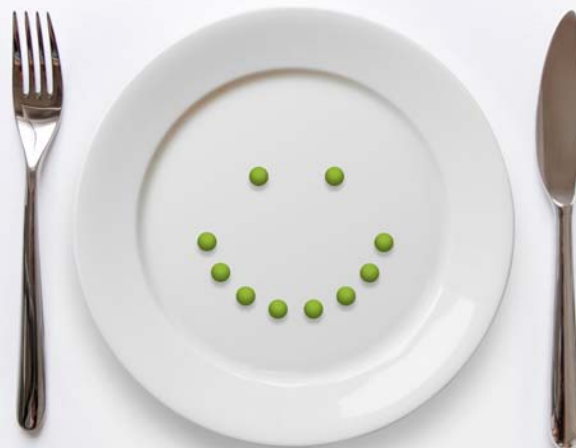
by Jan Kavanaugh, SRCE Learning Support Teacher at
East Antigonish Education Centre/Academy

I love a good analogy. It can offer a quick way to gain insight, and bring to light aspects of our experiences that are difficult to explain. But what is a good analogy for the complex experience of being a teacher, and especially, of being a teacher in May and June? As we approach the end of the school year, things tend to “heat up,” literally and figuratively. While we welcome the temperature rising outside the building, does it sometimes feel like we’re in a pressure cooker inside the building? Yes. Does it feel like we’ve been running a marathon and may collapse from exhaustion? For sure. Do we feel like the ringmaster of our own circus? Most definitely. But we’re also the trapeze artist, tightrope walker, lion tamer, and person being shot out of a cannon through a flaming hoop, at said circus. Not my circus, not my monkeys? Not an adage that applies to the role of being a teacher—where we take responsibility for every student that enters our classroom; not only their academic development, but their social-emotional wellbeing as well.

The question is, who takes responsibility for the wellbeing of teachers? As adults, that too falls on us, and can feel like one more thing to add to the list of “things to do.” Often, we shuffle ourselves to the bottom, prioritizing everyone before ourselves, leading us at this point in the year to feeling like the frazzled teacher from the meme. But what happens when we put ourselves at the bottom of the list? Most of us have heard the flight attendant’s monologue—when the air mask drops, we should attach our own before helping others, right? We understand that logic on an airplane. In our jobs, however, where we are susceptible to immense stress, burnout and subsequent health issues if we are not taking care of ourselves, the logic does not come as easily to accept. If we feel like we’re in a pressure cooker, how do we turn down the heat? If we feel like we’re running a marathon, how do we ensure we pace ourselves and finish the course? If we’re the ringmaster of a circus, plus take on the role of every circus performer, how do we get the help we need to keep it all balanced?

As someone who has consciously worked to manage my mental health for more than 20 years, I have learned that one thing we need to be able to do for ourselves is manage our stress, but more than that, we need to be able to self-regulate. In my family we use the analogy of a plate. If you’re feeling overly stressed,

your plate may be too full, and one way to address this is to clear something off it. That doesn’t mean avoiding that which is stressing you, but it might mean asking for help with a task so that your energy can go towards managing the stressor. It also means recognizing that we all have different sized plates, and knowing not to compare ourselves with others who seem to be able to manage “it all.” You need to know your own plate and what it feels like when it is balanced, or when it’s too heavy and may be about to tip. The first step to self-regulating is being familiar with the feeling of your own plate. According to Stuart Shanker, when we are experiencing stress in any of the five domains—biological, emotional, cognitive, social, or prosocial—we need to become stress detectives. We need to learn how to identify or recognize a stressor, learn how to reduce our stressors, and learn how to restore our energy. Or in other words, we need to look at the size



of our plate, ask what is on it, find ways to reduce the pile of “things to do”, and adopt ways to restore (or reset) our plate. As educators who are managing so much, especially in May and June, I encourage you to get to know your plate. Are you able to recognize when it is balanced, or tipping? Do you need to use a strategy to reduce a stressor by shifting priorities, drawing boundaries or asking for help? Do you have a practice that you use for closing stress cycles and resetting your plate, like going for a walk, phoning a

good friend, or soaking up the sunshine? Food for thought, as you enter the frazzled teacher chapter of the school year. And if it feels like just too much to consider right now, don’t stress, thankfully we have an in-built “reset and restore” coming up in the form of summer break. The finish line is almost here. If all else fails, employ a little positive self-talk. You got this.

Antigonish native Jan Kavanaugh is a sociology graduate from St. FX. and then completed an MA in Sociology and Equity Studies in Education with a focus in Disability Studies from the Ontario Institute of Studies in Education, University of Toronto. She pursued a BEd in Elementary Education at UNB and subsequently began her teaching career with the SRCE where she currently works as a Learning Support Teacher. Jan completed a MEd in Leadership in Mental Health Education at St.FX. in 2019 and aims to use her lived experience and education to enhance awareness of the role mental health plays in our lives as educators.

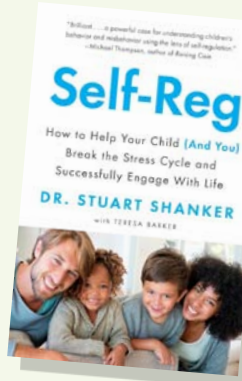
the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to theteacher@nstu.ca by **June 14, 2024** to be eligible for the draw.

Self-Reg

by Dr. Stuart Shanker

Self-Reg: How to Help Your Child (and You) Break the Stress Cycle and Successfully Engage with Life published by Penguin Random House is an innovative book that presents a new understanding of your child's emotions and behavior and a practical guide for parents to help their kids engage calmly and successfully in learning and life. *Self-Reg* realigns the power of the parent-child relationship for positive change. It offers practical, prescriptive advice, and ways to develop self-regulation skills.



EQUITY COMMITTEE BOOK REVIEW

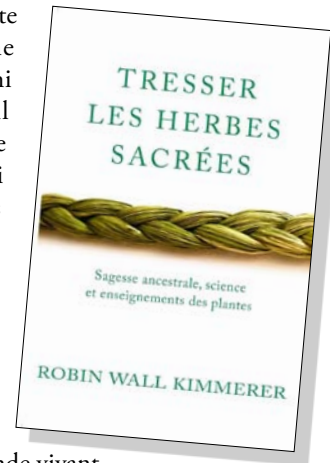
Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **June 14, 2024** to be eligible for the draw.

Tresser Les Herbes Sacrées

Auteure Robn Wall Kimmerer

Publié par: Milkweed Editions

Botaniste, chercheuse de pointe en biologie et amérindienne issue de la nation Potawatomi aux Etats-Unis, Robin Wall Kimmerer est une conteuse extraordinaire. Elle partage ici ses connaissances scientifiques des plantes et les légendes de ses ancêtres pour illustrer la culture de la gratitude dans laquelle nous devrions vivre. En *Tresser Les Herbes Sacrées*, Kimmerer nous montre comment nous sommes appelés à une relation réciproque avec le reste du monde vivant.



fresh

Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to theteacher@nstu.ca by **June 14, 2024** to be eligible for the draw.

The New Teacher Book

By Linda Christensen

The New Teacher Book: Finding Purpose, Balance, and Hope During Your First Years in the Classroom third edition offers practical guidance on how to flourish in schools and classrooms. This Rethinking Schools Publication helps teachers connect in meaningful ways with students and families from all cultures and backgrounds.

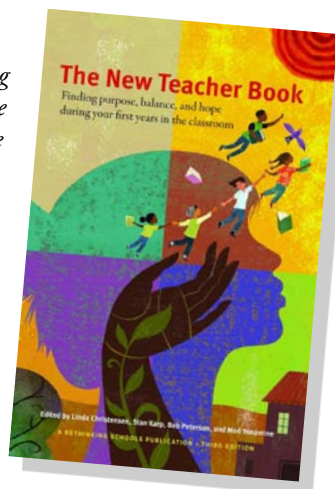


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For a list of opportunities see:

www.ednet.ns.ca/internationalprograms

PETER DAY *for*

PRESIDENT

A STRONG *Voice*

A PROVEN *Voice*

YOUR *Voice*

"Enough of government political spins! The letter recently sent out by Minister Druhan stated she was disappointed with teachers and she called our strike vote a distraction. I replied to that letter publicly, on social media and gave voice to our truths.

The vote was not a distraction, the vote represents NSTU members careers, livelihood and the future of our school system. "

"I addressed the law amendments session to challenge the government's budget decisions. Despite a 10% rise in Nova Scotia's population, there were no increases allocated to the education budget by this government.

However, this situation presented an opportunity for the NSTU to mobilize effectively. We could have ensured media presence and provided a platform for NSTU members to share their classroom experiences, amplifying our impact even further."



www.PeterDayForNSTU.com



SCAN ME

 @DayForNSTU

 @PeterDayForNSTU

 @PeterDayForNSTU

PETER DAY

pour le

PRÉSIDENT

UNE Voix FORTE

UNE Voix ÉPROUVÉE

VOTRE Voix

"À bas les manipulations politiques du gouvernement ! La lettre récemment envoyée par la ministre Druhan indiquait qu'elle était déçue par les enseignants et qu'elle qualifiait notre vote de grève de diversion. J'ai répondu à cette lettre publiquement, sur les réseaux sociaux, et donné voix à nos vérités. Le vote n'était pas une diversion, le vote représente les carrières, les moyens de subsistance des membres du NSTU et l'avenir de notre système scolaire."

"J'ai pris la parole lors de la session de modification des lois pour contester les décisions budgétaires du gouvernement. Malgré une augmentation de 10 % de la population de la Nouvelle-Écosse, aucun fonds supplémentaire n'a été alloué au budget de l'éducation par ce gouvernement. Cependant, cette situation a présenté une opportunité pour le NSTU de se mobiliser efficacement. Nous aurions pu garantir une présence médiatique et offrir une tribune aux membres du NSTU pour partager leurs expériences en classe, amplifiant ainsi encore davantage notre impact."

www.PeterDayForNSTU.com



SCAN ME

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NANCIE PD DE LA CHEVOTIÈRE

for PRESIDENT

MAY 15TH



Solutions-based approach:

- NSTU run podcast to keep education as a topic and to unite teachers/specialists from around the province
- Professional database where teachers/specialists can access updated curriculum, resources, and other materials. Many provinces have this (replaces the need for Facebook groups etc.)
- The DEECD needs to hire (secondments) grassroots teachers to update curriculum and add to the database
- Funded cohorts of NSTU members who want to train in areas where we have serious shortages (guidance counsellors for example)
- Highlight the best practices around the province so they can be replicated in other regions (early release for students so NSTU members can collaborate etc.)
- Increase art, music, and physical education in all schools. This would help with marking and prep coverage as well. (We don't want teachers prepping for prep)
- Real solutions for violence in the classroom including funding inclusion with appropriate supports (human and other like play structures, programming etc.)
- Increase contact time with local leaders and the provincial executive.
- Strategically address the divide-show benefits of membership.

Website:

www.NanciePDforNSTUPresident.ca
(contact form on website)

Email: ndelac@nstu.ca

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

Voice

- Dedicated to speaking the truth and advocating for all members
- Strong advocate for NSTU members at provincial, regional, and local levels
- Experienced in media engagements including impromptu responses-interviewed by Global, Chronicle Herald and CBC
- Published opinion pieces in Xpress
- Testified at law amendments against Bill 148 (wage freeze), Bill 72 (governance change), and Bill 75 (imposed contract)
- Chosen to address the challenges faced by teachers and specialists at a staff meeting with Education Minister Becky Druhan
- Selected to speak on violence for the Auditor General's report

Value

- Teachers/specialists, ALL NSTU members, in Nova Scotia play a CRUCIAL role in the functionality of the education system and deserve utmost RESPECT.
- All NSTU members should have access to safe and conducive work environments, fair salary adjustments to match the cost of living, adequate time for marking and preparation, necessary resources, reduced administrative tasks, and a focus on achieving work-life balance.
- Retention should be a top priority for both the government and the NSTU, with advocacy efforts required at every possible opportunity.

Vision

- To enhance representation and communication within the NSTU, my goal is to ensure that all members of the NSTU feel acknowledged and well-represented.
- Implementation of Virtual Town Halls for convenient communication, introduction of a monthly podcast for updates and discussions, hosting meetings across various regions of the province, and fortifying communication pathways with members are some key initiatives I plan to undertake.
- Local Leaders play a vital role in our organization and should have greater involvement at the provincial level to enhance collaboration with the provincial executive team.
- A pivotal aspect of my vision is to increase member engagement, empowering each member to have their voice heard and valued. This approach aims to combat low engagement including low voter turnout during elections, which was below 60% in the previous provincial president election.
- Recognizing that many members are unfamiliar with the NSTU's infrastructure, including the significant decision-making authority of the Annual Council and the Provincial Executive, I aim to ensure that every member is informed about the decision-making processes and opportunities for involvement.

NANCIE PD DE LA CHEVOTIÈRE for PRESIDENT REPRESENTING YOU IN THE NSTU

Testimonials:

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

Natalie Maclsaac Kings Local, 2nd VP of the NSTU

One of Nancie's most admirable qualities is that she is never afraid to stand up and speak out... she is passionate, articulate, and tireless in her advocacy for change and improvement. She is exactly the kind of powerful representation teachers and students in Nova Scotia need.

Julia MacDonald Bay View High

Nancie has the qualities that make a strong leader: integrity, self-awareness, empathy, commitment, and dedication... and when you need someone to stand up and fight, Nancie will be right there with you!

Sue MacKay Rocky Lake Junior High

Her articulate voice and fearlessness in representing NSTU members make her a strong candidate...

Malik Adams Citadel High Halifax City

If your looking for a president who will fight tirelessly for the rights and needs of teachers, Nancie is the perfect candidate...

Hadeel Dalloul Joe Howe Elementary

Contact Me:

Website: www.NanciePDforNSTUPresident.ca • E-mail: ndelac@nstu.ca

Follow me on X:  [@Nancie_PD](https://twitter.com/Nancie_PD)

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

Grant Frost

Well, we're down to it now, the last few days of the NSTU presidential campaign.

Before I say anything else I want to acknowledge what a pleasure and an honour it has been to be running with such a great slate of candidates. Although we certainly come from a wide range of backgrounds and experiences, there is a common wish among us all for the working lives of teachers to improve. We may not necessarily agree on how best to achieve that, but we all do agree that the goal is worth the fight.

I am writing this note to you in the afterglow of Annual Council that was held on May 3, 4 and 5, and I must say, it did not disappoint. The passion and unity displayed in that forum is always impressive to be a part of. Certainly, the concerns that were raised around equity and justice seeking groups resonated soundly with me personally. As well, I do want to send along a public apology to the Speech Language Pathologists and School Psychologists who, it was pointed out, I failed to mention in my comments. That was an oversight that I will endeavour not to repeat.

It was during those comments, (which you can find online) that I spoke about my desire to, yes, be elected on May 15th, but also how I really have viewed this campaign as an exceptionally long job interview. Of course I want to be elected, but perhaps more than that I see this as an opportunity to be hired.

There is a difference in that nuance. Elections tend to be contests of compatibility as opposed to a measure of a particular candidate's skill set. But it is in that measure that I feel I have something slightly different to offer. I do have a decent NSTU pedigree, of course, as do several other candidates. But it is my work outside of the NSTU that might be worth considering on election day.

Over the past decade and a half, my commentary on public education has resulted in my participation in dozens of speaking engagements across Canada and beyond. I have been invited to speak on topics ranging from privatization to psychological wellness by a variety of organizations such as the CTF and Education Canada. I have also been accepted to speak at international conferences such as the CLUTE conference in Orlando, the IDEA conference in Iceland, and most recently at the IICE conference in Ireland.

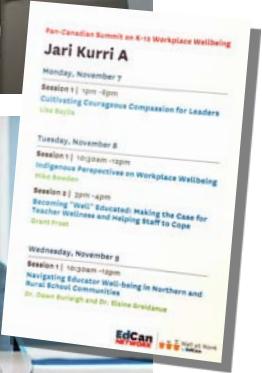
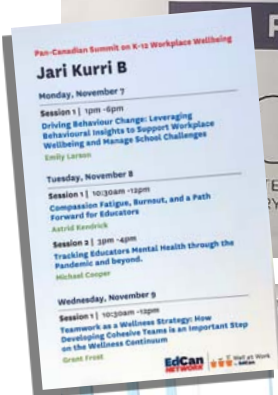


I mention these speaking engagements not simply because the NSTU President must be a competent public speaker, but also to make note of the importance of audience. Many times, when I have stepped up to the podium, the room has not just contained teachers, but also politicians, policy makers, university presidents, academics and even, on occasion, CEO's. These are the folks, for better or worse, that can affect fundamental change within our system. It is one thing to stand up in a room full of educators and declare that NSTU members need more money. However, such rhetoric, although certainly true, does not land quite as well in a room filled with bureaucrats and HR managers.

It is that insight into the role of NSTU president that I believe makes me somewhat unique among the candidates. As a local president and member of the provincial executive I have shown that I can speak to teachers about their issues. Over the past decade and a bit, through having written hundreds of articles and having done dozens of interviews, I have shown that I can speak to the public so that those same issues make sense to the masses. Finally, after over a decade of public speaking engagements across the country and beyond, I have demonstrated that I can lay those issues out clearly for those who are in the best position to enact actual change.

Being NSTU president requires one to be a spokesperson for the membership, yes, but it also requires an understanding that there is a foundational difference between speaking to teachers and speaking for them. When it comes to that understanding, I believe my resume speaks for itself.

That is one reason of many why I am asking, on May 15th, that you seriously consider me for the position.





VOTE/VOTEZ

Shawn Hanifen

for NSTU President/pour la Présidente de la NSTU

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

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

Tim **HOUSTON WE HAVE A PROBLEM**



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

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



Meta/Facebook Shawn Hanifen for NSTU President

X/Twitter @Shawnhanifen1



VOTE/CHOISIR

SHAWN HANIFEN as YOUR PRESIDENT and tell

HOUSTON WE HAVE A PROBLEM!

REAL IMPROVEMENTS

We Are in a CRISIS...

The challenges faced by educators today are multifaceted, encompassing not only the demanding workload but also the scarcity of resources, personnel, and the troubling increase in workplace violence. These issues contribute to a widespread sense of burnout, characterized by exhaustion, depression, and withdrawal, which can severely impact teachers'/specialists' mental and emotional well-being.

Addressing this crisis requires a leader with real experience in assisting members with their day-to-day struggles. I have gained that experience through 4 years of full-time advocacy for members. Effective leadership is crucial in this regard, someone who can empathize with the struggles of educators and advocate for tangible improvements in their working conditions. I am that NSTU leader with a background in teaching and union leadership, and I am best positioned to understand our challenges and drive the necessary changes for a better system.

REAL EXPERIENCE

Locally

- Halifax County President
- First Vice President
- VP of Public Affairs
- MAL Public Affairs
- School Rep
- Rep Retreat Attendee
- Rep Retreat Speaker

Regionally

- Regional Representative Council Chair
- Regional Representative Council Grievance Chair
- Regional Representative Council Article 60 Chair
- Regional Representative Council Economic Welfare Chair
- Regional Representative Council Member
- Regional Bargaining Team

Provincially

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

REAL Advocacy

- Articles in Salt Wire and Local Xpress (Herald, CB Post and NG News)
- Article in Rank and File (Unionist Print)
- Interviewed on News 95.7 (Rick Howe and Todd Veinotte) as a Guest
- Interviewee Global News
- Law Amendments Speaker

Shawn is not just a leader; he is a true advocate for the members he serves. His commitment to transparency, inclusivity, and integrity sets him apart. He actively listens to the concerns and ideas of members and works tirelessly to address issues and implement solutions that benefit everyone.

With Shawn at the helm, I have no doubt that our Union will thrive. He possesses the essential qualities of experience and genuine care for members of our respective professions which are necessary for effective leadership. I wholeheartedly endorse Shawn Hanifen and encourage everyone to join me in supporting his candidacy for President of the NSTU.

Phillip Samson
Provincial Executive,
Inverness / Richmond

Electing Shawn as the President of the NSTU is a decision we won't regret. His expertise and integrity are evident in everything he does. He's not just about words; he follows through with concrete actions. Shawn's dedication to honesty and transparency makes him the leader we need going forward.

Shelley Rigby
Waverly Memorial

I've had the pleasure of working with Shawn for many years; as a colleague and on the Executive of the Halifax County Local. During these years, he has shown to be an excellent leader and impassioned president who speaks from the heart based on personal experience and that of his membership.

He is a humble leader who passes on credit to whom it is due but is also willing to accept criticism. He takes his membership to where they don't necessarily want to go but where they ought to be. Shawn is attentive to the difficulties and challenges that have arisen during the last 4 years as local president. He is compassionate and always leaves an informed response. Shawn faces challenges and seizes them as an opportunity to see his membership grow.

On May 15th, I will be endorsing Shawn Hanifen for NSTU President.

Suzanne Rohland
VP of Communication
Halifax County Local



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



Vote for Mike Kelly NSTU President

There's a disconnect between the NSTU and the teacher in the classroom. I know this because I've been in the classroom for well over three decades, as well as acted as a union rep.

We have locals that have no power; there's little they can actually do to help you. We have staff officers that have no oversight. We have a governing body mimicking the Department of Education; getting bigger and bigger, and all the while less effective. This isn't just my insight, the Grant Thornton audit of 2022 found exactly the same thing. Their report (NSTU website) said "NSTU... have the largest teacher union in Canada", They said "12-15 of the 23 members should go." (P.12)

Twice in my career, I needed my union and twice I was let down. The first time, I went to my local rep as administrators turned a 'blind eye' to me being repeatedly kicked in the groin at work. I then went to my Local President who told me to 'transfer'... it was the first week of September.... I stopped in a store that sold hockey gear on the way back from that meeting and bought a CUP. I wore that CUP to school for 3 years. That was 3 decades ago.... What has changed?

The next time I need my union, it was because of issues, not with students, but with administration. I was pressured do things that were not in the collective agreement. I lodged a complaint. Again, the NSTU were ineffective. At the end of that school year I was, surprisingly, falsely accused of consuming alcohol during school time and suspended. The person that stated this was soon caught in a lie. Regardless, I was suspended and the liar was promoted. I was banned from school property, attending my school staff party, graduation parties of my students and I was informed by my staff officer "I would likely be dismissed" and told at 2pm on grading day to "get my personal belongings from my classroom". I did nothing wrong. My staff officer said DO NOT contact him because it was summer vacation. I was not allowed ANY PAPERWORK



stating anything about this issue. I was forced over summer break to go to local IBEW, Carpenters Union and a UMWA president, my lawyer and an HR firm to get advice on the situation. It was the most stress I was ever put under in my life; it was intentional and done by the union I pay \$850 to for protection.

I have watched countless other teachers suffer similarly or worse these past decades. It seems like you have to be significant in the union to get a grievance these days. That's unacceptable. We don't have a supportive union, just one that's comfortable with maintaining the 'status quo' by using 'isolate and alienate' policies. This is shameful.

We need:

More power in the locals

Smaller executive

'Customer Survey' when using Staff Officers

Non-Violent Crises Intervention training for all teachers

Protection for teachers being bullied

Fair wages

Fair sub pay

These items are just to start.

I've been in leadership roles for my entire life. I was a very successful business owner. I organized school sports teams and travel groups 30 years ago that are still going strong. I am president of a local Olympic Training organization that I liaised with DNR, and took our club membership from under 50 to a high of almost a thousand and grew holdings from a few thousand to a million dollar 150 acre training facility. 15 years ago I was approached to organize and implement safety programs through DOJ and other agencies in the Sydney area. I now cover Antigonish to Sydney working 6pm – 12 weekday evenings and have trained well over 13,000 people. I get things done. I do it with team work and I have years of experience working and negotiating with government agencies.

In summation, the only thing working in education is teachers. We need support now more than ever. If you want leadership and union protection vote for me. You will NEVER EVER be treated like I was. If not you better get some sugar to add to your Kool-Aid because it's going to get bitter fast.

I'm Mike Kelly and I want a strong Union.

**My history/position if interested is on
YouTube - the channel is Moike The video is NSTU President.**

Clean WATER SCHOOL

**LAST CALL FOR SPRING
2024 BOOKINGS!**



Clean Water School covers:

- Human impacts on coastal areas and watersheds.
- Scientific careers paths.
- Lab and field skills, scientific observation methods and the concept of two-eyed seeing.

- 🌿 Curriculum aligned for grades 7-8.
- 🌿 FREE, field-based program (access to equipment is provided).
- 🌿 Easy online booking.
- 🌿 Running May 1-June 24.

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Foundation
Clean

NSTU's 103rd Annual Council

continued from page 1

Heidi Yetman, President of the Canadian Teachers' Federation/FCE brought greetings to NSTU members. "Congratulations on your incredible demonstration of solidarity during your negotiations," she said.

During the opening night's proceedings, Brian Knockwood from the Sipekne'katik Band performed the Honour Song and music specialist from École du Grand-Portage Joseph Goodwin performed Ave Maris Stella, the Acadian National Anthem.

Past president Dominique Henry, who was NSTU's president 50 years ago also addressed the crowd. A video featuring interviews with NSTU's past presidents in which they shared their perspectives on relationship building, unionism, and the power of solidarity, was a highlight of the opening ceremony.

Dartmouth member Viviane Abdallah was elected as CTF/FCE delegate. NSTU members were also elected to NSTU's Discipline, Professional, and Resolutions Committees during the AGM.

From May 3rd to May 5th, some 250 voting delegates addressed 90 resolutions.



Past president Dominique Henry



CTF/FCE President Heidi Yetman

AFFIRMING + CULTURALLY RELEVANT SUPPORT FOR BLACK 2SLGBTQ+ YOUTH AND THEIR FAMILIES

ARE YOU A BLACK 2SLGBTQ+ YOUTH FACING CHALLENGES ACCESSING FAMILY + COMMUNITY SUPPORT?

FOOD, BUS TICKETS HONORARIUMS PROVIDED!

BY JOINING THIS RESEARCH PROJECT YOU WILL HELP CREATE CULTURALLY RELEVANT SUPPORTS FOR BLACK 2SLGBTQ+ YOUTH

INCLUSION + EXCLUSION CRITERIA

YOU CAN JOIN THIS STUDY IF YOU'RE A BLACK/AFRICAN NS YOUTH AGED 16-29 WHO IDENTIFY AS 2SLGBTQ+

REMEMBER, YOU CAN'T TAKE PART IF YOU'RE UNDER 16, NOT BLACK/AFRICAN, + IDENTIFY AS STRAIGHT+HETEROSEXUAL.

THERE WILL BE:

- 1 FOCUS GROUP IN MAY 2024
- 1 COMIC MAKING WORKSHOP

TO JOIN OR LEARN MORE, CONTACT [KATEM@YOUTHPROJECT.NS.CA](mailto:katem@youthproject.ns.ca)

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Exchanges Conference 2024

Learning by Adventure

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



June 7-9, 2024



Ottawa Conference and Events Centre

experiencescanada.ca/pd-conference/

Canada



Conférence des échanges 2024

Apprendre par l'aventure

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



juin 7 au 9 2024



Centre de conférences et d'événements d'Ottawa

experiencescanada.ca/fr/conference-dp/

Canada



Halifax City Local holds Rally

The Halifax City Local held an Our Kids Can't Wait rally on April 15. Shown with Halifax City Local president are NSGEU president Sandra Mullen and NSGEU's first vice-president Hugh Gillis who joined the rally to show their support of teachers.

Public Relations committees holds final meeting

The Public Relations standing committees held its last meeting of the school year on April 19. This was also the last meeting of this committee because next school year the Political Action and Public Relations committees will be combining into one committee. In October the Political Action/Public Relations biennial conference will be held for NSTU's vice presidents of public affairs, public relations and communications. *Standing: Curt Crane (Colchester-East Hants) and provincial executive PA/PR committee rep Janet O'Brien. Seated: PR committee Chair Adam Martin (Cape Breton District Local), PR committee staff liaison Angela Murray, and Suzanne Robland (Halifax County Local). Missing: Julie McVicar (Antigonish).*



Yoga in Schools QiGong Level One.

NEW Certification Training!

Leader: Jenny Kierstead, certified in three 200hr QiGong Trainings across North America.
Who: educators, parents, therapists, support staff and anyone interested in wellbeing.
When: July 20th-21st, 2024
Where: Chocolate Lake Hotel, Halifax, NS, in-person and Online.
Registration: <https://form.jotform.com/240998461502259>
Price: before July 1st, \$500.00+hst, after July 1st \$600.00+hst.

Are you seeking simple, effective tools for helping your students deal with anxiety, stress and depression? QiGong is an ancient practice designed to revitalize the body, harness the mind and regulate the nervous system. Scientific studies show that QiGong:

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

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

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

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

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

More info about program;

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



CONTACT

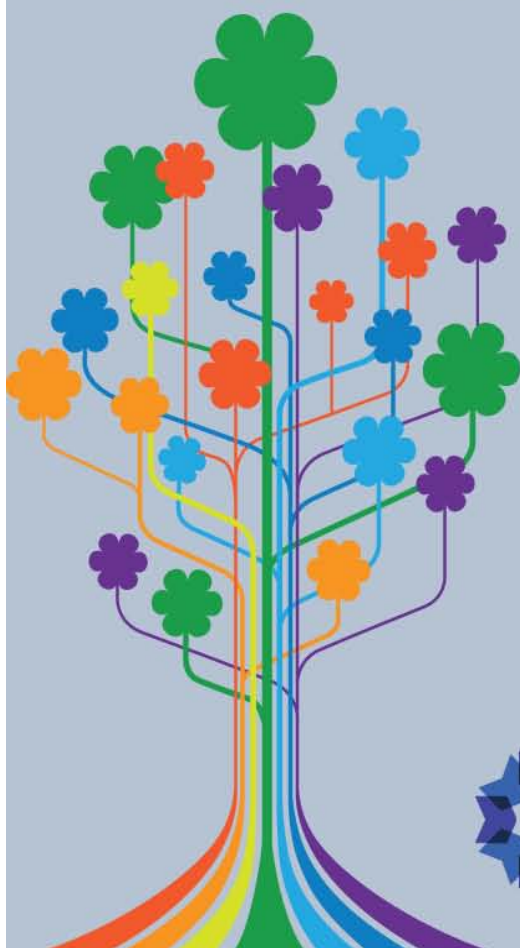
2024 • GRENFELL COLLEGE • CORNER BROOK • NEWFOUNDLAND AND LABRADOR

From Awareness to Action: Empowering Inclusive Educators

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

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

**JULY
23-26**



Prince Edward Island
Teachers' Federation



NBTA
New Brunswick
Teachers' Association



**Nova Scotia
Teachers Union**

Member Services Conference focuses on EDI

The Annual NSTU Member Services Conference took place at the Hotel Halifax on April 19 and 20. This year's conference kicked off with a keynote from NSTU's in-house Legal Counsel Leah Kutcher and Executive Staff Officer, BIPOC Engagement and Advocacy Wendie Wilson.

Their fireside chat format was the perfect backdrop for their perspectives in highlighting the significance of supporting members by prioritizing equity, diversity, and inclusion. Through a sharing of their own stories and life experiences, they delved into topics such as cultural awareness in member representation, advocating for fairness for equity deserving groups during negotiations, and addressing systemic barriers to fair access and opportunities stemming from disadvantage and discrimination.

"Embedded and important within EDI is just awareness—and really making sure that EDI becomes part of the practices of the organization," says Kutcher. "EDI is not just a thing that you do once or a presentation or a policy—you have to live it."

"When I think about equity, it's not a destination it's a journey," says Wilson. "If we're thinking about equity as a place that we actually get to, then we stop doing the work. Terminology is changing and the way we see things are changing. We hopefully nurture spaces where we can have a diverse population and that those people also have voice. We need to think about authentic diversity, authentic equity and also authentic inclusion. What does inclusion really look like? For me I'm reminded of what Dr. Marie Battiste talks about—inclusion as assimilation."

Wilson reiterated that for many, being included means assimilating to the dominant group. "Ultimately it's about allowing people in our spaces as themselves—who they really are. We need to stop reprimanding people for being different."

"You don't get the benefits of true diversity without true inclusion," adds Kutcher. "It's not just being in the room. You may be in the room but you don't actually have the ability to give your perspective."

On Saturday morning Lindsey Harrington, Strategic Initiatives Lead, Conciliation & Mediation Services – Nova Scotia, discussed enhancing diversity, equity, and inclusion through collective

agreement language and different dimensions of diversity while providing examples of how collective language can be modified to be more inclusive.

Following that presentation, Mischa Terzyk, Director, Teacher Welfare and Collective Bargaining, from the Canadian Teachers' Federation presented an overview of the latest developments in collective bargaining in teacher organizations from across Canada. The presentation focused on the latest agreements CTF/FCE member organizations were able to reach and the advances and challenges that were made and encountered in the process.



Leah Kutcher and Wendie Wilson



Shown are some of the 54 participants who attended the conference (l – r) Pictou Local's First Vice-President Eliza Abbass, Cumberland Local's First Vice-President Lindsay Crossman Wheaton, Richmond Local's president Danielle O'Brien, and Dartmouth Local's Member-at-Large Rima Haidar.



Above are members of the Member Services Committee, seated (l – r): Yolanda Aubrecht (Cape Breton District), and Terry Ryan (Halifax County). Standing: NSTU's first vice president and committee chair Jo-Leigh MacPhee, Stacey Barrie (Northside-Victoria), and staff liaison Tim MacLeod. Missing: Krista Moore (Digby) and provincial executive liaison Andrew McCara.

Stop Violence in Schools Bill C-273 Public Advocacy Campaign

The Canadian Teachers' Federation (CTF/FCE) has been focusing on advocating for an amendment to Section 43 of the *Criminal Code* for quite some time now. Given the rise of aggression and violence in our public school system, it is even more important to ensure protective language in Canadian law.

Presently, Bill C-273 and Bill S-251 are at the Committee Stage in the House and Senate, respectively. The CTF/FCE has submitted a brief to both the Standing Committee on Justice and Human Rights and on Legal and Constitutional Affairs. CTF/FCE including NSTU president Ryan Lutes spoke to the Committee on Justice and Human Rights on April 15 about the concerns of teachers regarding the repeal of section 43.

While waiting for the committee to take action, a public advocacy campaign to stop school violence and highlight the need for amendments to the two bills has been launched.



We invite you to take part in this campaign in the following ways:

1. Send [a letter using our digital tool](#) to your local Member of Parliament as well as the members of the Senate and House of Commons committees studying the bills.
2. Check out our [School violence toolkit](#) and use the graphics and ready-to-go messages to amplify the campaign on your social media channels.
3. Listen to [episode 1](#) and [episode 2](#) of the new CTF/FCE *ABSENT* podcast series on violence in schools and share it with your members, partners, etc.

Please find out more about this campaign on our [Take Action](#) webpage.

The *ABSENT* series, brought to you by the Canadian Teachers' Federation (CTF/FCE) Source podcast explores features two episodes on the rise of violence in Canadian schools.

With the help of leading experts and real stories from teachers and education workers, these episodes explore possible solutions, what the CTF/FCE is doing to advocate about the issue, and how you can take action. They can be found at the link here: [Add your voice](#) or the link above.

Public Education: The Lifeblood of Canada

The CTF/FCE is mobilizing, and would like you to take part.

The CTF/FCE recently shared details about **LIFEBLOOD**, a major national mobilization action, as part of the Pan-Canadian Strategy on Teacher Retention and Recruitment.

There is a retention and recruitment crisis, as well as a shortage of educators and sustainable working conditions in this country. There is also a shortage of blood. We are bringing these two important public concerns together in one national, public mobilization action. The CTF/FCE has partnered with Canadian Blood Services (CBS) to collect blood donations in the name of public education until *World Teachers' Day, October 5, 2024*. The general public and all Member and Associate Organizations are invited to take part.



How to join the CTF/FCE team – for new and returning donors

1. **Join the CTF/FCE's team** using this link: <https://myaccount.blood.ca/en/join-team/CTFF0117645>.
2. Sign in or set up an account on blood.ca/PFL or on the GiveBlood app for [Apple](#) or [Android](#).
3. Select "partners" from the menu, then "Go" under "Join an existing team".
4. Search for "CTF/FCE"; the team name will pop up.
5. Join the team and select "yes" when it asks whether your info can be shared with the team champion. Select "Join".
6. Once you've joined the team:
 - o you can book your next appointment as an individual or through your team appointments*.
 - *Go to the "partners" tab, select the CTF/FCE team, then scroll to **Team appointments**.
 - o Anytime you donate blood, your donation will track together with the team!
7. Please note: If you've already donated this year, the count will be retroactive to Jan 1.

Book your appointment here:

<https://myaccount.blood.ca/en/user/login?destination=profile/groups%3FjoinPflId%3DCTFF0117645>

Status of Women Conference 2024 focuses on *Lead-her-ship*

On April 12 and 13, the NSTU held its first Status of Women Conference since the inaugural conference in 2018. The 2020 conference was cancelled because of the COVID-19 lockdown and in 2022, the NSTU was host to the National Women's Symposium organized by the Canadian Teachers' Federation.

This biennial conference provides information and opportunities to come together and support, encourage, inspire, and motivate one another in advancing the status of women in teaching and in society.

The conference theme was *Lead-her-ship*, and it was organized by NSTU's Status of Women Committee and NSTU's executive staff officer BIPOC Engagement & Advocacy Wendie Wilson.

On Friday evening, after an Indigenous smudging ceremony from Wendy Lyons (Halifax City), Dr. Késa Munroe-Anderson, associate professor in Acadia's School of Education, provided her keynote *Women in Lead-her-ship*. A well-known community-oriented, social justice educator and change agent, Munroe-Anderson provided the audience with her Africentric, anti-racist, and Black feminist/Womanist approach to leadership.

She shared the leadership values of Black feminism in her address. "A leader demonstrates a moral obligation towards activism from within and a leader is determined to use their leadership as activism," she says. "Leadership is not neutral we must take a political position in our leadership we cannot straddle a middle ground. We cannot call ourselves leaders if we're not willing to be activists."



Claudia Chender



HRCE Arts Specialist Robin Jensen provides a Collaborative Art Workshop – Woven Voices

She talks about activism in Black feminism as advocating for equity and social justice for the civil rights of others and not for selfish or individual gain, but for the good of the community. "Black women leaders feel a moral obligation to fight oppression from within our communities because of our own personal experiences as members of these communities. What is true for Black women leaders can also be exemplified by all women leaders," she continues.

In quoting Rosemary Brown, the first black woman elected to the provincial government of British Columbia, Monroe-Anderson talks about leadership as door openers. "She states we must open the doors and we must see to it that they remain open. Why? So that others can pass through."

"Opening doors is not an option for us as women who claim to be leader-educators—being an activist is our moral obligation," she continues. "If you are to subscribe to the identity characterized by the word *Lead-her-ship* then you are a door opener. So I ask you, how many doors have you opened for others?"

On Saturday morning, conference delegates were given the opportunity to talk about women in politics in a Q&A: *Women, Lead-her-ship and Politics* session with Claudia Chender, MLA Dartmouth South and Leader of the



Dr. Késa Munroe Anderson is shown with staff officer Wendie Wilson



Lead-her-ship

Nova Scotia NDP. She talked about her journey in politics. “I put my name forward for office because I was worried about my children’s future,” she says. She couldn’t understand why the messaging from the government at the time, (in 2016) was so aggressive and so dismissive, and disrespectful of teachers. “It just did not accord with my experience with these amazing teachers.”

She also discussed issues around the elimination of school boards and school infrastructure and increasing population and their effect on challenges in the classroom, along with the lack of resources and supports in truly implementing the Report on Inclusive Education. Chender also pointed out that her caucus and teachers have something in common. “We are mostly women, and we live in a world where our work is mostly taken for granted.”

Wendie Wilson provided a workshop entitled *Women Who’ve Led*, and the final presentation of the conference was a *Collaborative Art Workshop “Woven Voices”* with HRCE Art Specialist Robin

Jensen. Jensen, who is the Dance/Drama/Visual Arts: Fine Arts Specialist – Visual Arts with the Halifax West Family of Schools allowed participants to work collaboratively in creating art pieces that were woven together to demonstrate the strength and power of the collective.



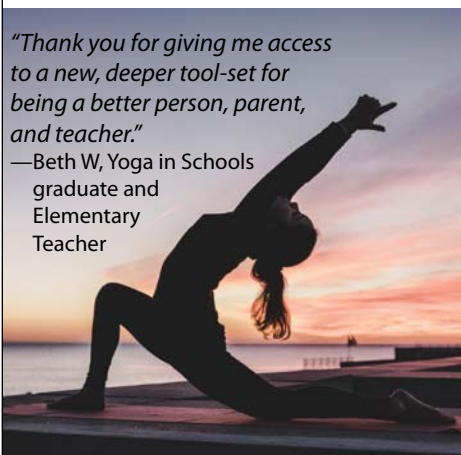
Shown are members of NSTU’s Status of Women Committee: Karlee Parry (Annapolis), Danielle Quinlan (Digby), Sumita Pinet (Halifax City), provincial executive representative Nancie de la Chevotière, Alicia Tingley (Colchester-East Hants), Committee Chair Michelle Pinaud (Northside-Victoria), and staff liaison to the committee Wendie Wilson. Missing: Christine Emberley (Dartmouth).



Sometimes one decision can change your life forever.

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

—Beth W, Yoga in Schools graduate and Elementary Teacher



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

- online or in-person

Rated Top 8 Yoga Alliance certified schools in Canada!

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

Each participant will receive detailed manuals on Yoga Teacher Training, Yoga Grade 11, Yoga for Autism, and Yoga for Diverse Learners, which are useful resources for teachers, therapist and community leaders. Piloted within the school system, Yoga in Schools was developed by the pioneering work of award-winning educators and therapists Jenny Kierstead and Blair Abbass.

“The best program on earth, it changed my life forever and Jenny and Blair are amazing, generous people and so authentic! If you want to start a journey that will transform you to be the better version of yourself, this is it!” Carole Turcotte- French Teacher NB

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

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

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

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

902-444-9642

Email: info@YogainSchools.ca

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



Community Connections Focus of Education Week

Outstanding teachers, public school administrators, early childhood educators and student support staff who help ensure the achievement and well-being of students are recognized every year during Education Week. Education Week 2024 took place April 14 to 20. Seventy award recipients from across Nova Scotia were honoured at a ceremony in Halifax on April 16. The list of recipients is shown on the next page.

His Honour Arthur J. LeBlanc, Lieutenant-Governor of Nova Scotia presented awards to recipients along with EECD Minister Becky Druhan. “The connections that educators build within a community are essential to facilitating safe spaces where students can express themselves and find support. The ongoing examples of inclusion, empathy and respect demonstrated by educators prepare young people to become engaged citizens who care about the well-being of their communities. I can think of no greater gift to give our children as we prepare them to become future leaders and contributors,” he said.

“Schools are the heartbeat of our communities and are made up of dedicated staff and volunteers who work to ensure our children learn and thrive in welcoming and inclusive environments,” said Becky Druhan, Minister of Education and Early Childhood Development. “They are champions for education in Nova Scotia, and we are so appreciative of everything they do.”

This year’s theme, Connections to Community, recognized those who make deliberate efforts to enhance and empower their larger school communities, including families and the community at large. It celebrated staff who build strong relationships between the school and the community as part of meeting the needs of their students.

Annaliese Blois who is a learning centre teacher at Avon View High School, was one of the teacher recipients from the Annapolis Valley Regional Centre for Education. “Having my students out in the community benefits not just them, but the community as a whole. Everyone can learn something from somebody.”

“Community connections provide a sense of belonging for all students, but especially L’nu students. Historically, education was a negative experience for many L’nu students. As we work towards reconciliation, my goal is making school a safe and rewarding space for all learners, and I think community connections are central to that work,” said Nadine Prosper, Mi’kmaq/Aboriginal Educator Award recipient, Sherwood Park Education Centre, Sydney

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 Ryan Lutes. “We celebrate all who build strong relationships between the school and the community.”

Education Week, involves the following education partners:

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



Above are this year’s recipients shown with Arthur J. LeBlanc, Lieutenant-Governor of Nova Scotia and Education and Early Childhood Development Minister Becky Druhan.



Phillip Prosper, a Mi'kmaq support teacher at Whycocomagh Education Centre in Cape Breton, reads to Grade Primary students. Mr. Prosper received the Mi'kmaq Educator / Student Support Award today, April 16, as part of the 2024 Education Week awards. (Contributed)



Nadine Prosper, a teacher at Sherwood Park Education Centre in Sydney, works with students. Ms. Prosper is a recipient of a Mi'kmaq/Aboriginal Educator Award, part of the 2024 Education Week awards. (Contributed)



Joseph Goodwin is shown with his choir from École du Grand Portage, who performed the Acadian National Anthem.



Nova Scotia singer and songwriter Adam Baldwin performed during the 2024 Education Week ceremony on April 16.

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

EDUCATION WEEK 2024 AWARDS

Educator Award

Annaliese Blois (AVRCE)
Tara Balcome (AVRCE)
Gina Graves (AVRCE)
March Tilford (APSEA)
Sarah Doran (CBVRCE)
Lynsey McDonald (CBVRCE)
Amanda-Anne M. Nicholson (CCRCE)
Cyril Venoit (CCRCE)
Phil Scott (CCRCE)
Kelly Chisholm-MacDonald (CCRCE)
Danielle Chiasson-Haché (CSAP)
Mélanie Perreault (CSAP)
Anne d'Entremont (CSAP)
Jackie Buckland (HRCE)
Aaron Jackson (HRCE)
Rebecca Stone (HRCE)
Julie Chandler (SSRCE)
Julie Ramey (SSRCE)
Jyl Boyle (SRCE)
David MacDonald (SRCE)

Neil MacQuarrie (SRCE)
Paula Landry (SRCE)
Joan O'Neil (TCRCE)
Kevin Holland (TCRCE)
Lori MacLeay (TCRCE)

Public School Admin Award

Holly Rand (AVRCE)
Maralyn Delaney (CBVRCE)
Kristi Chisholm (CCRCE)
Natalie Carrier (CSAP)
Jennifer Murray (HRCE)
Tera Dorrington (SRCE)
Jennifer Thibault (TCRCE)

Early Childhood Educator Award

Michele Montalbetti-Ewing (AVRCE)
Joy McNeil (CBVRCE)
Christie MacDonald (CCRCE)
Theresa Chaisson-Gottschall (CSAP)
Shannon MacIsaac-Hanrahan (HRCE)

Sara Brigley (SSRCE)
Nikita Jarvis (SRCE)
Jessica Titus-Thimot (TCRCE)

Student Support Award

Leah Marshall (AVRCE)
Chrissy MacNeil (APSEA)
Amy Adams (APSEA)
Clara Wadman (CBVRCE)
Amanda Heitkemper (CCRCE)
Diane Imbeault (CSAP)
Samantha Galvin (HRCE)
Tina Lineker (SSRCE)
Crystal Chisholm (SRCE)
Leah Duggan (SRCE)
Sharon Pinch (TCRCE)

African Nova Scotian Award

Lawrence Parker (AVRCE)
Skylor Campbell (CBVRCE)
Delcina Dixon – posthumously (CCRCE)

Steven Brown (HRCE)
Jennifer Desmond (SRCE)
Todd Simms (TCRCE)

Mi'kmaq/Indigenous Award

Tammy Morrison (AVRCE)
Nadine Prosper (CBVRCE)
Gordon Pictou (CCRCE)
Tina Primeau (CSAP)
Treena Osmond (HRCE)
Shawn Feener (SSRCE)
Phillip Prosper (SRCE)
Terri Pennell (TCRCE)
Shantel Berry (TCRCE)
Loretta Jarvis (TCRCE)
Kaylee Blair (TCRCE)
Sara Swinamer (TCRCE)

Partner Award

Laurie Martin-Muranyi (FPANE)

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Connections to Community



NSTU Group Insurance Trustees Pregnancy, Parental, and Adoption Leaves

Becoming a new parent is a major life transition. The NSTU Group Insurance Trustees want to help you prepare for this exciting life transition by providing some important benefit information to consider when preparing for a pregnancy, parental, or adoption leave.

If you are a member of the NSTU Group Insurance Plan and are on an approved leave of absence due to pregnancy, parental, or adoption leave, you may continue your benefits on a pay-direct basis by contacting your Plan Administrator, Johnson Inc.

Paying for benefit coverage during a pregnancy, parental, or adoption leave can be a difficult decision as it can cause financial constraints. We also know an illness or injury can happen at any time, that's why we strongly encourage plan members to continue paying Long Term Disability (LTD) premiums throughout their leave. A gap in premium payments can mean a gap in important protection!

Here's a look at two different leave scenarios that shows how LTD benefits work if you continue to pay premiums or if premiums stop.

Scenario 1

You continue to pay premiums while on leave.

You will continue to receive LTD coverage and if you become disabled while on approved leave, you can make a claim.

Scenario 2

You stop paying premiums while on leave.

If you stop paying premiums during your approved leave, you will not have LTD coverage and will not be able to make a claim should you become disabled during the leave. LTD coverage can only be reinstated once you actively return to work and start paying premiums again. Coverage would be on a go-forward basis and not retroactively cover the period where you stopped paying for coverage.

For additional assistance, the following programs and services offered through the NSTU Member Assistance Program (MAP) are available:

NSTU Member Assistance Program	Contact Information
NSTU Counselling Services	(902) 477-5621 1-800-565-6788
Employee and Family Assistance Program	1-877-955-6788 www.homeweb.ca
Carepath – Mental Health Program	1-844-453-6788 www.carepath.ca

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



- ❖ Breast feeding pumps are covered under your Total Care Medical plan when prescribed by a medical doctor or nurse practitioner.
- ❖ The birth or adoption of a child is considered a life changing event. This means that you can make changes to your existing benefit coverage within 31 days of experiencing the life changing event. Please contact your Plan Administrator, Johnson Inc. for more information.

Look no further for exclusive group savings

NSTU members can receive exclusive home and car insurance savings and enhanced coverages.



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car and home insurance

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



NSTU STANDING & OTHER COMMITTEES

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

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

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

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

**Applications must be received in Central Office by
Wednesday, May 22, 2024**

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

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

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

coming events

MAY 11-17 2024

Rainbow Week of Action (www.rainbowequality.ca)

Populist politicians and their friends on the far right are scapegoating queer and trans people to break new ground in their attack on progressive movements, workers, and universal human rights. By targeting our transgender neighbours, colleagues and family members, the far right wants to break new ground in their fight to restrict our shared freedoms, control our bodies, weaken charter-protected rights and maintain a system that favors them and their wealthy friends over people like you and me.

In response, the [Society of Queer Momentum](#) is organizing a National Rainbow Week of Action from May 11th-17th 2024. This is set to be the largest 2SLGBTQIA+ advocacy action in almost 20 years. Throughout the week, 2SLGBTQIA+ people, alongside families, labour activists, feminists and anyone who believes in a more free and equal Canada, will come together at rallies, letter writing events and other advocacy actions across Canada.

You can participate in the National Rainbow Week of Action by [attending a rally near you](#), sending an [email to your member of parliament](#), or organizing an [in-person letter-writing and pizza party](#) in your community (bonus: we'll pay for the pizza!). You can also celebrate our launch with us and share with your networks. Everything you need is linked [here](#).

If you would like to receive ongoing updates about our week of action, [please complete this form](#).

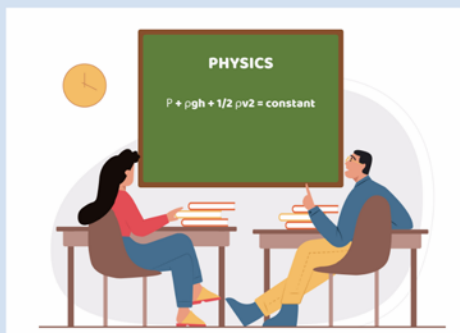


Call for Research Participants

Examining the Secondary Physics Course Enrolment Choices of Nova Scotians

Qualifications:

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



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

t.ly/YBtSu

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

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

2024 REGIONAL PROVINCIAL EXECUTIVE ELECTIONS UPDATE

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

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

as of April 18, 2024

April Munro-Wood Therapeutic Services

Specializing in trauma, anxiety, stress,
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Contact: April Munro-Wood, MSW, RSW, NSCSW 1292

april.munrowood@gmail.com

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Sessions: In person or on line

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Helping families since 1995

info@divorcesolution.ca

902-510-0460

divorcesolution.ca

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

Deals & Discounts

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

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional number.

Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.

To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

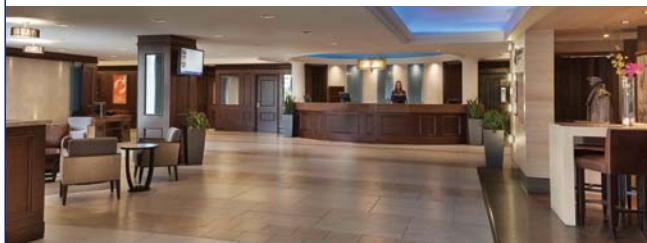
Resource 10% Job share (19.5 days) at Leslie Thomas Junior. Must be resource qualified. Contact Cheryl: chartnett@hrce.ca

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

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

HOTEL HALIFAX

www.hotelhalifax.ca • 833.357.8155



THE BARRINGTON HOTEL

www.thebarringtonhotel.ca • 833.357.8155

NSTU LEISURE RATE

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

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

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

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

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

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

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

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

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