

## NSTU's 104<sup>th</sup> Annual Council

The 104<sup>th</sup> Annual Council of the Nova Scotia Teachers Union wrapped up on May 4<sup>th</sup> after three days of collaboration and debate about how to strengthen quality public education across the province.

The issue of school violence was top of mind during deliberations. NSTU President Peter Day says that teachers expect government to take the required action to keep schools safe.

“While government has taken some minor steps, levels of school violence continue to increase, and major strides are urgently required to properly address the problem,” says Day. “Students and teachers deserve to know that when they head off to school in the morning, they will be safe. Unfortunately, right now, violence is far too prevalent in schools across the province.”

On May 3, Jenny Regal, Canadian Teachers' Federation vice-president brought greetings from CTF/FCE. On May 4, there was a special presentation for outgoing provincial executive member Myla Borden, who is the first African Nova Scotian NSTU member to serve on the NSTU's provincial executive.

From May 2<sup>nd</sup> to May 4<sup>th</sup>, some 260 voting delegates addressed 71 resolutions. Highlights from the 104<sup>th</sup> Annual Council include:

- Jo-Leigh MacPhee was elected by acclamation as NSTU First Vice-President for a second term.
- Two additional Provincial Executive positions were created. One is designated for an African Nova Scotian member and the other for an Indigenous member.
- From now on Locals with eight or more voting delegates to Annual Council

shall have at least one of their delegates designated for an individual from an equity-deserving group.

- Two additional Executive Staff officer positions are being established with both positions designated for women, one of whom is a Black, Indigenous or a racialized member.
- Union membership fee to increase from \$850 to \$925 per year, effective August 1, 2025
- Union membership fee to increase for substitute teachers from \$2.80 to \$3.00 per day, effective August 1, 2025.

- A motion to ensure that NSTU official communications are produced in both English and French also passed.

“The NSTU, like all organizations, has been impacted by inflation and the growing complexity of our classrooms has only increased the need for NSTU services,” says Day. “While nobody wants even a modest increase in dues, NSTU members still pay less for union membership than their counterparts across Canada.”

More highlights of Annual Council 2025 are found on page 11.



# people

## Term position in Member Services

Congratulations to Kent Fraser, who will be joining the member services department for a one-year term as an Executive Staff officer. He will replace a position available due to Paul Boudreau's sabbatical leave from August 1, 2025 until July 31, 2026.

A teacher for over 20 years, Fraser is currently a Resource Teacher with Conseil scolaire acadien provincial at École des Beaux-Marais in Porters Lake. He was a classroom teacher at the same school before becoming a resource teacher. He has extensive experience organizing and hosting professional conferences through his roles with Association of Teachers of Every Child (ATEC) a professional association of the NSTU, and Teachers of English as a Second Language (TESL) Nova Scotia and TESL Canada. He has been an NSTU rep for over 10 years and has been an executive member of Conseil syndical acadien de la Nouvelle-Écosse (CSANE). He currently serves on the ATEC executive.

He holds a Master of Education in Inclusion from St. FX University, BEd (Elementary) from Mount Saint Vincent University and a BA in Philosophy from the University of King's College.

With a deep passion for the Nova Scotia educational system and fluency in both official languages he is committed to serving NSTU members through his new role.



## New Counsellor joins Member Assistance Program

The NSTU is pleased to welcome Amy Mahoney as the newest member of NSTU's Counselling Services. Effective August 1, 2025, she will fill the role recently vacated by Louise Doucet.

With over 20 years' experience as a teacher and counsellor, she is a Registered Counselling Therapist and member of Nova Scotia College of Counselling Therapists and the Canadian Counselling and Psychotherapy Association. Currently, Mahoney is a School Counsellor at Charles P. Allen High School.

Before her school counselling role, Mahoney was a literacy coach, yoga therapist/instructor, and early literacy support and classroom teacher working at HRCE schools including St. Patrick's Alexandra, St. Joseph's A. MacKay, Nelson Whynder Elementary, Joseph Howe Elementary, and Oxford School.

She employs a trauma-informed approach combined with Violence Threat Risk Assessment training, and evidence-based modalities, including Acceptance and Commitment Therapy practices. She integrates somatic-based approaches to emphasize overall wellness and personal growth in her practice.

She holds an MEd (Leadership in Mental Health) from St. Francis Xavier University, a MEd (Counselling) from Acadia University, a BEd from Mount Saint Vincent University, and BA (Honors Psychology) from Bishop's University in Québec. Mahoney is also a certified registered yoga instructor and is currently working towards a Certificate in Visual Arts from the Nova Scotia College of Art and Design.

Throughout her career she has gained an intimate understanding of the unique challenges and demands placed on public school teachers and is excited about the opportunity to continue serving educators in a role that emphasizes wellness and mental health.



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December	November 29
Jan/Feb	January 24
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May	May 9
June	June 13

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**1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca).**

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## NSTU and Tri-County Regional Centre for Education sign regional Agreement

On April 17 NSTU president Peter Day and Tri-County Regional Centre for Education Regional Executive Director Jared Purdy signed a new regional collective agreement. Tri County's approximately 500 public school members endorsed the tentative agreement reached between the NSTU and TCRCE on January 28, 2025. In an online vote, held on March 19<sup>th</sup>, 66 per cent of members of the Digby, Shelburne County and Yarmouth Locals voted 98 per cent in favour of the new regional agreement.

The term of this agreement runs from the official signing date of March 19, 2025 until July 31, 2028. The agreement was reached over one and a half days of bargaining. "This collective agreement was the result of a positive and constructive process, and I commend both parties for their respectful and collaborative negotiations," says NSTU president Peter Day.

The parties firmed up some language in the Agreement making it more inclusive, ensured sick leave transfer for all entities, and included religious leave for non-Christians. The negotiating team for the Union was, NSTU Executive Staff Officer Jeff Morse, NSTU Executive Staff Officer Simon Wilkin, Shelburne County Local 1<sup>st</sup> Vice President and Tri-County REWC chair Leah Weare, Digby Local 1<sup>st</sup> Vice-President Denise Boudreau, and Yarmouth Local 1<sup>st</sup>

Vice President Tarah Thompson-Schwan. Members of the employer's team were TCRCE's Director of Human Resources Christie Macdonald and Coordinator of Employment and Labour Relations Jason Murphy.



*Shown (left to right): Danielle Quinlan, Digby Local president; Christie Macdonald; Jared Purdy; Peter Day; Jeff Morse; Chad Warren, Yarmouth Local president; and Sarah Acker, Shelburne County Local president and Tri-County RRC Chair.*

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# From the NSTU President



## Report to Council 2025

*(excerpt from Peter Day's remarks to Annual Council 2025)*

Welcome to Annual Council 2025!

I want to start by sincerely thanking each and every one of you for taking time out of your hectic schedules to be here this weekend. Your commitment to being part of this work, shaping the future of the NSTU, truly matters.

Seeing the round-table setup tonight made me think about Councils of the past, and just how far we've come. I think of some of the positive changes over the years: moving to electronic keypads, introducing the pre-council vote, and giving proper time to honor our service award recipients.

And it got me thinking about the broader changes we've fought for and achieved, improvements in our provincial and regional agreements that have made a real difference in the lives of our members.

This reminds us that progress doesn't happen overnight. Real, positive change is a continuous journey. One that takes perseverance, advocacy, and sometimes a little patience. It comes from moving forward, challenging the language, testing the boundaries, and never losing sight of what we're fighting for.

The strength of any union is its solidarity, and Nova Scotia's teachers have proven time and again that when we stand together, we are a force to be reckoned with.

I want you to know that I am humbled to address this Council for the first time as president. It has been an absolute privilege to serve as your president, to be your voice and advocate these past months.

While there has been minor progress made. Government has taken very small, early steps to address safety in schools and to start tackling the teacher shortage. While it's not enough, it does

show that our concerns are being heard louder and clearer.

But let me be clear, small steps **must** lead to meaningful strides. The current state of our schools is not sustainable. Our advocacy must continue, because students, teachers, teacher specialists and school communities deserve better.

I urge you to think about how we can continue promoting the urgent need to improve working conditions for our colleagues and learning conditions for our students. Let's also remember real change happens not just by speaking up for ourselves, but by building bridges: with parents, with families, with our communities, and yes, even with elected officials. We must keep in mind the perspectives of other stakeholders in our school communities, and how our advocacy could potentially be received by those outside of our profession.

We already know the challenges in our classrooms. Now we must find the words, and the actions, that help others understand them too.

Before I finish, I would be remiss if I didn't acknowledge and thank my predecessor, Ryan Lutes, for his leadership and service. Ryan played a major role in achieving our most recent contract. A contract that included more gains for members than we've seen in a long time. Ryan, thank you for everything you brought to your presidency and for the foundation you've left for us to build upon.

I'm excited to share ideas, engage in spirited and respectful debate, and hear from voices across this great province. Together, we can enrich our profession and improve the lives of our fellow teachers and teacher specialists.

Be passionate. Be vocal. Be respectful. And above all, be proud of the work we do together.





# Join the Nova Scotia Youth Climate Council



Apply by July 1, 2025

The NSYCC provides youth an opportunity to advise the Minister of Environment and Climate Change on the government's response to climate change.

Apply if you are:

- ☒ Between 14 and 24 years old
- ☒ Currently living in Nova Scotia
- ☒ Passionate about climate change



Apply at:  
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## Wellness by Example: A Challenge to Model Self-Care in Teaching

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

May is Mental Health Awareness month, and your Professional Learning team wanted to share ideas of how you can weave wellness into your professional practice, not only for your own well-being but to inspire and model healthy self-care practices for our colleagues and students.

The first suggestion is to get together with one or more colleagues to form a buddy system. This can help you support one another by setting goals, maintaining habits and getting back on the proverbial horse when needed.

As inspiration for possible ideas, check out this month's [Action for Happiness calendar](#). *Action For Happiness* offers a calendar in several different languages with a different theme for each month and prompts for each day that connect to the overall theme. You can integrate these prompts directly into your Microsoft Outlook calendar.

Looking at the prompts, which are you curious about? Which

are you looking forward to trying? Which ones would be most challenging?

Speaking of challenges, let's try one.

For every post that we get from our followers on Instagram and Facebook with a photo or video that represents you engaging with these prompts and a link to how they are accompanying your professional practice, you will be entered into a prize draw for one of 3 Indigo gift cards! **These photos do not have to include your face, but need to tag @nstuappl or #nstuappl and #may25applwellnesschallenge.** We are looking forward to seeing how many of you are up to trying these ideas.

From your ideas, we will compile a list of best practices and share them in the June edition of *The Teacher*.

To help you keep track of your progress, this month's giveaway can be used to augment your well-being practice!



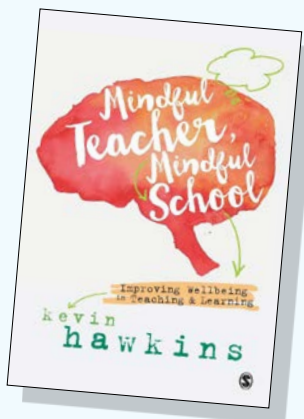


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Email your name, home address, and the name of your school with **PL** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **June 18, 2025**, to be eligible for the draw.

**Mindful Teacher, Mindful School**  
by Kevin Hawkins

Published by Sage, *Mindful Teacher, Mindful School: Improving Wellbeing in Teaching and Learning*, is a guide to mindful practice for teachers. Learn how to use mindfulness professionally and personally and incorporate it in teaching to support student wellbeing.



## **TPA Update**

### Teachers' Provincial Agreement Changes to Teachers Pay Cycle

There has been an alteration in a recently negotiated change in the Teachers' Provincial Agreement regarding the pay year (Article 66 – Method of Payment and Letter of Understanding (LOU) 9 – Transition of Contract Year). As per the LOU, the contract and pay year for NSTU members would change from August 1 – July 31, to September 1 – August 31, effective July 31, 2025.

Several implementation issues have come to light that had not been anticipated. As such, the NSTU and EECd have agreed that it is in everyone's best interests to pause the work associated with implementing the change.

As a result of this, the pay year will not be changing in August 2025 as set out in the Teachers' Provincial Agreement. NSTU members will continue to be paid on the existing August 1 to July 31 pay year until further notice.



### Yoga in Schools 20th Anniversary Event! Resilient Youth Certification Training.

Visit <https://yogainschools.ca/>  
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**Leaders:** Jenny Kierstead and Blair Abbass and young visionaries who are actively changing the way education relates to trauma and stress.

**Who can attend:** Educators, Support staff, Therapists, people interested in raising their own resilience. All-levels of ability and experience are welcome!

**When:** July 17-18th, 2025, In-Person / Online

**Where:** Halifax, Chocolate Lake Hotel

**Fee:** \$500 + HST (Also check local PD for funding)

#### REGISTRATION:

[https://form.jotform.com/Yoga\\_Schools/resilient-youth-certification](https://form.jotform.com/Yoga_Schools/resilient-youth-certification)  
or Email: [info@yogainschools.ca](mailto:info@yogainschools.ca)

Join us for this extraordinary two-day training, and learn the most cutting edge practices for helping children deal with screen addiction, mental health crises, obesity and disengagement.

#### Some Tools Include:

- Grounding embodiment practices
- Relaxation practices that recharge your body battery
- Mindfulness exercises that foster an unshakable center
- Positive Psychology for expanding your Window of Tolerance

#### Sample Workshops include:

- Recovery tools for Tech Addiction
- Surviving Suicide and Finding Purpose
- A Neurodivergent Educator's Resilience Journey
- Keep Calm and Carry your Cleansing Tools

# Looking after speech and hearing

By Meghan MacNeil, M.Sc., S-LP(C)-Reg

The month of May is Speech and Hearing month, a time to raise awareness of communication health and the work of audiologists and speech-language pathologists (S-LPs). The theme for 2025 is *S-LPs & Audiologists: Doing More Than You Think*. S-LPs who work in the public school system are NSTU members who work to assess, diagnose and treat communication-based disorders and to support their colleagues in meeting the diverse learning and communication needs in their classrooms. While many are familiar with some of the communication challenges students may face, teachers are often less aware of the potential challenges they themselves may face. Some communication health challenges that teachers are common among teachers include:

## Voice

Much like singers, lawyers, and clergy, teachers are occupational voice users. Your voice is one of your greatest assets, but misuse can cause damage leading poor sound quality, poor volume control, and pain or discomfort. When you're speaking, your vocal folds – commonly called vocal cords – vibrate to produce sound much like the strings of a guitar. The vocal folds function best when speaking at a conversational volume and when kept well hydrated. Frequent yelling or raised volume, talking for long periods of time without vocal rest, and even coughing or throat clearing can cause the muscles in and around the vocal folds to become irritated or inflamed. Repeated irritation can lead to serious vocal problems which may require medical intervention to alleviate. Teachers can help protect their voices by using amplification systems in their classrooms, drinking plenty of water, and using nonverbal call-and-response practices to gain attention instead of shouting. If you notice your throat feeling dry or fatigued, or your voice sounds hoarse or raspy, do your best to rest your voice, don't just push through it. S-LPs who work with adults can provide support free of charge to anyone with a Nova Scotia health card through Hearing and Speech Nova Scotia (HSNS).

## Communication Modalities

Teachers excel in using and understanding language and improve year after year as their experience grows. Yet we've all had the experience of repeating ourselves over and over only to be faced with hands-up asking what to do. Many teachers are unaware of or underestimate the number of different ways they communicate with students and how they might be able to improve outcomes and reduce frustration. Among the most important strategies is the use of visuals. Writing down key words or using pictures (even poorly drawn!) can help improve communication by turning temporary verbal messages into permanent information. Giving instructions in simple language chunks and repeating it in the exact same way each time means students with language and executive function difficulties do not get confused as to whether it is a new instruction or an old one repeated. Using gestures to

demonstrate vocabulary words and new concepts helps students to understand you more quickly and be better able to work through material independently. Using voice amplification is again useful in improving understanding in your classroom by boosting not only volume but clarity. Increasing the effectiveness of your own communication is not only UDL but also improves your effectiveness and confidence in your classroom. Your school S-LP can help support you in improving your classroom communication.

## Hearing

Schools can be loud. While legislation protects workers from excessive noise from machinery or equipment, a crowded hallway, packed gymnasium, or excited classroom can quickly rise to a volume high enough to cause damage to your hearing. You may have attended a concert and noticed difficulty hearing afterward only to be back to normal by morning. However, long-term, repeated exposure to noise can cause irreversible damage to your hearing causing a great deal of personal and professional frustration. Common symptoms of noise-induced hearing loss include difficulty hearing high pitched sounds like birds chirping, difficulty listening in situations with multiple sound sources (e.g., having a conversation when the television is playing), asking people to speak louder or more slowly, and ringing or buzzing in the ears called tinnitus. You can help protect your hearing by helping students to understand and monitor their voice volume to keep classroom noise lower and working with your school's Occupational Health and Safety team to find ways to improve classroom acoustics and reduce echoes and reverberations. Some teachers such as music or physical education might consider specially fitted earplugs which can reduce volume while preserving sound quality. Most important is to regularly have your hearing assessed by an audiologist to help establish a baseline for your hearing health. The waitlists can be long, but audiological evaluations are available for free through Hearing and Speech Nova Scotia (HSNS).

S-LPs know how difficult changes to communication health can be for anyone, and teachers, as professional communicators, are particularly at risk. Small changes to your practice can make a difference in ensuring the longevity of your voice, hearing, and communication. In Nova Scotia, S-LPs and audiologists are regulated health professionals and are available to help — they do more than you think!

*Meghan MacNeil is a Speech-Language Pathologist who works in the Strait Regional Centre for Education. She is the current president of the Speech-Language Pathologists and Audiologists Association (SPAA) and president-elect of the Nova Scotia College of Audiologists and Speech-Language Pathologists (NSCASLP).*



# the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **June 18, 2025**, to be eligible for the draw.

## ***But My Speech Is Fine!***

By Lauren Hermann

Published by Trunk Publishing

*But My Speech Is Fine!*: Speech-Language Pathology: True Stories of a Misunderstood Profession explores real stories about the misunderstood profession of speech-language pathology. *But My Speech Is Fine* is a collection of author Lauren Hermann's on-the-job experiences as a speech-language pathologist. This book is meant to dispel the occupational myths and show the expertise S-LPs provide.



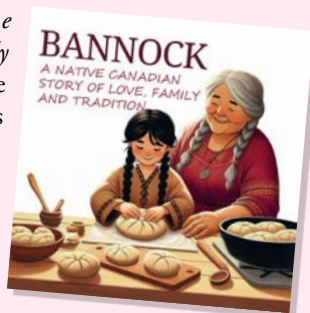
# EQUITY COMMITTEE

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **June 18, 2025**, to be eligible for the draw.

## ***BANNOCK***

Published by Kwarakwante Publishing

In *BANNOCK: A Native Canadian Story Of Love, Family And Tradition* discover the warmth, love, and traditions of Indigenous culture. Perfect for children aged 2-7, Bannock teaches the values of patience, sharing, and the importance of passing down family traditions. Whether you're reading it at home or in a classroom, this timeless tale will surely spark conversations about heritage and create lasting memories. This book also includes a short history of bannock, exploring its Indigenous origins and role as a symbol of cultural resilience and connection.



# frèsh

Putting new members in the KNOW!

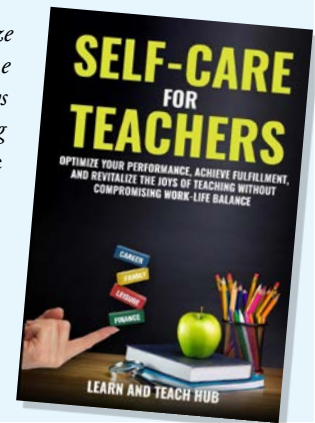
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## ***Self-care For Teachers***

by Learn and Teach Hub

Minadelgloria publishing LLC

*Self-Care for Teachers: Optimize Your Performance, Achieve Fulfillment, and Revitalize the Joys of Teaching Without Compromising Work-Life Balance* is a resource book designed to help you find fulfillment and joy in teaching, understand your stressors, and cope with challenges inside and outside your classroom.



# April Book Winners!



Jeanna Wagner — HRCE



Stephanie MacLean — CSANE



Natasha Yorke-Phillip — TCRCE



Jessica Atkinson — AVRCE

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## Myla Borden recognized as first African Nova Scotian Provincial Executive member

At Annual Council 2025, outgoing provincial executive member, Myla Borden (Pictou) was recognized as the first African Nova Scotian to serve on the Nova Scotia Teacher Union's provincial executive. "While she is completing her four-year term as a provincial executive member, her contribution and dedication have helped build capacity for the inclusion of equity-deserving members serving in NSTU leadership positions," says NSTU president Peter Day.

A teacher for 30 years, 2025 will be Borden's last year teaching. She began working in the public education system as an Educational Assistant, 40 years ago. In 2002 she was approached by then Pictou Local president Alan MacLean (a former NSTU assistant executive) and encouraged to run for the Vice President of professional development position on the Pictou Local executive and she has remained actively involved ever since, including serving as first VP of the Local for many years and as Local president for four years, 2015 to 2019. She's also served on many provincial committees including public affairs, curriculum, professional development, and political action. Currently she serves on the Equity, Governance and Policy and Personnel Committees. She was also a member of the ad hoc Committee on Inclusion of Equity Seeking Members.

In accepting this special honour Borden thanked those who supported her. "I couldn't have done this without the help of so many along the way," she says. "I'm deeply grateful to those who

made this recognition possible and, more importantly, helped shine a light on the voices that too often go unheard in this powerful organization."

The special presentation at Annual Council was led by Wendy Wilson, NSTU's BIPOC Advocacy and Engagement staff officer, and NSTU's Public Relations Coordinator, Angela Murray.

She received a Local Service Award last fall from her Local for her long-standing service to the Local for her continued support for her members, reps and her Local executive. She is also a respected artisan known for her quilt making. A long-time member of Vale Quilters of New Glasgow, most recently, her work has been on display at the Textile Museum of Canada art for the *The Secret Codes: African Nova Scotian Quilts* exhibition, which brought together historic and contemporary quilts embodying the stories and voices of the African Nova Scotian community. She has been quilting for as long as she's been teaching, and it kept her busy in the early days of her teaching career, when it was difficult to find a full-time teaching position.

"Myla provides advice and a shoulder to lean on when needed and continuously pays it forward by providing mentorship and tapping NSTU members on the shoulder—in particular equity deserving members—to encourage them to get involved in their Union," continues Day. "She is not afraid to say what needs to be said and is always willing to step forward to fight for what is right. It is my pleasure to honour Myla Borden."



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\$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.

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

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

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**March 28 April 28 May 30 June 26**



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\* NSTU members who have already registered an email address are also eligible for the draws.

**The NSTU Webmail system will be terminated on July 18, 2025.**

# NSTU Research Repository

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

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



Members should contact  
our Professional Learning  
department via

**appl@nstu.ca**





## APSEA Local holds Rep Retreat in New Brunswick

The APSEA Local of the NSTU held a rep retreat for its reps in Nova Scotia, New Brunswick and Prince Edward Island on April 5 and 6. The NSTU represents teachers who work for the Atlantic Provinces Special Education Authority in Nova Scotia, New Brunswick and Prince Edward Island. They work with students who are deaf, hard of hearing (DHH) and/or blind or low vision (BLV).

This was the first time that the event took place in New Brunswick. APSEA reps traveled from around the Maritimes to the Amsterdam Inn in Moncton to network, share and learn more about the important role they play as NSTU reps.

NSTU president Peter Day attended the rep planning session to speak with members and address concerns.



*NSTU staff officer Tim MacLeod*

NSTU member services executive staff officer, Tim MacLeod, who provides support to APSEA members, presented a workshop on upcoming negotiations and shared information about the asking package and received feedback about the process.

“My approach to bargaining is a blend of interest-based and the traditional approach,” he says. “We know that the new service delivery model employed by APSEA in impacting APSEA members and significantly increasing workload.”

The NSTU and APSEA are scheduled to exchange asking packages to begin negotiating a new collective agreement on June 16.

APSEA president Lisa Brett along with members of the APSEA executive organized the event. MacLeod also



*Shown in the photo front row are: NSTU president Peter Day, Sheri Stevens (DHH), Jennifer Paterson (DHH), Lesley Anthony (BLV), Melissa Colwell (BLV), Annette Manuel (BLV), and APSEA Local president Lisa Brett (BLV). Back row: David Maclean (DHH), Amanada Weaver (DHH), provincial executive member Andrew McCara (DHH), Maaikie Niet (DHH), Rachel Smith (DHH), Shauna Power (BLV), Beth Button (BLV) and executive staff officer Tim MacLeod.*

presented workshops on *The Impact of AI on Teaching* and *Unity*. Members provided great hands-on input about their positive and negative experiences with AI. While it can assist in personalized learning, administrative efficiency, content creation and accessibility—which is of particular importance for APSEA teachers serving DHH and BLV students—it does however

present challenges. Some things discussed included depersonalization, equity issues—not all schools or students have equal access to AI technologies, and potential data privacy concerns.

The closing workshop focused on unity and engagement at the local level and participants shared ideas and best practices moving forward.



*APSEA reps are shown at their retreat.*



# Equity conference focuses on Intersectionality



## EQUITY DIVERSITY INCLUSION



NSTU's Equity Conference continued its focus on equity, diversity and inclusion, on April 11 and 12 where some 45 NSTU members learned about intersectionality.

NSTU president Peter Day brought greetings during the opening session. "A sincere thank you to our staff officer Wendie Wilson and the members of the Equity Committee. Your efforts have created an important space where we can come together, reflect, and move forward with purpose," he says. "This conference is about more than just professional learning—it's about building a stronger, more inclusive union and school communities. Equity, diversity, and inclusion are not just words—they are the foundation of respectful, thriving learning and working environments. They are essential to the wellbeing of our students, our colleagues, and our communities."

The opening night presentation, facilitated by NSTU's BIPOC Advocacy and Engagement staff officer Wendie Wilson and liaison to the Equity Committee was presented in a Table Talk format. She encouraged participants to explore what makes them comfortable and uncomfortable in a space. It helped to set the stage for the Saturday morning presentation and set norms for the conference. "We hope we have created a space that is safe—including psychologically safe," she says.

On Saturday morning, Wilson provided a workshop entitled *Our Story & Intersectionality*. "We need to think of people as more than one thing,"

she says. "I'm a Black woman, but I'm much more than that. We tend to trap people in one intersection and can't seem to move beyond that intersection."

A term coined by American civil rights advocate and critical race theory scholar Kimberlé Crenshaw, intersectionality describes how various social and political identities, such as gender, race, class, sexual orientation, and ability, intersect and create unique experiences of discrimination and privilege.

Participants were given an inventory of intersections to help them tell their own story and share with at least one other person in the room. "You can tell a story about race, religion or culture," adds Wilson. "Looking at these intersecting categories gives us a framework for understanding how they shape people's lives and experiences."



*Shown are members of NSTU's Equity Committee, organizers of the 2025 Equity Conference donning their EDI hoodies. Front row: Nadia Lamrani-Darwish (Kings Local) and Jacqueline Durnford (Halifax County). Back row: Crystal Randell, Chair (Colchester-East Hants); Holly Schaller (Cape Breton District); Wendie Wilson; and provincial executive liaison Myla Borden (Pictou). Missing: Sandy Veinot (Kings); and Quinn Kloppenburg (Halifax City).*

In working towards creating a safe space for the participants of the conference, Wilson highlighted Maslow's hierarchy of needs. "After physiological needs are met— food, water & shelter, the next level is feeling psychologically safe in spaces, then love and belonging—the only way to self-actualize is to make sure the other parts are met," she continues. In doing some research, Wilson discovered that Maslow spent time with the Northern Blackfoot Confederacy where he visited the Siksika Nation in 1938. During his time there, he was inspired by their way of life, and ways of being. "Love, belonging and esteem are deeply ingrained in Indigenous culture. Maslow saw the ways they [Siksika] treated each other, with mutual respect and a sense of belonging. I'd like to acknowledge that Maslow's pyramid has roots in Indigenous principals. A lot of the things we are practicing now are really rooted in Indigeneity. He saw people working together, supporting each other, reciprocating, connecting. He saw how they related to each other and how they could self-actualize once all their physiological and psychological needs were met."

In talking about relationship and connecting and communicating with one another Wilson offered some advice. "You might want to take an inventory of your communications style, the need to be patient, and giving time and space for students and colleagues to tell their stories. You can create spaces within the



*Wendie Wilson*



day for them to tell a piece of their story—like show and tell. We share who we are through our stories, and we get to know people through their stories.”

Kate Cole was a featured speaker on April 12 with their *A Queer's Query* presentation. Cole, a member of the Cumberland Local executive is a school counsellor at E.B. Junior High School in Amherst. Cole shared their teaching background, having taught up North, their journey to becoming a school counsellor at a middle school at the school they taught at for a long time. “It was also the school I attended as a student,” Cole says. “I find it odd because I never expected to go back to my hometown.” They shared some other intersections, like being married and being a dog owner. “I grew up rural, did my post-secondary education rural and am now still living rural—but I do not like camo.”



*Shown are participants at this year's Equity Conference with NSTU president Peter Day. All were attending the biannual conference for the first time: Aaron Jackson (Dartmouth); Viviane Abdallah (Dartmouth); Danielle Theriault (Halifax City); Marie Hawley (Northside-Victoria); Day and Jo Alphonso (Lunenburg County)*

They shared their qualitative-based narrative study conducted with four 2SLGBTQIA+ educators in Nova Scotia. The research asked the question: What are the experiences of queer educators in Nova Scotia? Three themes emerged in the research: The Work, The Supports, and The Microaggressions of Hegemonic Influence.

They co-wrote an article with thesis supervisor Dr. Tanya Surette of Acadia University condensing the 191-page thesis into eight pages. “I was interested in exploring the tokenized experience of rural queer educators within their role, and the microaggressions they experience.”

Cole says that using a qualitative approach is more holistic. “The narrative-based inquiry, getting people’s stories made the most sense. People are unique and intersectional, and not monolithic—there’s a danger of a single story.” They used critical theory, minority stress theory, and queer theory for their research. “When it comes to the experiences of queer educators in Nova Scotia, I was told it didn’t exist. The stories exist, but it isn’t necessarily in scholarship. My experiences as a queer educator have impacted me with navigating multiple provinces, multiple schools in how I come to be at this microphone today. After diving into the literature that exists, a very large gap in academia was found.”

Cole’s research indicates that queer educators in Nova Scotia receive only minimal support within the education system and are often find themselves advocating for queer youth and by extension, for their own identities. “I call it superficial box ticking, and the work they do for their students and colleagues is



*Equity Conference resources*

tokenized, like running a GSA—or being appointed to do things because they are a queer person.” This tokenized workload is on top of the regular full workload as an educator.

Cole also talked about microaggressions of hegemonic influence. “These microaggressions are everyday slights that cause harm to people—death by a thousand cuts. Hegemonic influence is more to do with people who are in positions of power doing things subconsciously and forcing people to either assimilate or hide those parts of themselves so they can exist in a world that isn’t necessarily built for them.”

The research highlights the importance of decolonizing the education system and the need for more studies that represent an intersectional representation of NSTU members. Cole received Education Research Awards from the NSTU and an Outstanding Master’s Research Award from Acadia University for their research.

Conference feedback was very positive. One participant summed it up this way: “I’ve been to conferences before where I’ve got to meet people. At this conference I got to KNOW people.”



*Kate Cole*



## 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:** assists in planning the biennial Equity Conference; 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.
- ☐ **INSURANCE TRUSTEES:** oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/ Total Care Dental, LTD, MEDOC® and Home & Auto. NSTU members and PSAANS members are eligible to be appointed to this Committee. **One Vacancy: 7-year term (Southshore Region or Tri-County Region or Strait Region). DEADLINE MAY 30, 4:30 pm.**
- ☐ **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:** assists in planning the biennial Political Action and Public Relations Conference; 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:** assists in planning the annual Professional Associations Leaders Conference; 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:** assists in planning the biennial Professional Development Conference for Local Leaders; 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.
- ☐ **PROVINCIAL ECONOMIC WELFARE COMMITTEE (PEWC):** Responsible for preparing the Asking Package for the Teachers' Provincial Agreement.
- ☐ **SHEONORAIL 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.
- ☐ **STATUS OF WOMEN COMMITTEE:** assists in planning the biennial Status of Women Conference; 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 28, 2025**

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.*



## Kings Local recognizes 25+ years of service

The Kings Local recently held a celebration to recognize members who have dedicated 25 to 28 years to the teaching profession. This year's event was held on April 24 at The Annex in Canning. Organized by a committee of Kings Local members and hosted by Kings Local President Joanne Richardson Landry, the event honored the commitment and dedication of teachers and specialists.



*Kings Local president Joanne Richardson Landry*



*Shown seated: Peter MacDonald, Lloyd Boutilier, Kathy Boutilier, Jessica McAleer, Anita Caldwell, Natalie McIsaac, Heather Fulton, Andrea MacDonald, and Renata Verri. Standing: Joanne Davenport, Crystal Turner Tracy, Krista Lunn, Angie Rushton, Krista Campbell, Jacinda Hatton, Eileen Hiltz, Laura McCulley, Kathy-Ann Browning Johnson, Penny Corbett, Mindy Hupman, Kristi Ross, and Trish McNair. Missing from the photo: Mike Bekkers and Kevin Pearle.*

## Past Presidents' lunch

NSTU president Peter Day hosted the NSTU's past presidents at a lunch during Annual Council on May 2. This provides a networking opportunity for past leaders and the current president.



*Shown (clockwise from the bottom left): Brian Forbes (2000-2004); Mary-Lou Donnelly (2004-2008); Liette Doucet (2016-2018); Peter Day; Paul Wozney (2018-2022); John MacDonald (1992-1996); Harold Doucette (1980-1984); Donnie MacIntyre (1996-2000); Karen Willis Duerden (1986-1990); Dominique Henry (1974-1976); and Shelley Morse (2012-2016).*



## The federal government announced further details on the Student Loan Forgiveness program. The main highlights are:

- Teachers who work in communities of 30,000 people or less (according to census figures) will be eligible for portions of their federal student loan to be forgiven. An eligible community is defined as a “population centre with a population of no more than 30,000, or a rural area”. The CTF/FCE anticipates that closer to the implementation date, people will be able to confirm eligibility by putting in their postal code to a Government of Canada website.
- Teachers who qualify would be eligible for up to \$30,000 in loan forgiveness over 5 years. The annual forgiveness amount will be \$4,000 in year 1, \$5,000 in year 2, \$6,000 in year 3, \$7,000 in year 4, and \$8,000 in year 5.
- Loan forgiveness will begin on November 1, 2025.

More info: contact Mark Garcia, Advocacy and Government Relations Coordinator, at [mgarcia@ctf-fce.ca](mailto:mgarcia@ctf-fce.ca).



## CONTACT 2025

CONFERENCE ON NEW TECHNIQUES AND CLASSROOM TEACHING  
hosted by NBTA

### *Voices of the world*



### Navigating Diverse Classrooms Together

An opportunity for teachers from Atlantic Canada to come together to share ideas, to reflect on experiences, and to celebrate all that is best about teaching.

August 5-8  
UNB Saint John

## ARE YOU INTERESTED IN FACILITATING A WORKSHOP AT CONTACT 2025?

If so, please email your proposal based on the theme above to [amarchand@staff.nstu.ca](mailto:amarchand@staff.nstu.ca) by January 10, 2025.

All proposals will be considered by the CAPTO Professional Development Officers and the successful facilitator will be notified by the end of January.





## Queens Local president receives Education Research Award

NSTU president Peter Day presented Laura Fryday (Queens Local president) with her NSTU Education Research Award certificate during Annual Council 2024 on May 3. She received her Education Research Award for her Master's research at Memorial University of Newfoundland. Her research, entitled *Does Reducing the Impacts of Poverty Increase Student Achievement?* explored the multifaceted challenges of poverty and its impacts on students and the community. She is one of four NSTU members to receive awards during the 2023-2024 school year. Fryday, a Learning Centre teacher at Liverpool Regional High School, works for the South Shore Regional Centre for Education, and has been serving as the Queens Local president 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 3, 2025 by 4:00 p.m. For more info:

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



*Sometimes one decision can change your life forever.*



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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." Carole Turcotte- Teacher NB

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

**When:** July 5-13th, 2025 (Alternative start date September 27th, 2025)

**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.

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





# A Restorative Approach in Schools

**DATES:** May 9 and May 26, 2025

**NOTE:** This module will be held in person in HRM and will be open to any interested educators across the province.

**TIME:** 9:00 am – 3:00 pm

**LOCATION:** May 9 at the HRCE ResMaw-Lukutink Room and Maw-Lukutink Room 108 and on May 26 at the CSAP Office, 250 Brownlow Avenue, Dartmouth, Nova Scotia B3B 1W9

**TO REGISTER:** [Educational Leadership Consortium of Nova Scotia - ELCNS](https://www.elcns.ca)

**COST:** \$500.00 + HST

**FOR MORE INFORMATION:** Paula Evans, ELCNS Professional Learning Coordinator, [pevans@elcns.ca](mailto:pevans@elcns.ca)

**FACILITATOR:** Glenn Thompson

**DESCRIPTION:** This module is designed for identified school educators and explores a restorative approach within schools, with particular attention to its potential to fulfil our commitments and priorities to inclusion, belonging, equity and well-being. The module will focus on the knowledge, skills and capacity needed to lead and support a restorative approach on the day to day in schools, including the underlying principles related to a restorative approach, a restorative approach to classroom and school leadership, and implementing a restorative approach to foster positive interpersonal relationships, school climate and culture and responsive pedagogy.



Professional  
Learning



# coming events

## MAY

### *Mios nan Gàidheal | Gaelic Nova Scotia Month 2025*

May is Mios nan Gàidheal in Nova Scotia which is a time to celebrate and promote awareness of the history, culture, language, contributions, and achievements of Gaels across the province. This year's theme is *'S ann beò a tha a' Ghàidhlig an Albainn Nuaidh | Gaelic Lives in Nova Scotia*. This theme serves to show all Nova Scotians the persistence and resilience between Gaels and Gaelic language and culture during the month of May.

## MAY 25 TO 31

### *Nova Scotia Access Awareness Week:*

Nova Scotia was the first province in Canada to champion Access Awareness Week as an extension of [Rick Hansen's 1987 Man in Motion World Tour](#). During this initiative Rick and his team wheeled through 34 countries raising awareness about the potential of people with disabilities and the possibility of creating accessible and inclusive communities.

For 37 years, Nova Scotians have organized community events, press conferences, forums, concerts and lectures during Access Awareness Week to bring attention to the importance of removing barriers for people with disabilities. Through public awareness, community partnerships education and dialogue, Access Awareness Week aims to foster an environment of equal participation for persons with disabilities. To learn more about events and initiatives happening across the province see the [Nova Scotia League for Equal Opportunities](#) and [Reachability](#).



Gaelic history and culture can be found in Nova Scotia. In fact, one third of Nova Scotians are descendants of Gaels from the Scottish Highlands who settled here in the 1700s and 1800s. While not all speak the Gaelic language, our heritage and identity remain vital elements of Nova Scotia life.

**Cumaibh suas Mios nan Gàidheal.  
Celebrate Gaelic Nova Scotia Month.**



*'S ann beò a tha a' Ghàidhlig  
an Albainn Nuaidh*  
Gaelic Lives in Nova Scotia



**The deadline for the June issue  
of The Teacher is June 13**

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



# What Happens to My Benefits When I Retire?

It's that time of year when many teachers will begin to consider or may have already decided to retire from the teaching profession at the end of this school year. The NSTU Group Insurance Trustees want to ensure that you are aware of exactly what occurs at retirement with respect to your NSTU Group Insurance Program coverages.

Listed below is a summary of the coverages that are available to plan members under the age of 65. We have also provided a list of important points to note as you consider the coverage you will have at retirement.

## Summary of Plan Coverage – Retiring Under the Age of 65

### Total Care Medical

Total Care Medical is a comprehensive supplementary health care program. It provides prescription drug coverage for members/spouse under age 65, a semi-private hospital room, vision care, paramedical services, including physiotherapy and massage therapy, and many other benefits

- Coverage may be continued.
- Premiums are 100% paid by the Province of Nova Scotia for members in receipt of a NS Teachers' Pension payment.
- You must remember to enroll within 60 days of your first pension payment (a form is included in the package from NS Pension).
- Prescription drug coverage ceases the end of the month prior to turning age 65.
- Coverage under the Nova Scotia Seniors' Pharmacare program commences the first of the month that you become age 65. **Please note, you need to enroll in the program to ensure there will be no lapse in prescription drug coverage.**

### Total Care Dental

Total Care Dental provides comprehensive dental care coverage which includes Basic Preventative Services, Major Restorative Services, Prosthodontic and Orthodontic Services

- Coverage may be continued if enrolled at the date of retirement, there is no termination age.
- You pay 100% of the premium which is deducted monthly from your NS Teachers' Pension payment.
- Members who have deferred their pension and have not continued their Group Insurance coverage have 60 days from receipt of their first NS Teachers' Pension payment to enroll in the Total Care Medical and Dental Plans.

### Provincial Master Life & Accidental Death & Dismemberment (AD&D)

Provincial Master Life:	\$50,000
Provincial Master AD&D:	\$50,000
Critical Illness – Member:	\$2,000
Dependent Life – Spouse:	\$3,000
Dependent Life – Children:	\$1,500

- Coverage may be continued
- You pay 100% of the premium which is deducted from your NS Teachers' Pension payment.
- Coverage reduces to \$10,000 at age 65; however, coverage can be converted to an individual insurance policy.



## Optional Life Insurance / Spousal Life Insurance

### Member Optional Life

\$100,000 (initial amount for active members not subject to medical evidence of insurability).

### Spousal Optional Life

\$50,000 (initial amount for spouse of active members not subject to medical evidence of insurability).

### Additional Amounts

Available in units of \$5,000 up to a maximum of \$300,000.

A 24-month pre-existing condition clause applies. All amounts above the non-evidence maximum up to \$300,000 will require medical evidence of good health.

- Coverage may be continued
- You pay 100% of the premium which is deducted from your NS Teachers' Pension payment.
- Retirees under the age of 65, and their eligible spouse under 65, may apply for Optional Life / Spousal Life Insurance by submitting medical evidence of insurability.
- At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage will continue with the lesser amount.
- Coverage cancels at the end of the month of your 85<sup>th</sup> birthday.

## Voluntary Accidental Death & Dismemberment

Provides coverage for any accident resulting in death, dismemberment, paralysis, loss of use of limbs, loss of sight, speech, or hearing anywhere in the world – 24 hours a day – on or off the job.

Coverage available in units of \$5,000 up to \$300,000.

- Coverage in effect prior to retirement may be continued.
- You pay 100% of the premium which is deducted from your NS Teachers' Pension payment.
- Members who wish to enroll or increase coverage before retirement must start the process before the end of May (must be actively at work on the effective date).
- Coverage decreases at age 70 to \$100,000 and there is no Permanent Total Disability, Home-Maker Weekly Indemnity or Hospital Indemnity coverage.
- Coverage ceases at age 75.

## Voluntary Critical Illness

Available to all members under age 75 up to \$300,000 of coverage. Coverage is also available for your spouse and eligible dependent children.

- Coverage may be continued
- You pay 100% of the premium which is based on age.
- You may apply at any time. Pre-existing conditions apply.

## NSTU NSED Travel Insurance

**Base Plan** provides unlimited trips up to 35 calendar days per trip during the policy year.

**Supplementary Plan** provides coverage for trip that are more than 35 calendar days and up to 210 days per trip. Includes Base Plan.

**Trip Cancellation** provides up to \$5,000 per insured person per annual coverage period.

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

- Coverage may be continued
- Premium is based on age and is deducted from your NS Teachers' Pension payment.
- Pre-existing conditions apply.

## Employee/Family Assistance Program (EFAP)

This program provides Counselling Services, Lifestyle and Specialty Coaching Services, Depression Therapy, Anxiety Therapy, Trauma Therapy, Substance Use Therapy, Cognitive Behavioral Therapy (CBT), virtual platform for online booking, guided care recommendations, EFAP services through a mobile app and more!

- Coverage continues after retirement with no termination age.
- Sponsored by the NSTU Group Insurance Trust Fund.

### Carepath – Chronic Disease Program

This program provides aid and support to active and retired members, spouses, and dependent children who are living with a chronic disease or dealing with a diagnosis of cancer.

- Coverage continues after retirement with no termination age.
- Sponsored by the NSTU Group Insurance Trust Fund.

### MHCSI Supplemental Prescription Drug Benefit

This program provides a benefit of \$2 per prescription filled at an eligible Lawtons / Sobeys pharmacy.

Members also receive a Lawtons Discount Card.

- Coverage continues for retired members enrolled in the Total Care Medical Plan.
- For active members and retirees under age 65, the \$5.00 co-pay per prescription is reduced to \$3.00 per prescription.

### Home & Car Insurance

Home and auto insurance policies are available to NSTU members through belairdirect.

- Coverage continues for retired members.
- You pay 100% of the premium with flexible payment options available.

### Nova Scotia Teachers Plus Credit Union

All members, active and retired, can participate in a “Savings” program by completing the applicable payroll deduction form.

- The requested amount will be deducted from your NS Teachers’ Pension payment.

There are many factors to consider as you move toward retirement. As well, there are many benefits available to you to continue through retirement to make your life a bit easier. The Trustees encourage members to consider your insurance needs prior to retirement to avoid any surprises after having finished your teaching career.

## NSTU Webmail

As you may be aware, the **@nstu.ca** email address will be phased out and go offline effective July 18, 2025. This will require those of you who use your @nstu email for this purpose to provide a new email address to Medavie Blue Cross as the insurer for your Total Care Medical and Total Care Dental benefit plans and Johnson Insurance as your group benefit plan administrator. The process to update your email address is as follows:

### Medavie Blue Cross

As a NSTU plan member, you can update the email address for your existing MBC account by going through the Mobile App/ Member Services Site under “My Account”. **Please note, this is the only way to update your email address with Blue Cross, as calling them will require you to re-register / create a new account.**

### Johnson Insurance

To change your email address with Johnson Insurance, you simply need to e-mail [pbadminns@johnson.ca](mailto:pbadminns@johnson.ca) or call 1-800-453-9543 to advise of your new email address. **Please note, if sending an email, please ensure to include your certificate number and name in the body of the email.**

We trust the information outlined above is helpful. Please don't forget to visit our website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca), to review the many benefits and programs available to you through the NSTU Group Insurance Plan.



# No student should go to school hungry

That's why we've partnered with Breakfast Club of Canada since 2018.



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or visit us at: [belairdirect.com/breakfastclubschools](https://belairdirect.com/breakfastclubschools)



**belairdirect.**



# classifieds

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

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

To book, call Nancy Day at 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

**Permanent HRCE Teacher** looking for one year job exchange (potentially longer) with teacher in CBVRCE. French qualified, EAL qualified. Contact: [ttpower@nstu.com](mailto:ttpower@nstu.com).

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

## Deals & Discounts

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



## CTF/FCE

### CTF/FCE Advisory Committees 2025-2026

#### Nominations Requested

The NSTU has been invited to submit nominations to the following committees for 2025-2026:

- Advisory Committee on Diversity and Human Rights
- Advisory Committee on French as a First Language
- Advisory Committee on Indigenous Education
- Advisory Committee on the Status of Women
- Advisory Committee on the Teaching Profession

Attached are:

[Terms of Reference – CTF Advisory Committees](#)

Please note that a curriculum vitae and a rationale (up to 500 words & preferably in both official languages) as to why you would merit this position on the committee must accompany this nomination.

Further information can be found here: <https://nstu.ca/the-nstu/structure/committees/ctf-advisory-committees>

Please return **no later than Friday, May 30, 2025** to:

Shelly Landry by email at: [shlandry@staff.nstu.ca](mailto:shlandry@staff.nstu.ca)



Nova Scotia  
Teachers Union

## Executive Staff Officer – Member Services DESIGNATED

**Appointment:** August 5, 2025

**This opportunity is designated to applicants that identify as a woman and BIPOC (Black, Indigenous, or Person of Colour)**

### Duties:

Primarily in the area of Member Services including contract interpretation, answering member enquiries, negotiations, grievances, working with Locals, Regional Representative Councils and Committees, and additional duties that may be assigned by the Executive Director.

### Applicants:

1. Should include academic and professional qualifications, a summary of experience in areas noted above and references. References cannot be employees of the NSTU or elected officials of the Provincial Executive.
2. Applicants must be eligible to hold a valid Nova Scotia teacher's professional number.
3. Should have a good working knowledge of the Nova Scotia educational system and the Nova Scotia Teachers Union.
4. Should have experience and knowledge in the administration of collective agreements, including employee benefits.
5. Should have experience in the interpretation and application of relevant provincial legislation and regulations.
6. Possess strong communication skills
7. Must have willingness to participate in necessary and ongoing professional development as required.
8. Able to develop strong, constructive working relationships.
9. Frequent evenings and weekend work is a requirement and must be willing to travel.
10. Fluency in both official languages is considered an asset.

### Note:

Applications should include a cover letter and up to date resume. **Candidates are required to self identify.** This position will be located at the NSTU Central Office, 3106 Joseph Howe Drive, Halifax, Nova Scotia.