



# NSTU grievance victory sends strong message to government

On November 25th the Nova Scotia Teachers Union won a major grievance against the McNeil government, and as a result, the union rights of speech language pathologists (SLPs), school psychologists and social workers employed in our public education system have been restored.

In May of 2018 Education Minister Zach Churchill effectively removed all new specialists entering the school system from the NSTU by refusing to grant them teaching certification. The decision was made without consultation or prior warning.

Government argued the move was necessary because it wanted services provided to students in the summer outside of the instructional year, but as NSTU President Paul Wozney has pointed out, this argument is misleading because NSTU members already teach summer school.

In his final ruling Arbitrator Eric Slone determined that the McNeil government had acted in bad faith, stating: "Eliminating special certificates was merely a means to an end. What was intended, and is most objectionable, was an attack on the integrity of the bargaining unit, and the siphoning off of what used to be union jobs into a new category of individually negotiated, non-union employment contracts."

The NSTU president says he's pleased the union rights of specialists are being restored. He adds that the government's actions were both illegal and ineffective.

"I want to thank the individuals directly impacted for their courage, patience and professionalism throughout this process. This victory would not have been achieved without the compelling testimony of specialists at the arbitration hearings," says Wozney.

He adds, "As the NSTU said from the



*Speech language pathologists shown at their annual NSTU conference.*

beginning, it was unlawful for EECD to stop granting teaching permits to specialists. This decision confirms the government's unilateral actions did not respect the rights of teachers and specialists or comply with longstanding mutual agreements or labour law principles."

Unfortunately, since the decision was issued Government has refused to respect the Arbitrator's decision and restore the rights of school psychologists, speech language pathologists, and social workers. As a result, on December 10 the NSTU arranged for an emergency hearing with

Eric Slone requesting he enforce his previous ruling.

In his Supplementary Award, Arbitrator Slone called on government to immediately begin issuing teaching certificates to specialists, and return "forthwith any benefits they are eligible for under the teachers' collective agreement".

"Premier McNeil, Minister Churchill and Labour Relations Minister Mark Furey all took a solemn oath promising to respect the laws of our province," says Wozney. "The fact they are openly defying the legally binding ruling of an arbitrator is extremely troubling. It sets a terrible precedent when a government thinks it's ok to break the law."

In an op-ed, Nova Scotia Federation of Labour President Danny Cavanaugh echoed Wozney's comments and says he hopes the government will come to its senses and do the right thing.

"Premier Stephen McNeil, true to form, was angry about the decision and lashed out in the media at Arbitrator Slone. Hopefully, now that the Premier has had a chance to both cool down and review the decision, he'll realize the error of his government's ways and commit himself to repairing the damage he's created."

The government says it will file for Judicial Review to appeal the decision. The NSTU has filed a Court Application to register the decision as a Court Order. The first Court date is scheduled for January 6, 2020.



# people

## Huntleys

The John Huntley Internship program entered its 19th year with the first round of interns spending two days at NSTU's central office on November 14 and 15. The John Huntley Memorial Internship Program provides selected NSTU members with an opportunity to learn more about NSTU's programs and services through sessions with NSTU staff and the NSTU president and executive director. NSTU staff from member services, professional learning, public relations, the Member Assistance program and NSTU administration participate in the program.

*Shown with NSTU president Paul Wozney are: front row (left to right) Nichole Metcalfe (Annapolis) who is an entrepreneurship and Grades 9 to 12 resource teacher at Annapolis West Education Centre; Leah Gillis (Halifax County) a Grade 1 teacher at Holland Road School in Fall River; Laura Lee (Eppy) MacDonald (Colchester East Hants) a learning centre teacher at Bible Hill Junior High School; Danielle Quinlan (Digby), a Grade 1-2 teacher at Digby Elementary School; and Delynn Reid (Cape Breton District), a Grade 2 teacher at Mountainview Elementary School in Sydney. Standing: Wozney and Jeff Morse (Dartmouth) who is Grades 10 to 12 science teacher and department head at Dartmouth High School.*



## Status of Women Committee

The NSTU's Status of Women Committee held its first meeting of the school year on November 18. The focus of this meeting was to plan the Status of Women Conference scheduled for April 17 and 18, 2020. This committee's mandate includes advising the provincial executive on ways of enhancing the status of women in the teaching profession and society. To this end, the committee suggested that the NSTU help end period poverty by supporting Feed Nova Scotia. In lieu of printing holiday cards, the NSTU is donating money to Feed Nova Scotia this December for this cause. *Shown seated (left to right) are: Committee chair Wendy Driscoll (Dartmouth), and Laura Fryday (Queens). Standing: NSTU staff liaison Pamela Langille, Debbie Walker (Digby), and Catherine Shediak (Yarmouth). Missing from the photo: Faye Arnfast (Colchester-East Hants), Celine Burlock (Halifax City) and provincial executive representative Kareen Knox (Colchester-East Hants).*



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## NSTU's holiday greeting focuses on positivity and kindness

This year's Holiday Greeting, to be aired on CBC, CTV, Global television and on social media during the last two weeks of December focused on how students, teachers and school communities promote positivity and kindness. It featured Annapolis West Education Centre's Wall of Positivity originally created by Heather Hiscock's Sociology 12 class. Students at the school created the wall to make the world a better place through messages of positivity, kindness, and inclusion that support students and staff at the school. This year's greeting featured Heather Hiscock's co-op students who prepared messaging for the wall for the greeting.

"It's heartening to see the amazing work our members do with their students in providing safe places," says NSTU president Paul Wozney. "We were given a very warm welcome by the Annapolis West Education Centre community," adds Wozney. "It was a pleasure to feature the great work being done at the school."

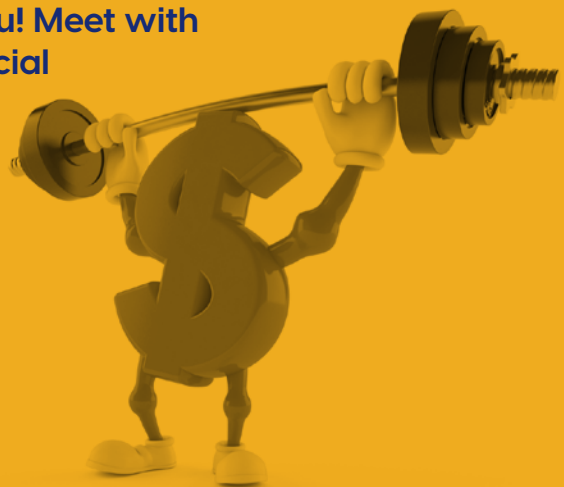


*Resource teacher Nichole Metcalfe, Aiden Kearnes, Dawson Edwards, Lance Kaiser, Mia Curry, Ethan Archibald, Paul Wozney and Heather Hiscock.*

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## from the nstu president

### And then, it was December

And then, it was December. At a time when many Canadians are planning for holiday celebrations, teachers in Nova Scotia are watching our current round of collective bargaining.

After the last round, filled with conflict and controversy, you have shown remarkable solidarity. You overwhelmingly participated in the preparation of our asking package. NSTU members submitted more than triple the input we received prior to the last round of talks.

You have turned to one another and your leadership with questions and discussions on our process rather than to social media. This has helped rebuild a shattered trust and establish an atmosphere of good faith in bargaining, something that is almost totally absent from labour relations for teachers in Canada right now.

You've done this with tremendous courage and principle. It would have been easy to hold the last round against the employer and pick up where the last round came apart. You have been leaders in putting your best foot forward after such darkness, and I salute you for it.

At the same time, we are watching a wave of chaos wash over our teacher siblings in Ontario. Premier Ford's regressive policy and funding cuts have set public education back decades in a matter of months. Ontario's Elementary and Secondary teacher unions have begun job action, and its Catholic and Francophone teachers appear to be close to that point as well. Ontario could be looking at the widest interruption to schools since the mid 90s under Mike Harris.

In British Columbia, our siblings hoped that a change in government meant a change in willingness to addressing chronic underfunding and desperate teacher shortages through wage improvement and tangible recruitment and retention initiatives. Instead, John Horgan's NDP government has effectively carried forward the previous Liberal government's positions and are insisting on massive concessions on the Supreme Court of Canada ordered remedy it took 14 years to win.

In Alberta, Jason Kenney's UCP majority has legislated a hostile takeover of the Alberta Teachers' Pension fund (15 billion in assets) and handed itself the power to use up to 10 per cent of the plan's funds as discretionary spending each year. It has commissioned sham "expert panels" like the one that gave us the Freeman Report. It has resulted in hundreds of layoffs in the middle of the school year

### Et puis, on est déjà en décembre

Et puis, on est déjà en décembre. À un moment où de nombreux Canadiens se préparent pour les célébrations du temps des Fêtes, les enseignants de la Nouvelle-Écosse observent leur ronde de négociations collectives en cours.

À l'issue du dernier cycle de négociations, chargé de conflits et de controverses, vous avez fait preuve d'une remarquable solidarité. Vous avez participé massivement à la préparation de notre cahier de revendications. Les membres du NSTU ont soumis plus de trois fois le nombre de suggestions que nous avions reçues avant les dernières négociations.

Vous vous êtes tournés vers vos collègues et vos dirigeants pour poser des questions et entamer des discussions au sujet de notre processus plutôt que vers les médias sociaux. Cela a contribué à restaurer la confiance qui avait été ébranlée et à établir un climat de bonne foi pour les négociations, ce qui est presque totalement absent des relations du travail pour les enseignants au Canada à l'heure actuelle.

Vous avez fait cela avec beaucoup de courage et de principes. Il aurait été facile d'en vouloir à l'employeur à cause de la dernière ronde de négociations et de reprendre là où la dernière ronde de négociations avait échoué. Vous vous êtes posés en chefs de file afin de repartir du bon pied après ces temps si sombres, et je vous en félicite.

En même temps, nous assistons à la vague de chaos qui s'abat sur nos frères et sœurs enseignants en Ontario. La politique régressive et les réductions budgétaires du premier ministre Ford ont fait reculer l'éducation publique de plusieurs décennies en l'espace de quelques mois. Les syndicats d'enseignants des écoles élémentaires et secondaires de l'Ontario ont commencé à recourir à des moyens de pression au travail, et les enseignants des écoles catholiques et francophones semblent en être presque au même point. L'Ontario pourrait être confronté à la plus grande interruption des classes depuis le milieu des années 90, sous le gouvernement de Mike Harris.

En Colombie-Britannique, nos frères et sœurs espéraient qu'un changement de gouvernement signifierait une volonté nouvelle de s'attaquer au sous-financement chronique et à l'extrême pénurie d'enseignants au moyen d'une amélioration des salaires et d'initiatives concrètes de recrutement et de maintien des effectifs. Au lieu de cela, le gouvernement néo-démocrate de John Horgan a en fait retenu les positions du

that will force teacherless class groups to be redistributed to other classrooms. Kenney has legislated a wage rollback for teachers and curbed the powers of arbitrators to render decisions and hold the government to account.

In Saskatchewan, Premier Scott Moe refuses to bargain fairly and is attempting to force class size and composition onto a side table without any decision making or spending authority to limit collective bargaining to issues of salary and compensation. Our STF siblings have taken their entire asking package public to demonstrate their solidarity to see language that ensures funding and supports for teachers and students is entrenched within a collective agreement that holds all governments to account. Ballooning class sizes, lack of inclusive supports and violence in schools are front and center in the media as they struggle to realize needed change through negotiations.

In Manitoba, Premier Brian Pallister's newly minted majority government has wiped out interest arbitration as the dispute resolution mechanism for teachers who don't have the right to strike, "coincidentally" as teachers prepare for collective bargaining. Manitoba has its own Bill 148 that imposes a wage pattern on public sector workers, and Dr. Avis Glaze (everyone's favourite "independent" consultant) is leading a process that threatens to wipe out elected school boards and force principals from the Manitoba Teachers' Society.

At the same time, news from a Maritime neighbour offers some hope. The PEI government announced early this month that it's beginning the process of reinstating an elected school board for English-language schools, which were dissolved in 2012. The positive relationship between the Prince Edward Island Teachers' Federation and the newly formed government is showing the rest of Canada how positive change can happen when both sides work together.

As this issue of *The Teacher* gets published online, we remain concerned about Government's refusal to comply with the recent arbitration award which returns school psychologists, speech language pathologists and social workers to the NSTU fold. We are taking legal action to compel the Government to do the right thing for these specialists. Government needs to do the right thing for them—for all teachers—because we are an integrated team of educators providing expertise for the whole system.

On behalf of your negotiating team and provincial executive, we remain committed to bargaining in a free, fair and reasonable way. Your faith, courage and solidarity have created a window for our ongoing negotiations to result in a collective agreement both sides can feel good about.

With the days counting down to the holidays, may yours be calm and bright. From my family to yours, may your break be filled with peace, rest and good will.

All my best,  
Paul

précédent gouvernement libéral et insiste sur des concessions massives au sujet du recours ordonné par la Cour suprême du Canada, qu'il a fallu 14 ans pour obtenir.

En Alberta, le gouvernement majoritaire du United Conservative Party (parti conservateur unifié) de Jason Kenney a adopté une loi qui revient à une prise de contrôle hostile de la caisse de retraite des enseignants de l'Alberta (15 milliards de dollars d'actif) et s'est arrogé le pouvoir d'utiliser jusqu'à 10 % des fonds de la caisse de retraite pour dépenser à sa guise chaque année. Il a donné pouvoir à de faux « comités d'experts » comme celui qui nous a donné le rapport Freeman. Cela a entraîné des centaines de mises à pied en plein milieu de l'année scolaire, ce qui va obliger à redistribuer les élèves des classes privées d'enseignants dans d'autres salles de classe. M. Kenney a légiféré en faveur d'une réduction des salaires des enseignants et a restreint le pouvoir des arbitres de rendre des décisions et de demander au gouvernement de rendre des comptes.

En Saskatchewan, le premier ministre Scott Moe refuse de négocier loyalement et tente de reléguer les questions de la taille et de la composition des classes à un comité secondaire sans aucun pouvoir de prendre des décisions ou d'engager des dépenses afin de limiter les négociations collectives aux questions de salaire et de rémunération. Nos frères et sœurs de la Saskatchewan Teachers Federation (fédération des enseignants de la Saskatchewan) ont rendu public leur cahier de revendications complet pour manifester leur solidarité afin que le financement et les soutiens destinés aux enseignants et aux élèves soient enchâssés clairement dans le texte d'une convention collective qui oblige tous les gouvernements à rendre des comptes. L'explosion de la taille des classes, le manque de soutien à l'inclusion et la violence dans les écoles font la une des médias tandis que les enseignants s'efforcent d'apporter les changements nécessaires par le biais des négociations.

Au Manitoba, le gouvernement majoritaire récemment formé du premier ministre Brian Pallister a éliminé l'arbitrage de différents comme mécanisme de règlement des conflits pour les enseignants qui n'ont par ailleurs pas le droit de grève, « par pure coïncidence » alors que les enseignants se préparent à la négociation collective. Le Manitoba a son propre projet de loi 148 qui impose une structure salariale aux employés du secteur public, et Mme Avis Glaze (la consultante « indépendante » favorite de tous) dirige un processus qui menace d'éliminer les conseils scolaires élus et de forcer les directeurs d'école à quitter la Manitoba Teachers Society (société des enseignants du Manitoba).

En même temps, les nouvelles issues d'un de nos voisins des Maritimes offrent une lueur d'espoir. Le gouvernement de l'Île-du-Prince-Édouard a annoncé au début du mois qu'il amorçait le processus de rétablissement d'un conseil

*continued on page 18*



# Being Black in the Education System

*by: DeRico Symonds, Program Manager, HRM Youth Advocate*

NSTU professional learning staff officer Miguelle Légère had the opportunity to attend a panel discussion titled Being Black in the Education System led by DeRico Symonds. “DeRico Symonds is a leader,” she says. “He is an advocate for youth and his community. When I reached out to DeRico to write this article, I said — you have the attention of over 9,000 teachers across the province, what do you want them to know? Please read his article.”



*DeRico Symonds provides the keynote address at the African Nova Scotian Communities Ancestral Roots Awards, June 9, 2018.*

One of the best kept secrets is that Black people experience systemic inequality and inequities at mostly all societal levels. The irony is that society knows of this issue, those who experience it continuously discuss this issue; yet the issue does not receive the political attention it deserves.

Most of societal and structural inequities are driven by racism. For instance, the poverty rate for African Nova Scotian youth between the ages of 18 and 24 years old is 50.2 per cent and 39.6 per cent of African Nova Scotian children up to age 17 years old live in poverty. The unemployment rates among the Nova Scotia Black population sits at 16.2 per cent compared to Nova Scotia’s white population which sits at 9.8 per cent; 26.4 per cent of Black youths between the ages of 20 and 24 are unemployed, compared to 18.7 per cent of their white counterparts. The Nova Scotia Human Rights Commission issued a report on street checks by Dr. Scot Wortley by the Halifax Regional Police Department. The report’s findings stated that Black people were six times more likely than anyone to be “street checked” by police.

Why is this important in relation to the education system?

During the creation of all current political systems (education, justice, health, etc.), Black people were not considered human due to the practice of slavery and the origin of racism. If one is not considered to be human, would their thoughts, feelings, ideas, and/or history be included into the creation of the system? No.

If one can understand the challenges that may seem insurmountable for Black students, it then helps one to understand the phenomena of “Being Black in the Education System”. It is likely that Black students face challenges previously mentioned because they enter into a political system that deliberately does not reflect them.

For instance, Black students in the education system often feel they are not reflected in the history being taught. The options, in most cases, are: Canadian History or African Canadian History. This othering of Black history, as if it is not a part of the mainstream chronicle, can denote an unimportance of Black history to Black learners. Additionally, the history being taught of Black people fails to reflect historical events pre-dating slavery and post the Emancipation Proclamation of 1863.

As we know, February is Black History/ African Heritage Month. Concerted effort is placed on recognizing the contributions of Black Canadians during this period. Why are the contributions of many Black Canadians celebrated only one month of the year within the school system?

Finally, Black students shoulder both mental

and physical pain from intergenerational racism, discrimination, oppression, unfair narratives of them and their communities, high incarceration rates, high poverty rates, high unemployment rates, minimal to no educators whom resemble them in their schools and then enter the doors of an institute that does not reflect them. Yet, we expect our Black students to sit down, be quiet, and learn. Interesting, to say the least.

Of course, this is not the case for all Black people in Canadian society or in the education system. With the odds stacked against Black students, Black people are resilient, beautiful and are some of the world's greatest inventors and thinkers. Yet, they are under-acknowledged and under reflected within the current education curriculum.

Solutions inside the school and the classroom can include but are not limited to: more cultural representation in teachers, principals, and employees within the school and merging Canadian History and Black Canadian History into one course. Be careful not to limit the celebration of Black history and people to one month of the year. Consider bringing guest speakers to discuss Black issues and sub-topics that educators are not confident in. Post images of local Black (current and historical) figures in your school and classroom. Address personal biases and privileges. Learn and understand white privilege. Educate yourself and all students on racism, discrimination, and colonization. And finally, as an educator, consider what a student may have to deal with before they make it to your classroom.

To connect with DeRico Symonds visit [www.dericosymonds.ca](http://www.dericosymonds.ca) or Twitter & Instagram @dericosymonds

Devet, R. (2017, December 1). Census 2016: African Nova Scotian poverty rates through the roof, unemployment numbers terrible. Retrieved October 10, 2019, from <https://nsadvocate.org/2017/11/30/census-2016-african-nova-scotian-poverty-rates-through-the-roof-unemployment-numbers-terrible/>.

*DeRico Symonds has been working with youth and communities for 12+ years, currently working for Halifax Regional Municipality as the Program Manager with the HRM Youth Advocate. DeRico is well versed in youth & community work as well as experience with youth residential work, emergency shelter and long-term supportive housing for youth.*

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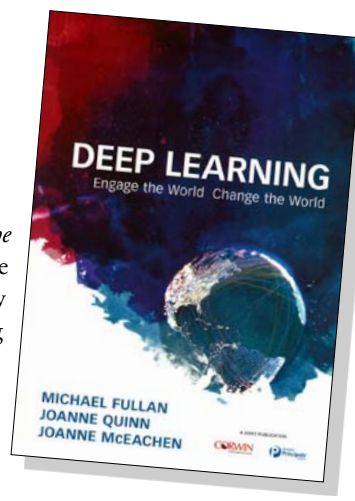
## pathways

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by Michael Fullan, Joanne Quinn and Joanne McEachen

*Deep Learning: Engage the World Change the World* jointly published by Corwin and the Ontario Principals' Council explores how to deepen learning and create more leaning experienced to a broad range of students. This comprehensive and practical guide is a must-read for teachers in preparing students for the complex world.



# The Holiday Season and Why It's Not Always the Best Time of the Year

by: Coretta Rego, MA, RP, CCC

The fall leaves have been raked up, the trick or treaters have come and gone and the countdown to the end of the year has begun. In the midst of all of this revelry, there will be many opportunities for gatherings with loved (or not so loved) ones. Diwali, Hanukkah, Kwanzaa and Christmas are all celebrated closer to the end of the year. Even if one isn't religiously inclined, the end of the year tends to bring with it multiple occasions for celebration. Unfortunately, along with the food, drinks and presents, there also tends to be a large serving of stress.

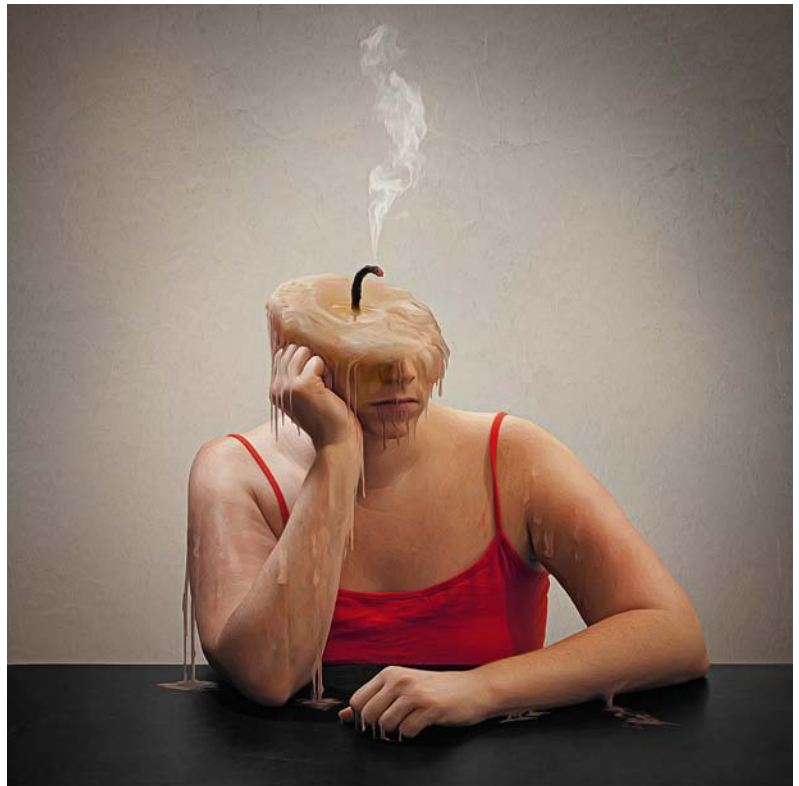
There are different reasons why people find the holidays so stressful. It can be busy with every evening or weekend committed to a celebration of some kind. It can be expensive with the list of people to buy gifts for getting longer each year. It can also involve social interactions that can be uncomfortable or downright unpleasant.

In some cases, holiday stress can often turn into distress. As therapists, we are aware that holidays can be a difficult experience for people. Family estrangement, grief and financial pressure are some of the reasons why people struggle at what is often promoted as the most wonderful time of year.

So how do we support our clients, loved ones and ourselves to remain emotionally healthy during the holiday season? Unlike other life events that may happen less frequently and are therefore a little easier to grin and bear, the holidays are inescapable. It can be beneficial if we take some time in advance to think about what we anticipate the challenges of the season will bring, and come up with a coping plan. While the hope is to create a plan that can help us thrive, in some cases, simply surviving and making it out to the other side is also a valid goal.

Here are some suggestions to help you plan for the upcoming holiday season:

- When possible, try declining invitations to certain events. Regardless of how much fun an event is promoted as being (like an annual reunion with your high school friends) or how obligated you feel to attend (a family dinner), saying no to an event or two has multiple benefits. To start with, it gives you back some time in your schedule, spares you the expense of attending, as well as allows you to avoid any unpleasant social encounters. It also helps to build some comfort in saying no and not feeling guilty about it, which is an important life skill.



- If there is a social event that you must attend, recruit a buddy to go with you. Think about what your biggest concern is about attending this event. Is it the small talk with colleagues you only see once a year? Turn to the person in your social circle who is skilled at banter. Is it seeing a family member who often berates you? Take a loved one who



can calmly but firmly put an end to the conversation. If necessary, make an appearance and have a signal in case an early exit is required. The benefit here is twofold: you get credit for attending, while also allowing you to avoid some of the more challenging aspects of the social gathering.

- If you feel that hosting a social gathering is an important though stressful element of the season, consider choosing an alternate venue. For example, in lieu of a potentially tense dinner with the entire extended family in your home, consider inviting family members to a public event in the community a few days before or after the holiday season (for example, ice skating at the local rink). This is an opportunity for the family to be together while removing some of the one on one interaction that is often the source of conflict and stress. It also gives an objective goal to focus upon...
- If the holiday season is difficult due to grief, give yourself permission to not celebrate if you don't feel capable, or to celebrate on a smaller scale. Carve out time and space to grieve. If possible, do something specific that addresses your loss so that it doesn't feel minimized in the midst of the celebration occurring around you.
- If the holiday season fills you with dread to the point that it is interfering with your well-being, consider speaking to a therapist. A therapist can work with you to not only address the source of the struggle, but also to come with strategies for how to manage it. Holidays can have a negative impact on mental health and well-being regardless of how well one has been throughout the year. Seeking the appropriate professional support can be very beneficial.

For some people, the holiday season is truly the most wonderful time of the year. For others, there is less joy and more strain. Regardless of how you feel about the season, remember to take care of yourself, as that is the best gift you can give yourself and others.

*Coretta Rego is a Toronto-area registered psychotherapist. Published with permission, this article originally appeared on the Counselling Connect blog of the Canadian Counselling and Psychotherapy Association (CCPA). CCPA is a national bilingual association providing professional counsellors and psychotherapists with access to exclusive educational programs, certification, professional development and direct contact with professional peers and specialty groups. CCPA promotes the profession and its contribution to the mental health and well-being of all Canadians. The Nova Scotia School Counsellors Association, a professional association of the NSTU, is a reciprocal associate member of CCPA. For further information on CCPA visit: <https://www.ccpa-accp.ca/>*



*On December 5, Grade 1/2 students from Sackville Heights Elementary School traveled to the NSTU building for the annual tree trimming. Students create their own pieces of art to don the tree that is featured in the front lobby of NSTU's Tom Parker Building. NSTU president Paul Wozney is shown with students and teacher Andrea Carter.*

## Negotiations Update

The Provincial Negotiating team held negotiation sessions with the Department of Education and Early Childhood Development negotiating team on November 13 & 14, and November 25, 26 & 27.

Negotiation meetings were scheduled for December 12, 13 and 14, 2019. The NSTU has agreed at the request of the Employer to postpone the negotiations until January. Future sessions are scheduled for January 6.



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# resources

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The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

## Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. This month, we are highlighting just some of the many holiday videos that are available for streaming and downloading. Please log into the EduPortal, click on the link for "Online Video Library/Learn360" and then use the links below to access these videos and many more.

**Holiday Facts & Fun: Multicultural Christmas** elementary  
<https://bit.ly/32t7u2W>

The spirit of a favorite holiday's underlying message – love and joy – is enhanced by the unique presentation featuring celebrations of families from Scandinavia, Native America, South Korea, Mexico, and Ethiopia, each in its American home, explaining family and ethnic customs associated with their celebrations. Special foods, songs, stories, games, celebrations, costumes, and other holiday traditions are shown for each group. (1993; 23 min.)

**Celebrate** intermediate  
<https://bit.ly/2K2C0dv>

Explore the traditional celebrations of Americans of four different ethnic origins. Visit a pow wow and a Kwanzaa celebration and experience the Three Kings Day and Chinese New Year celebrations. Hear about the cultural significance of each holiday. (1992; 24 min.)

**The Night Before Christmas**

elementary

<https://bit.ly/34JNPNz>

The story of Santa's visit on a snowy Christmas Eve is beautifully brought to life with exquisite illustrations and festive music. Narrated by Anthony Edwards. (1997; 6 min.)

**Seven Candles For Kwanzaa**

elementary

<https://bit.ly/36MQjg0>

This unique African-American holiday commemorates the strength of family ties, respect for ancestors, commitment to the growth of community, and gratitude for life's bounties. Narrated by Alfre Woodard. (199 ; 10 min.)

**Holiday Facts & Fun: Hanukkah**

elementary

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

An animated story of Hanukkah shows how the ancient Jews recaptured their temple and re-established their religious freedom. A Jewish family makes Hanukkah foods (latkes and cookies), plays holiday games (spin the dreidel), sings holiday songs (Oh, Hanukkah), exchanges presents, and has a holiday feast. (2006; 15 min.)

## Deals & Discounts

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



Dare to Dance 2020... is your school up for the challenge.

As many schools across Nova Scotia already know, **National Dance Week** takes place every year between April 22<sup>nd</sup> and 29<sup>th</sup>. It ends with the world celebrating **International Dance Day** on April 29<sup>th</sup> as designated by UNESCO.

Each year Dance Nova Scotia sends out a challenge to every school in Nova Scotia to get students dancing for 20 minutes during National Dance Week. This has taken many forms over the years: Lunch time Flash Mobs in the Cafeteria, an impromptu dance break as music is played through the entire school... as many things as you can think of, schools across the province will attempt as they try to be creative every year.

This is just a reminder now that the school year is in full swing, to mark National Dance Week on your calendar and look for material to start coming via emails to your school in the New Year. There will be lots of information coming on how to register your activity so other schools can see who is dancing and what activity they are creating.

Ask around and find out if any teachers in your school or others you know have ever registered and participated in Dare to Dance. Keep your eyes open and go to [www.dancens.ca](http://www.dancens.ca) for more information. Your students will be happy you did... and so will you.

**dance**  
NOVA SCOTIA

1113 Marginal Road  
Halifax NS B3H 4P7  
902-422-1749 fax 902-422-0881  
[office@dancens.ca](mailto:office@dancens.ca) [www.dancens.ca](http://www.dancens.ca)



# 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](mailto:theteacher@nstu.ca) by January 25, 2020 to be eligible for the draw.

## *The Big Book of Maker Space Projects* by Colleen Graves and Aaron Graves

Published by McGraw Hill Education, *The Big Book of Maker Space Projects* is an easy to follow guide for do-it-yourself low cost projects including brushbot warriors, scribble machines, smartphone illusions, paper circuitry, origami and a program for plug-and-play and Bluetooth-enabled robots. The projects outlined are for makers of all types, ages, and skill levels.



## CONGRATULATIONS TO OUR OCTOBER BOOK WINNERS!

EQUITY — Kim Dooley — CCRCE  
FRESH — Justin Oliver — TCRCE  
PD — Denise Wilson — HRCE

## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by January 25, 2020 to be eligible for the draw.

## *Viola Desmond Won't be Budged!*

By Jody Nyasha Warner pictures by Richard Rudnicki

This finalist for the Norma Fleck Award for Canadian Children's Non-Fiction published by Groundwood Books tells the moving account of the true story of Nova Scotian Viola Desmond, who was jailed for refusing to give up her seat in the white section only of a movie theatre in New Glasgow. Told in the oral style of Warner's African Canadian heritage combined with Rudnicki's vibrant illustrations, many based on archival photographs this book resonates with all young readers.



## Are your students Canada's next upstanders?

Being an upstander means  
defending human rights.

Give students a chance to tell us how they're using their strengths to create change; they could be one of ten students who wins a trip to the Canadian Museum for Human Rights!

Use the Museum's free teacher-developed and tested resources with your students to encourage inquiry and action on rights-related issues.

Middle years students and teachers who use the resource and submit projects are eligible to win.

Take up the challenge in your classroom. We want to hear what upstanders are doing, so they can inspire other young Canadians to do the same.



Check out the **student-focused website**



Download the **teacher-developed and tested project-based learning unit plan**



Book a **virtual field trip** for your class, or **visit in person**



Enter the **Be Canada's Next Upstander challenge**



Learn more at [humanrights.ca/upstander](https://humanrights.ca/upstander)

CANADIAN MUSEUM FOR  
HUMAN RIGHTS

Canada





## NSTU delegation attends NSFL's 50th Convention



NSTU participated in the 50th Convention of the Nova Scotia Federation of Labour, C.L.C. at the Westin Nova Scotian Hotel from October 27 to 30. This was second time the NSTU had official presence at an NSFL convention since it became a member in the fall of 2017.

"As a member of the NSFL, the NSTU benefits from the security and solidarity that come with being part of a larger team with greater purpose," says NSTU president. "We have access to shared committee memberships, research, advertising campaigns and legal support and through the support of 80,000 workers across the province, we continue to create a better Nova Scotia for all."



*NSFL vice-president at large Paul Wozney chairs part of NSFL convention.*

This year's delegation included Wozney, who is also an NSFL vice-president at large, and NSTU past president Liette Doucet, who is an NSFL vice-president. They were joined by the following members, Malik Adams (Halifax City), Byron Butt (Lunenburg County), Hants-West Local president Tami Cox Jardine, Rachel Creasor (Kings), provincial executive member Ian Kent (Lunenburg-Queens), Halifax County Local president Grant Frost, Hope Lemoine and Holly MacDonald (Cumberland), Dartmouth Local president Mark Savoury, Angela Wyllie (Colchester-East Hants), and Yasmin Ugursal (Halifax City).

Savoury, who attended for the second time really enjoyed his experience at the Convention. "It was great to feel like you were part of something big with many other unions

coming together in solidarity," he says. "It was particularly rewarding to get some of our own resolutions on the floor and then hear other unions rise up and get behind the things we are fighting for."

First-time delegate Angela Wyllie, who teaches Grade Primary/One at Great Village Elementary echoes Savoury's comments. "I thoroughly enjoyed presenting and defending NSTU resolutions. In bringing our collective voice to the table, we were able to explain our unique issues and learn about other unions' struggles," she says. "We made important connections with other unions on shared concerns such as child poverty, violence in the workplace and fair collective bargaining. I hope to be able to foster new relationships made at the convention with the intent of supporting each other in furthering unionism in Nova Scotia, and standing for all workers in our beautiful province."

Another first-time delegate Malik Adams, who is a school guidance counsellor at Citadel High shared his highlights. "It was an absolutely worthwhile experience," he says. "I was able to get knowledge, camaraderie, and insight into different perspectives that I would not get otherwise. I liked learning about issues other unions face from front-line union members." He notes leaving with a collective affirmation that NSTU members are connected to other workers on and through many issues.

The NSTU put forth resolutions dealing with child poverty, violence in the workplace, mental health and wellness and equitable internet access. Following is a disposition of NSTU Resolutions from the 2019 NSFL Convention.

### Resolution # 34 submitted by the Nova Scotia Teachers Union

#### Child Poverty

Whereas Nova Scotia has the highest rates of child poverty in Canada according to the most recent data from Statistics Canada and

Whereas Nova Scotia is the only province in Canada where rates of child poverty are growing, and

Whereas racialized children are disproportionately impacted by child poverty, and

whereas children living in rural communities are disproportionately impacted by child poverty, and

Whereas Nova Scotia currently has no standing poverty elimination strategy or plan and is neither committed to or engaged in the federal government's "opportunity for all – Canada's first poverty elimination strategy" established in 2015,

Be it resolved that the NSFL, with its affiliate unions, lobby the Government of Nova Scotia to develop and implement a comprehensive poverty elimination strategy through collaboration with all political parties and community stakeholders.

**This was withdrawn as the content in this resolution was covered in other resolutions concerning child poverty.**

## Resolution # 35 submitted by the Nova Scotia Teachers Union

### Violence in the Workplace

Whereas the NSFL and affiliate unions once conducted an effective, multifaceted, shared public relations and education campaign regarding the impact of workplace violence, and

Whereas the experience of workplace violence for Nova Scotian workers remains a pressing issue that negatively impacts worker health, service delivery and the greater economy, and

Whereas social media and web based tools now empower the nsfl, its affiliate unions and the wider public to engage with campaigns through actions and targeted advocacy,

Be it resolved that the NSFL, with its affiliate unions, reinstate a joint public education and relations campaign around how **physical, sexual and psychological** violence in the workplace affects workers' health, quality of service and Nova Scotia's economy.

**Committee recommends concurrence as amended.**

**Motion carried as amended.**

## Resolution # 36 submitted by the Nova Scotia Teachers Union

### Mental health and Wellness

Whereas, mental health concerns have increased in all workplaces and policy currently exists on the part of most employers, self-reporting of mental illness continues to have stigma attached in many workplaces. if left unaddressed, this may cause a mental health crisis to worsen.

Be it resolved that the NSFL, with its affiliated unions, develop a strategy and timeline to help address the mental health crisis as a critical component of all safe workplaces.

**Committee recommends concurrence**

**Motion Carried.**

## Resolution # 37 submitted by the Nova Scotia Teachers Union

### Equitable internet access

Whereas internet access continues to be an issue in all workplaces, especially in rural areas of nova scotia, and

Whereas more and more services are being offered exclusively on-line.

Be it resolved that the NSFL with its affiliates raise awareness of the inequities of technological access in all of nova scotia.

**Committee recommends concurrence**

**Motion Carried.**



*Above is the NSTU delegation to NSFL's 50th Convention. Clockwise from bottom left: Liette Doucet, Ian Kent, Paul Wozney, Malik Adams, Angela Wyllie, and Rachel Creasor. Standing: Grant Frost, Byron Butt, Hope Lemoine, Mark Savoury, Holly MacDonald, and Tami Cox Jardine. Missing: Yasmin Ugursal.*

## Help defend workers' rights by joining a NS Federation of Labour Committee

Do you want to become a more vocal advocate for workers' rights in Nova Scotia? As an NSTU member you can apply to serve on one of several important committees hosted by the Nova Scotia Federation of Labour (NSFL).

Having strong, passionate teachers participate on these committees only serves to strengthen the reputation of the NSTU within the labour movement.

Committees include: Human Rights/Anti-Racism, Women's Rights, Education, Occupational Health and Safety, Political Action and more. If you are interested in applying, or for more information, please visit <https://www.nstu.ca/the-nstu/structure/committees/>.

All appointments are for a period of two years. All active and active reserve members are eligible to apply. The deadline is January 10, 2020. The NSTU will select individuals for consideration but final appointments are made by the NSFL.





# Province-wide PD Day highlights

*Friday, October 25, 2019*

## October Conference Day offers world-class PD for and by teachers

October Conference Day turned 36 on Friday, October 25 when some 6,500 NSTU members attended 20 conferences across the province for Annual Provincial Professional Development Day.

“These conferences show the world the professionalism, creativity and collaboration at work in our classrooms and workplaces every day,” says NSTU president Paul Wozney. “They demonstrate that teachers grow most when we learn about things that matter to us together: from one another, with one another.”

NSTU’s 20 Professional Associations plan and present a vast range of workshops and draw unique guests and leaders to meet NSTU members right where they teach. This year conferences were held in Church Point, Milford, Sydney, Truro, Yarmouth, and many locations in the HRM, featuring over 500 keynotes, plenary sessions, panel discussions and workshops.

Each conference — organized for classroom teachers at all levels and specialist teachers is planned, developed and implemented by teachers for teachers. “Hundreds of teaching peers plan and present a vast range of workshops bringing in dynamic guests and leaders to meet NSTU members right where they teach,” adds Wozney

See below and on the following pages for some of this year’s highlights:



### ATEC

The Association of Teachers of Exceptional Children has for many years held its annual conference at the Dartmouth Crossing Cineplex Theatres. This space helps to accommodate one of the largest conferences which sees upwards of 750 attendees each year.



### NSLTA/AELNE

The Nova Scotia Language Teachers Association/ Association des enseignant(e)s de langues de la Nouvelle Écosse (NSLTA) conference took place at the NSTU building. This newly reinvigorated professional association presented conference was titled: Parles-en/Let’s Talk/Hablamos. *Shown are: Sara Adams, VP Immersion and Conference Chair, NLSTA president Lynnette Babin, and Stephanie Tobin, Treasurer and Registrar.*





## NSTALL

NSTU president Paul Wozney is shown with Sonya Purdy who was pulling triple duty during Nova Scotia Teachers Association for Literacy and Learning (NSTALL) conference at Cobequid Educational Centre in Truro. Not only is she NSTALL president, but she was also



the conference registrar and co-presented a *Make and take materials for teachers Early Literacy P-3* workshop. As if that's not enough volunteering on behalf of NSTU members, she also happens to be the Pictou Local NSTU president.



*Sonya Purdy leads a workshop with Tanya Geddes.*

## NSTEA

The Nova Scotia Teachers of Technology (NSTEA) conference kicked off with a celebratory reception the evening of October 24, in which keynote speaker Kayleen McCabe joined members of the NSTEA executive and others in honouring Tech Ed teachers in the first annual 'Hall of Fame' induction. An ardent advocate of trade careers and education, McCabe is best known for her DIY Network's Rescue Renovation show in which she's saved almost one hundred ill-fated home renovations. Her keynote focused on women in trades and her experiences as a contractor. To the right she is shown with NSTU president Paul Wozney (left) and NSTEA president Craig Thornton.



## PETA

The NSTU president spent some time with the Primary Elementary Teachers Association executive members at their *Inspiring Young Writers* themed conference which took place at Scotiabank Theatre Halifax. *Shown left to right are: Paula Turner (Secretary), Carolyn Baker (Executive Member-at-Large), Ashley Chapman (President), Paul Wozney, Jennifer Eisener (Vice-President), Laura Langille (Volunteer), Beth Lamb-Hamilton (Treasurer), Shannon Linney (Executive Member-at-Large) and Katrina Murphy (Registrar).*



*Above are members of the NSTEA executive (l – r): Jackie Rankin, Treasurer; Zach Stephen, Member at Large; NSTU president Paul Wozney; Jeff Raine, Past President; Andrew Seymour, Member at Large – Communications; Kilah Hayden, Vice President; Mike Bekkers, Member at Large; Craig Thornton, President.*





## PISA

The theme for the Psychologists in the Schools Association (PISA) was: *Understanding and Supporting Gender Diverse Students*. This conference saw 125 participants ranging from classroom teachers, specialist teachers and school psychologists spend a day-long workshop with Dr. Todd A. Savage, a professor in the school psychology program at the University of Wisconsin-River Falls and former president of the National Association of School Psychologists. Dr. Savage's scholarly research interests include



*NSTU president Paul Wozney chats with PISA president Tracy Whittaker-Taggart.*

LGBTQ+ issues in education with an emphasis in gender diversity; culturally-responsive practice; social justice matters; and school safety and crisis prevention, preparedness, and intervention.



*Dr. Savage provided participants with specific strategies to support transgender and gender diverse students.*

## SSTA

Along with a slate of conference presentations at Saint Mary's University, the Social Studies Teachers Association (SSTA) held three special off-site sessions, one of which began at Sipekne'katik River. The *Treaty Truckhouse* – *learning about the importance of water protection* session was facilitated by Drew Moore, Culturally Responsive Mentor, with Chignecto-Central Regional Centre. Participants started their day at the Treaty Truckhouse at the Sipekne'katik (Shubenacadie) River to meet with and learn from the Grassroots Grandmothers and Water Protectors, members of the Mi'kmaq First Nation Sipekne'katik (Indian Brook), who are protecting the river from Alton Gas.

"We're fighting for it all—not just the piece of land, but the water," says Grassroot grandmother Ducie Howe.

"One day an ounce of water will be worth an ounce of gold," says Grassroot grandmother Dorene Bernard. "Reconciliation to me means not only to recover what we lost but to protect the connections that we lost, and our connection to the water is very important. As grandmothers our responsibility is to teach everyone about this."

This morning on the river was followed by an afternoon at Riverside Education Centre. Teachers collaborated on ways they could share their learnings with students. Issues and themes included the

Treaty relationship, the importance of water, and decolonization.



*Grassroot grandmother Dorene Bernard addresses participants of the Treaty Truckhouse session.*



*Treaty Truckhouse Dorene Bernard*



*Grassroot grandmother Ducie Howe performs a smudging ceremony for teachers.*

# resources

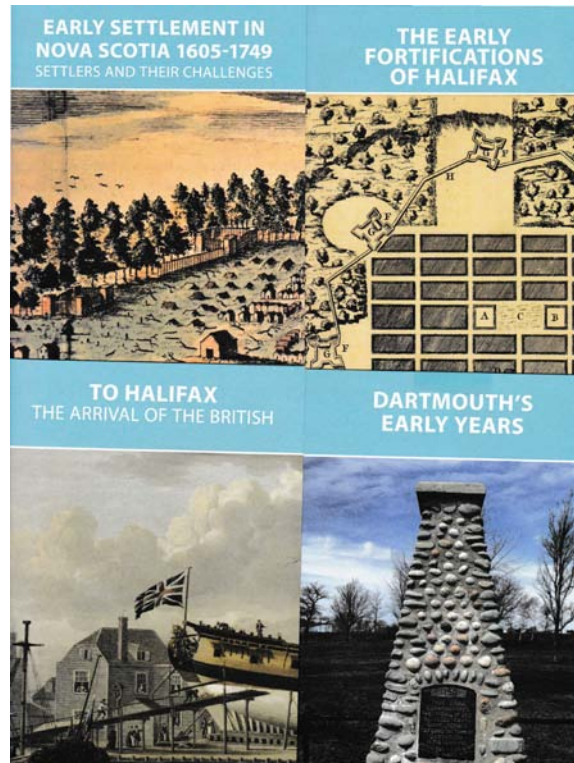
## Early settlement and defence of Halifax-Dartmouth folders

Members of the volunteer Halifax Military Heritage Preservation Society (HMHPS) have produced four general interest folders on the early settlement and defence of Halifax and Dartmouth. The folders, each with 1,000-1,200 words of text accompanied by illustrations/graphics, include: Early Settlement in Nova Scotia 1605-1749; To Halifax-The Arrival of the British; Dartmouth's Early Years, and The Early Fortifications of Halifax.

Chris Marriott, Chair of HMHPS says “the folders provide an overview of a formative period in our province’s history leading to the establishment of Halifax and Dartmouth. They are condensed versions of historical papers, presentations and articles researched by our members and intended to contribute to the on-going conversation about our past and the way forward.”

The folders are available for viewing /downloading the 4 PDFs, <http://hmhps.ca> , or requesting print copies by mail.

For more info contact: Len Canfield, HMHPS at [len.canfield@ns.sympatico.ca](mailto:len.canfield@ns.sympatico.ca) or 902-443-1726; or Leo Deveau, HMHPS, at [ldeveau1@gmail.com](mailto:ldeveau1@gmail.com) or 902 452-1494.



## Canadian Space Agency's Junior Astronauts Program



The Canadian Space Agency's (CSA) Junior Astronauts campaign allows young Canadians in Grades 6 to 9 to put their knowledge and skills to the test—and to discover what it takes to become an astronaut.

Over 800 teachers, educators and youth organization leaders across Canada have already signed up. Click here to find out which schools and organizations are participating: <http://asc-csa.gc.ca/eng/resources-young/junior-astronauts/application>.

### About the campaign

- Thirty-eight activities found here: <http://asc-csa.gc.ca/eng/resources-young/junior-astronauts/application/activities> designed for schools and youth organizations are featured on the CSA website, in the Junior Astronauts portal: <http://asc-csa.gc.ca/eng/resources-young/junior-astronauts/default.asp>
- Participating schools and youth organizations will have the opportunity to win a visit from an astronaut or a space expert in spring 2020 (visits will take place in each province and territory).
- The campaign will culminate in summer 2020. Junior Astronauts from across Canada will have a chance to take part in a space training camp (<http://asc-csa.gc.ca/eng/resources-young/junior-astronauts/camp.asp>) with astronauts, scientists and engineers at the CSA!

For more information contact: Marie-Ève Roy at [marie-eve.roy@canada.ca](mailto:marie-eve.roy@canada.ca) or 450-926-4370.



continued from page 5

scolaire élu pour les écoles de langue anglaise, conseil qui avait été dissous en 2012. Les relations constructives entre la Prince Edward Island Teachers' Federation (fédération des enseignants de l'Île-du-Prince-Édouard) et le nouveau gouvernement démontrent au reste du Canada comment il est possible d'apporter des changements positifs lorsque les deux parties travaillent ensemble.

Au moment de la publication en ligne de ce numéro du magazine *The Teacher*, nous restons préoccupés par le refus du gouvernement de se conformer à la récente décision arbitrale qui ordonne le retour des psychologues, des orthophonistes et des travailleurs sociaux des écoles au sein du NSTU. Nous intentons actuellement une poursuite en justice pour obliger le gouvernement à prendre la décision correcte pour ces spécialistes. Le gouvernement doit faire ce qu'il faut pour eux, pour tous les enseignants, parce que nous sommes une équipe intégrée d'éducateurs qui fournissent une expertise à l'ensemble du système.

Au nom de votre équipe de négociation et de votre Comité exécutif provincial, je vous assure que nous restons déterminés à négocier d'une manière libre, juste et raisonnable. Votre confiance, votre courage et votre solidarité ont permis d'entrevoir la possibilité que les négociations en cours aboutissent à une convention collective dont les deux parties peuvent se féliciter.

Puisque nous sommes à l'approche des fêtes, je souhaite que les vôtres soient paisibles et lumineuses. De ma famille à la vôtre, j'espère que vous passerez des congés remplis de paix, de repos et de bonne volonté.

Cordialement,  
Paul

## STUDY & RESEARCH GRANTS CORRECTED DEADLINE DATES

• Out of Province Grant	January 1, 2020 – 1 <sup>st</sup> Wednesday in January & March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Full Time Study Grant	March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Travel Fellowship	March 4, 2020 – 1 <sup>st</sup> Wednesday in March ( <b>NOT</b> April 1 <sup>st</sup> )
• Education Research Award	December 4, 2019 – 1 <sup>st</sup> Wednesday in December ( <b>NOT</b> October 2 <sup>nd</sup> )

Nova Scotia Teachers Union 

## BOURSES D'ÉTUDES ET DE RECHERCHE CORRECTION DES DATES LIMITES DE DEMANDE

• Bourses pour conférence hors province	1 <sup>er</sup> janvier 2020 – 1 <sup>er</sup> mercredi de janvier et 4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses d'études à temps plein	4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses de voyage	4 mars 2020 – 1 <sup>er</sup> mercredi de mars ( <b>ET NON PAS</b> le 1 <sup>er</sup> avril)
• Bourses de recherche en éducation	4 décembre 2019 – 1 <sup>er</sup> mercredi de décembre ( <b>ET NON PAS</b> le 2 octobre)

Nova Scotia Teachers Union 

At Zoomers, we meet you where you are and help you get to where you're going...we provide health and fitness services to help adults aged 50+ live the life they love!



We are excited to offer all NSTU and RTO members one FREE Fit For Life Assessment and 10% off our group fitness class registrations.

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Our small group-fitness classes will keep you moving for many years to come:

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For more info, go to [zoomershealth.ca](http://zoomershealth.ca) or call 902-453-1525, We are located at 291 Horseshoe Lake Drive in Halifax, NS

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Dartmouth, NS B2W 3E7

357 Herring Cove Road  
Halifax, NS B3R 1V9

902-442-8464

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

**25%  
OFF**

**IronMatrix** would like to offer NSTU active and retired members a **25% discount** on all group fitness class memberships, personal training (PT) packages, Group + PT packages and online training. We have many group fitness classes to choose from, including

- Kickboxing
- Kettlebells
- TRX Suspension Trainer
- TRX RIP Trainer
- Strength-Specific Training
- Mobility
- Bootcamp Circuits
- Barre
- Yoga

& even specialized classes for kids, Parents + Kids, as well as seniors classes, and much more.

# jack.org

Young leaders revolutionizing mental health.

## mission

Our mission is to train and empower a national network of young leaders to revolutionize mental health, and to leverage this network for systems-level change.

## vision

We envision a Canada where all young people understand how to take care of their own mental health and look out for each other. A Canada without shame, and where all those that need support, get it.

## talks

Youth talking to youth about mental health. Book a talk at [jack.org/talks](https://jack.org/talks)

## chapters

Bring the revolution to your own backyard. Start a chapter at [jack.org/chapters](https://jack.org/chapters)

## summits

Youth-led conferences of all shapes and sizes. Learn more at [jack.org/summits](https://jack.org/summits)



jackdotorg





With the busy holiday season fast approaching, the NSTU Group Insurance Trustees would like to take this opportunity to wish you all the best of the holiday season! We recognize that this can be a difficult time for some teachers with the pressure of looming classroom deadlines, preparing for student Christmas concerts / parties, and all of the other personal and professional obligations that come at this time of the year. Let's face it, the holidays can be stressful, and there may not be a more important time to ensure that you are practicing some form of self-care and not taking on more than you can handle. Self-care refers to the activities and practices that we deliberately choose to engage in on a regular basis to maintain and enhance our health and well-being. For more information on why self-care matters and to build your own self-care plan, please refer to the Self-Care Starter Kit on the new NSTU Group Insurance Trust microsite at [www.nstuinsurance.ca/members/active/resilience/](http://www.nstuinsurance.ca/members/active/resilience/) and under "Resources", click "Self-Care Starter Kit". Looking after yourself is an important part of living a happy and healthy life!

## 2020 Winter Wellness Challenge!!

The NSTU Group Insurance Trustees are pleased to announce the upcoming **Winter Wellness Challenge** which will run from **Friday, January 31, 2020 to Friday March 6, 2020!**

Practicing wellness means different things to different people and the purpose is to challenge yourself with activities that promote the different areas of wellness, including, but not limited to, intellectual, physical, nutritional, psychological and social / community wellness. This can help you identify both your strengths and the areas in need of improvement to help you reduce stress and develop healthy lifestyle habits.

### Frequently Asked Questions:

#### ***How does the challenge work?***

You collect points for the activities you participate in and your total wellness score is calculated based on your daily activities, weekly bonus activities, as well as your participation on the challenge website. This challenge provides a great opportunity to join or create a team to motivate each other and challenge other teams by competing for the highest wellness score. You can also simply challenge yourself and try to achieve your personal best score. For more information, visit the new NSTU Trustee microsite at [www.nstuinsurance.ca/wellness-challenge/](http://www.nstuinsurance.ca/wellness-challenge/) or [www.healthycommunity.ca/lifestyles/](http://www.healthycommunity.ca/lifestyles/)

NSTUChallenge for wellness activities and to collect your points.

#### ***Is there a deadline to register for the challenge?***

Yes, registration for the challenge runs from **Friday January 17, 2020 to Thursday January 30, 2020.**

#### ***Why should I participate in the challenge?***

Participating in wellness activities has shown to improve productivity both at work and at home, with participants reporting feeling happier and better able to adapt to changes in their everyday lives. Other benefits include weight loss, improved physical and mental fitness and a sense of accomplishment knowing that you have taken steps to improve your health. As a bonus, challenge participants will have the opportunity to earn some great prizes!

If you are interested in the challenge, but not sure what to expect, consider the following testimonials from past challenge participants:

*"This challenge gave me an opportunity to change some things about myself to make me a better person, and it was long enough that it established a routine for me to continue my good habits."*

*"I always thought a healthy lifestyle meant diet and exercise. I love that this encourages other areas in my life as well, such as intellectual, community, etc."*

***Let the Winter Wellness Challenge be your springboard to better health in 2020!***



## NSTU's University Liaison Program with St. Francis Xavier University turns 15

An NSTU case study session with St. Francis Xavier University's School of Education students on October 21 was almost 15 years ago to the day that NSTU and St. F.X. embarked on a collaborative effort in professionalism. NSTU's university liaison program officially kicked off on October 7, 2004 when pre-service teachers at St. F.X. participated in case study-style workshops developed and facilitated by NSTU executive staff officers and St. F.X. School of Education faculty.

It was only fitting that this milestone anniversary found NSTU staff officers working with faculty in presenting another round of relevant case studies for discussion. This year's case studies encourage students to explore, discuss and think about relevant topics for today's classrooms and schools including fair dealing and usage and Canadian Copyright, gender expression, the roles and relationships between the pre-service teacher and associate teacher, and social media. NSTU's Code of Ethics is also discussed and examined throughout the case study process. When this program started social media didn't even exist, and now a large part of student discussion revolves around appropriate use of social media in the learning environment.

The NSTU works cooperatively with other teacher education programs—Acadia University, Cape Breton University, Mount Saint Vincent University, and Université Sainte Anne.

NSTU's University Liaison Program provides workshops, case studies and mock Annual Councils based on research, practice and the Nova Scotia context.



*Clockwise (bottom left) first year elementary BEd students Matt Taylor, Nicole Jamieson, Megan Brocklehurst, Jerrod-Ann Mbarga and Mickaela MacIntyre. Standing: NSTU staff officer Miguella Légère and association professor Deb Graham.*



*NSTU staff officer Jack MacLeod with St.F.X. BEd lecturer Greg Hadley.*

**Education Week**  
***Student Well-Being = Success***  
April 19-25, 2020

**Semaine de l'éducation**  
***Bien-être des élèves = réussite***  
du 19 au 25 avril 2020

## Le Comité de programmation acadienne

NSTU's Comité de programmation acadienne held its first meeting of the school year on November 8. This committee studies the curriculum and all proposed changes as it relates to Acadian schools under the direction of Conseil scolaire acadien provincial (CSAP) and reports its findings to the provincial executive. At this meeting committee members conducted a review on professional learning policy for Annual Council 2020. French consultant Marie-Andrée Laflamme from the CSAP did an overview of the "Intranet" for the CSAP. This committee also ensures that concerns from the three regions in the province—Central, Southwest and Northeast—are considered and invites appropriate CSAP and EECD representatives to respond to such concerns. The committee will meet again on February 3, 2020.



*Seated/ Assis (l-r): Collène Cyr, présidente du comité, Mélanie Belliveau, Miguëlle Légère (personne de liaison avec le personnel du NSTU), Jacqueline LeVert (personne de liaison avec le Comité exécutif provincial), Louanne Comeau et Willi Guy. Missing/ Absente: Catherine Farrow.*

Le Comité de programmation acadienne du NSTU a tenu sa première réunion de l'année scolaire le 8 novembre. Ce comité étudie le programme d'études des écoles acadiennes et tous les changements qui y sont proposés, sous la direction du Conseil scolaire acadien provincial (CSAP) et présente ses conclusions au Comité exécutif provincial. Lors de cette réunion, les membres du comité ont procédé à un examen de la politique d'apprentissage professionnel en vue de l'AGA du Conseil 2020. La consultante de français Marie-Andrée Laflamme du CSAP a fait un tour d'horizon du système « Intranet » prévu pour le CSAP. Ce comité veille également à ce que les préoccupations des trois régions de la province – le Centre, le Sud-Ouest et le Nord-Est – soient convenablement prises en compte et invite les représentants appropriés du CSAP et du MEDPE à répondre à ces préoccupations. Le comité se réunira de nouveau le 3 février 2020.



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### **Certificate in Math Teaching**

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Our next cohort begins in September 2020. If you are interested, please visit [teachmath.acadiau.ca](http://teachmath.acadiau.ca) to learn more, or contact us.

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# executive highlights

## October 18, 2019

- Filed the Table Officers Report;
- Selected members to attend the John Huntley Memorial Internship Program for a 2-day session;  
Eppy MacDonald, Colchester-East Hants; Danielle Quinlan, Digby; Delynn Reid, Cape Breton District; Nichole Metcalfe, Annapolis; Jeff Morse, Dartmouth; Leah Gillis, Halifax County.  
Alternates: Nadine Palmizi, Northside-Victoria; Joseph McIsaac, Halifax County
- Selected a member to serve on the Curriculum Committee;  
Tavis Bragg, Kings
- Selected Judy Rogers to serve as chairperson of the Curriculum Committee;
- Selected a member to serve on the Equity Committee;  
Farah Ahmad, Halifax County
- Selected a member to attend the NSFL Biennial Convention;  
Sherry Profitt-MacLeod, Pictou
- Approved a recommendation that the Hotel Halifax and Barrington Hotel be selected as the hotels for the NSTU Business contract for 2020-2021;
- Approved Out-of-Province Grants in the amount of \$475;  
Tim Norris, Halifax County; Kimberly Henneberry, Halifax County; Seth Wahlin Stern, Halifax City; Sue Larivière-Jenkins, CSANE; Josh McNeil, Halifax County; Brian Shay, Halifax County; Douglas Perry, Colchester-East Hants; Tanya Lycett, Halifax County; Grant Frost, Halifax County; Lindsay Moore, Halifax County; Theresa Jennings, Dartmouth; Jacqueline LeVert, CSANE; John MacInnis, Inverness; Derek Norris, Halifax City; Andrew McIntosh, Halifax City; Lynnette Babin, Antigonish;
- Approved amendments to the following Operational Procedures:
  - Operational Procedure 21 – Negotiations, (B) Procedures for Provincial Negotiations, (vii) Tentative Agreement;
  - Operational Procedure 7 – Conflict of Interest;
  - Operational Procedure 11 – Policy Procedure;
  - Operational Procedure 16 – Resolution Procedure;
- Approved a recommendation that Leadership be held from August 19-21, 2020 at St. F. X. University;
- Ratified the 2019 Shelburne County Local Constitution;
- Approved a recommendation that the NSTU procure an external firm/provider to conduct an internal systems review and report the findings at the January 2020 PE meeting;
- Referred a motion regarding Operational Procedure 4 I) Personnel Committee to the Personnel Committee;
- Approved a resolution be forwarded to Annual Council 2020 regarding By-Law Article VI – Professional Associations, 4 – Finances;
- Approved a resolution be forwarded to Annual Council 2020 regarding Policy Section III – 7 Media Blackouts on Negotiations;
- Approved a resolution be forwarded to Annual Council 2020 regarding Policy Section III – 19 Teacher Assistants;
- Approved a recommendation that the Governance and Policy Committee explore the creation of a designated equity Provincial Executive seat and report back to the January 2020 meeting.

## November 30, 2019

- Filed the Table Officers Report;
- Approved a recommendation that Phil Doucette be appointed to a second term on the NS Teachers' Pension Plan Trustee Inc. from January 1, 2020 to December 31, 2022;
- Granted a permanent contract to Leah Kutcher effective November 1, 2019;
- Approved amendments to the following Operational Procedures:
  - Operational Procedure 4 – Committees (i) Personnel Committee;
  - Operational Procedure 17 – Staffing;
  - Operational Procedure 3 – Committee of the NSTU;
  - Operational Procedure 25 – John Huntley Memorial Internship Program;
  - Operational Procedure 4 – Committees (o) Substitute Teacher Committee;
- Selected the following executive members to serve as liaison on committees:
  - Finance & Property Committee – Richard MacLean
  - Substitute Teacher Committee – Duncan Cameron;
- Approved a recommendation that the NSTU, after consultation with the substitute Committee regarding content, establish a micro website for substitute teacher information;
- Approved a recommendation that the NSTU develop an action campaign to support members to advocate for a national poverty elimination strategy;
- Approved a resolution to Annual Council 2020 regarding a new Policy – Speech-Language Pathologists;
- Approved a resolution to Annual Council 2020 regarding a new Policy – School Psychologists.



## Prime Minister's teaching award-winning teacher inspires students to be themselves

It's easy to see why Melanie Kennedy received a 2109 Prime Minister's Award for teaching. The Grades 10 to 12 drama teacher and Fine Arts department head at Auburn Drive High School ensures that her classroom culture is one of respect, kindness and empathy.

"The lesson that Ms. Kennedy's students learn is that who you are is important and worth sharing — within the classroom and in the greater sense out in the world," said the parent who nominated her for the award. "What [they realize] is that it takes each one in all their differences to create the perfect storm of creativity."

Kennedy, who has been a public school teacher since 2002 and started her teaching career in elementary music, has also been a learning centre and resource.

Even though Kennedy is a drama teacher, she says, "I don't teach theatre, but communication. Drama is personal growth—it's learning how to communicate with others. In my classroom kids can be who they are and it's like a group therapy session."

She and her students talk a lot about mental health and mental illness, and to that end Kennedy recently obtained her Master's in Counselling, something she knew would be helpful for her students. "Through the process of teaching drama, a lot of stuff has come up over the years, and I wanted to ensure I was navigating students appropriately. Drama is a great background for counselling."

She feels fortunate to work with a lot of the same students for three years. "I get to know them, and can meet them where they are and inspire them to be themselves," she comments. "I'm so fortunate that my curriculum is getting to know my students—that's best practice after all. I care about my students in a different way, my curriculum is the student in front of me and how I get that student to personally grow."

She wants her students to understand that being a teenager isn't easy, and that their personal struggles are as individual as they are.

She was very touched to learn that a parent nominated her for the Prime Minister's Award. "That was the most flattering part. I am teaching her third child now. All of her children and all of my students are my ducklings," she says. "I was so humbled and really touched by the whole experience, especially that a parent would go out of their way to do that."

A highlight of every school year are the "Aub-scars", in which her Grade 12 students end the year by creating awards for each other—a unique recognition to let each recipient know they have made an impact on the class, with a speech speaking to their strengths. "Students build the award, do the write-up, and walk the red carpet. Grade 11 students are the emcees."

The list of Kennedy's achievements are endless. She was the first-ever recipient of the school board's Superintendent's Award for Excellence in Teaching in 2010, has produced concerts to raise funds to build seven schools in China, Sierra Leone, India and Kenya, and also organizes fine arts trips for students. "Traveling with kids is my favourite way to travel," she says. "Watching them discover the world is so amazing." The next travel is planned for 2021 to Italy and Greece.

Kennedy finds lots of opportunities to welcome students with special needs into her drama program. "A core group of students gave up their off block to work with the learning centre students and brought a black light puppetry piece to the High School Drama Festival," she comments. "It was called 'Cell-e-Brate' and focused on the cells of the body. It was a highly rewarding experience for all involved." She also received a PDAF grant to acquire customizable electronic musical instruments for students with special needs to use.

The Prime Minister's Awards, offered at the Certificate of Excellence (national) and Certificate of Achievement (regional) levels, carry cash prizes of \$5,000 and \$1,000 respectively. Each recipient receives a letter and a certificate signed by the Prime Minister. **The deadline for the next round is January 14, 2020. Find out more about the awards here: <https://www.ic.gc.ca/eic/site/pmte-ppmee.nsf/eng/wz02397.html>**



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## THE BARRINGTON HOTEL

## Halifax City & Dartmouth joint Rep Retreat

NSTU's Halifax City and Dartmouth Locals held their annual rep retreat on November 15 and 16 at Oak Island Resort & Hotel. NSTU executive staff officer Miguëlle Légère presented the workshop "Your Money, Your Benefits, Your Union" in which participants learn about the value of their NSTU membership by demonstrating the multitude of benefits and services that are provided by their union and financed by their dues. NSTU executive staff officer Wally Fiander presented Teachers and the Law and public relations coordinator Angela Murray and communications specialist Mark Laventure presented Social Media: Trends, Techniques and Tips.



*NSTU president Paul Wozney addresses NSTU reps at the Halifax City-Dartmouth Rep Retreat.*



*NSTU members engage in the interactive workshop: Your Money, Your Benefits, Your Union.*



*Halifax City Local president Ryan Lutes and Dartmouth Local president Mark Savoury welcome reps at the annual retreat and introduce professional learning staff officer Miguëlle Légère.*



*Front row: Christene Emberley, Prince Andrew High rep; Shane St. Louis, Park West Rep; Roxanna Kohn, Dartmouth South Academy rep; and Dartmouth Local's treasurer Margaret Casey. Back row: Halifax City Local president Ryan Lutes; Ben Sichel, Prince Andrew rep; and Dartmouth Local president Mark Savoury.*

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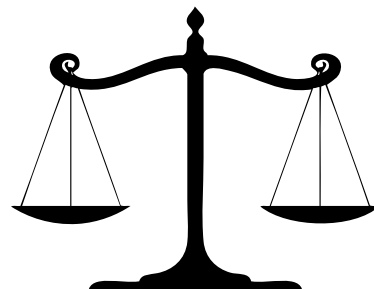
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## classifieds

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

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

**AVRCE permanent secondary teacher** seeking exchange with HRCE teacher. Please email [6797675@gmail.com](mailto:6797675@gmail.com).

**Permanent HRCE Physical Education teacher** looking to do an exchange with a teacher in the CBVRCE for 2020-2021. Permanent exchange possible. Please contact: [hrcpe14@outlook.com](mailto:hrcpe14@outlook.com).

**Permanent HRCE Elementary Teacher** looking to do an exchange with a teacher in SRCE for 2020-2021. Permanent exchange possible. Please contact: [janelle.samson@srce.ca](mailto:janelle.samson@srce.ca)

**Permanent secondary teacher** in CBVRCE interested in exchange with permanent teacher in HRCE for 2020-2021. Permanent exchange desired. If interested contact [chiassp@gnspe.ca](mailto:chiassp@gnspe.ca).

**Teacher Exchange.** Permanent teacher in the Chignecto Central Regional Centre with 14 years experience seeking exchange to the valley. Any high school around Greenwood, NS. I teach high school math, mostly grade 10 academic and the "at work" stream. I have taught and am willing to teach a lot of other math courses from grades 9-12 as well as some sciences (science 10 and biology). Contact [jennlow80@gmail.com](mailto:jennlow80@gmail.com). [Lowtherjl@ccrce.ca](mailto:Lowtherjl@ccrce.ca) 902-301-3480.

### The deadline for the January/February issue of The Teacher is January 22

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

### The John Huntley Memorial Internship Program

*The deadlines for application for the John Huntley Memorial Internship Program for the rest of the 2019-2020 school year are*

*February 1 and April 1.*

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

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

**Nova Scotia Teachers Union**



### Teaching and administrative opportunities in the Nova Scotia International Programs

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Nova Scotia international programs in the People's Republic of China (grades 10-12) and the United Arab Emirates (grades P-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:

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

### Nova Scotia Teachers College Reunion

Alumni Association Of NSTC, Annual Reunion, August 21st-23rd, 2020, at the Best Western Glengarry, celebrating all years and years ending in '0'.



Keynote speaker, Senator Jane Cordy '70 and Banquet Speaker, Lois Musselman '69.

To register and update membership, please contact [Alumni-NSTC@uniserve.com](mailto:Alumni-NSTC@uniserve.com).

Be sure to access our website [www.nsteacherscollege.ca](http://www.nsteacherscollege.ca).



### 2019 – 2020 Pre-Retirement Seminars SCHEDULE



DATES:	LOCATION:
December 16 & 17 (Monday & Tuesday)	HRCE – Halifax – NSTU Building
January 8 & 9 (Wednesday & Thursday)	CCRCE – Amherst – Super 8
13 & 14 (Monday & Tuesday)	HRCE – Halifax – NSTU Building
February 4 & 5 (Tuesday & Wednesday)	AVRCE – Greenwich – Old Orchard
11 & 12 (Tuesday & Wednesday)	CCRCE – Truro – Hampton Inn & Suites
19 & 20 (Wednesday & Thursday)	HRCE – Halifax – NSTU Building