



NSTU talks teacher shortage with MLAs at Human Resources Committee

On November 29, 2022 NSTU President Ryan Lutes was invited to speak to the Provincial Standing Committee on Human Resources about the current teacher shortage and its impact on the quality of public education. Teachers Megan Neaves and Paul Lenarczyk also spoke with the committee to share their personal perspectives.

and harder to develop and prepare those rich learning experiences that leave an enduring impression on students. Without this time, teachers are struggling to make connections with home, provide timely feedback to students, and connect with other teaching colleagues to discuss how to best support our students. Similarly, those in our system who support our

been exacerbated by a perfect storm of population growth coupled with the COVID pandemic and the other respiratory viruses currently circulating. The NSTU is calling on government to increase pay for substitute teachers to become more competitive with other jurisdictions, and for the creation of a provincial teacher recruitment and retention plan.

"These steps, if taken by government, would show teachers that government understands that our schools are in crisis, and would offer a glimmer of hope to teachers," said Lutes. "Our substitutes are currently amongst the lowest paid in Canada, and while we appreciate the work of EECD to promote recruitment and retention, we aren't going to properly address the current shortage unless we develop a plan that engages teachers, families, universities and communities.

Several officials from the Department of Education and Early Childhood Development also took part in the meeting including Associate Deputy Minister Elwyn Leroux.

LeRoux downplayed the current shortage saying: "I can assure everyone today there is a teacher in every classroom. So our efforts to date have assured that learning is happening."



In his opening remarks, Lutes spoke about the challenges schools have been facing in recent months ensuring that the needs of all students are met amidst a surge in respiratory viruses.

"Too often teachers are being asked to give up their valuable marking and prep time due to a chronic shortage of qualified substitute teachers. As a result, teachers are finding it harder

most vulnerable students, such as guidance counsellors, learning centre and resource teachers are more often than not filling in for a colleague who is absent, instead of helping support a child who may be in crisis. In either situation, it is student learning and support that is the casualty," said Lutes.

Lutes says the current situation has been building for over a decade but has

Holiday Hours

Nova Scotia Teachers Union

Closed from December 23, 2022 to January 2, 2023

Johnson Inc.

Closed Monday, December 26 and Tuesday, December 27, 2022.

Open Wednesday, December 28, Thursday, December 29, and Friday, December 30 (regular hours).

Reopens Tuesday, January 3, 2023



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<http://twitter.com/NSTeachersUnion>



[NSTeachersUnion](#)



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

people

NSTU Provincial Economic Welfare Committee

The NSTU Provincial Economic Welfare Committee has begun planning for the next round of contract negotiations. The committee recently met on November 9th.



Pictured from left to right are: Jo-Leigh MacPhee, Thérèse Forsythe (Chair), Mike Jamieson (Chair), Joanne Richardson Landry, NSTU President Ryan Lutes, Lynette Babin, NSTU Past-President Paul Wozney, Line Murphy, Doug Read, Sarah Hillier, Wally Fiander, Simon Wilkin

Forty years of service

On November 1st NSTU staff held a special luncheon in honour of Bev Tufts to celebrate her 40th anniversary at the NSTU. Bev began her career at our union in 1982 and subsequently served as the Administrative Assistant to four Presidents: Donnie MacIntyre, Brian Forbes, Mary-Lou Donnelly and Alexis Allen. She is currently the Administrative Assistant for Data Management and Governance & Policy and is always prominent at Annual Council, supporting with resolutions. Bev is retiring this December after an incredible career! Everyone at the NSTU wants to wish her a happy and enjoyable retirement.



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Submission deadlines for 2022-2023:

ISSUE	DEADLINE
Jan/Feb	January 20
March	March 3
April	April 6
May	May 5
June	June 9

The opinions expressed in stories or articles do not necessarily reflect opinions or policy of the Nova Scotia Teachers Union, its staff or elected provincial representatives.

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We welcome your comments and suggestions: **1-800-565-6788 or email theteacher@nstu.ca.**

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Happy Holidays
to you and yours
from

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Deadline is:
Friday, December 30, 2022



from the nstu president



Dear colleagues,

It's been a long and challenging year that has once again tested our professional resilience. As we head into the holiday break I just want to express my deep gratitude for your efforts this year in the face of tremendous adversity. Please take as many moments as possible to enjoy the season with friends, family and loved ones. I urge you to take advantage of this opportunity to relax and recuperate. You deserve to savour every minute of it.

The ongoing teaching shortage is having a profound impact on you and your students and it's currently one of the most pressing concerns for the NSTU. Recently, I had the chance to speak to the Provincial Human Resources committee to discuss the shortage of human resources available in our schools.

I just want to share with you some of what I told this Standing Committee of the provincial legislature presided over by 5 government and 4 opposition MLAs. Here is a portion of my remarks:

"A perfect storm of population growth coupled with the COVID pandemic and the current respiratory virus increase has only served to exacerbate a teaching shortage that had been building for nearly a decade. Similarly, the needs of students have become increasingly more complex, especially against the backdrop of rising inflation, which is having the greatest impact on already marginalized communities. Tangible supports for our students have not increased to the same extent, and have left unsustainable workloads for many teachers.

Too often teachers are being asked to give up their valuable marking and prep time due to a chronic shortage of qualified substitute teachers. As a result, teachers are finding it harder and harder to develop and prepare those rich learning experiences that leave an enduring impression on students. Without this time, teachers are struggling to make connections with home, provide timely feedback to students, and connect with other teaching colleagues to discuss how to best support our students. Similarly, those in our system who support our most vulnerable students, such as guidance counsellors, learning centre and resource teachers are more often than not filling in for a colleague who is absent, instead of helping support a child who may be in crisis. In either situation, it is student learning and support that is the casualty.

The NSTU has proposed two key, initial, initiatives to help alleviate the teaching shortage crisis in our schools. These steps, if taken by government, would show teachers that government understands that our schools are in crisis, and would offer a glimmer of hope to teachers.

First, Nova Scotia's substitute teachers are amongst the lowest paid in Canada and as such many young teachers are choosing to pursue different career paths, especially in today's economy. Keeping in mind that substitute teaching is the entry level for most new teachers, the NSTU would like to see compensation for substitutes increased to become more competitive with other jurisdictions in Canada.

Secondly, we encourage the province to create a publicly available

Chers collègues,

L'année a été longue et difficile, en plus de mettre de nouveau notre résilience professionnelle à rude épreuve. À l'approche du congé des fêtes, je tiens simplement à exprimer ma profonde gratitude envers les efforts que vous avez faits cette année pour surmonter ces épreuves considérables. Veuillez profiter de tous les moments dont vous disposerez pour profiter de cette période avec vos amis et proches. Je vous encourage à profiter de cette occasion pour vous détendre et récupérer. Vous méritez d'en savourer chaque instant.

La pénurie actuelle d'enseignants a de profondes répercussions sur vous et vos élèves et il s'agit actuellement de l'une des préoccupations les plus urgentes pour le NSTU. J'ai récemment eu la chance de m'entretenir avec le comité provincial sur les ressources humaines, pour discuter de la pénurie de ressources humaines dans nos écoles.

Je veux simplement vous faire part de certains points que j'ai abordés avec ce comité permanent de la législature provinciale, qui est composé de cinq députés du gouvernement progressiste-conservateur et de quatre députés de l'opposition. Voici quelques-unes de mes observations :

« La croissance démographique, combinée à la pandémie de COVID-19 ainsi qu'à la résurgence actuelle du virus respiratoire, a mené au parfait concours de circonstances ne faisant qu'aggraver la pénurie d'enseignants qui s'accroît depuis presque dix ans. De même, les besoins des élèves sont devenus de plus en plus complexes, surtout dans un contexte de hausse de l'inflation, les communautés qui sont déjà marginalisées étant les plus affectées par celle-ci. Les mesures concrètes de soutien pour nos élèves n'ont pas augmenté dans la même mesure et cela laisse de nombreux enseignants aux prises avec des charges de travail insupportables.

On demande trop souvent aux enseignants de renoncer à leur précieux temps de préparation et de correction, en raison d'une pénurie chronique d'enseignants suppléants qualifiés. Par conséquent, les enseignants trouvent de plus en plus difficile d'élaborer et de préparer les expériences d'apprentissage enrichissantes qui laissent une impression durable sur les élèves. Sans disposer de ce temps, les enseignants peinent à établir des liens avec les foyers, à fournir une rétroaction aux élèves en temps opportun et à communiquer avec d'autres collègues enseignants pour discuter de la meilleure façon d'aider nos élèves. De même, les personnes dans notre système qui viennent en aide à nos élèves les plus vulnérables, comme les conseillers d'orientation ainsi que les enseignants ressources et en centre d'apprentissage, effectuent la plupart du temps de la suppléance pour un collègue absent, au lieu de contribuer à aider un élève possiblement en crise. Dans tous les cas, ce sont l'apprentissage des élèves et le soutien accordé à ces derniers qui en écopent.

Le NSTU a proposé deux premières initiatives essentielles pour aider à atténuer la crise de la pénurie d'enseignants dans nos écoles.

recruitment and retention plan to address the current shortage both in the short and long term. While I acknowledge the efforts taking place within the department, a clear and transparent path forward that is created in collaboration with teachers, universities, communities and families is needed to properly tackle the crisis our schools are currently facing. A true recruitment and retention plan must place a significant focus on improving teachers working conditions. The fact is that we will not successfully encourage our young people to want to be teachers, if their own teachers are struggling daily with the demands of the profession. Teachers working conditions are students learning conditions, and must be valued by our system if teachers and students are to thrive.”

I was joined at the HR committee by two other NSTU members, and I was also able to share some testimonials from teachers and specialists across the province. These stories of struggle in the face of an unprecedented staffing shortage hurt my heart. You deserve better. And I assure you that our union will continue to engage government in order to assure that sustainability is restored to our profession.

As we sign off on 2022, I just want to thank you once again for the support and confidence you’ve placed in me. It’s my sincere privilege to serve as your president, and I’m looking forward to continuing this journey in 2023. Please have an amazing holiday season.

Joyeux Noel, Happy Holidays, Etawey wli-nipi-alasutman

Ryan Lutes

Ces mesures, si elles sont prises par le gouvernement, démontreraient aux enseignants que celui-ci comprend la crise vécue dans nos écoles et cela offrirait une lueur d’espoir aux enseignants.

Premièrement, les enseignants suppléants de la Nouvelle-Écosse sont parmi les moins bien rémunérés au Canada et, par conséquent, plusieurs jeunes enseignants décident de poursuivre d’autres cheminements de carrière, surtout dans le contexte économique actuel. En gardant à l’esprit que la suppléance représente la porte d’entrée pour la plupart des nouveaux enseignants, le NSTU aimerait que la rémunération des suppléants soit augmentée de façon concurrentielle par rapport à celle des autres provinces et territoires du Canada.

Deuxièmement, nous encourageons la province à mettre au point un plan en matière de recrutement et de rétention, accessible au public, pour pallier la pénurie actuelle, autant à court terme qu’à long terme. Bien que je reconnaisse les efforts effectués au sein du ministère, tracer une voie claire vers l’avenir, de manière transparente et collaborative avec les enseignants, les universités, les collectivités et les familles, est nécessaire pour s’attaquer adéquatement à la crise que traversent nos écoles à l’heure actuelle. Un véritable plan en matière de recrutement et de rétention doit porter une attention considérable à l’amélioration des conditions de travail des enseignants. Le fait est que nous ne parviendrons pas à recommander la profession enseignante à nos jeunes, si leurs propres enseignants peinent quotidiennement à composer avec ses exigences. Les conditions de travail des enseignants correspondent aux conditions d’apprentissage des élèves et doivent être valorisées par notre système pour permettre aux enseignants et aux élèves de réussir. »

Deux autres membres du NSTU m’accompagnaient lors de cette rencontre avec le comité sur les ressources humaines et j’ai également eu la possibilité d’y faire part de quelques témoignages d’enseignants et de spécialistes de partout dans la province. Ces histoires de lutte contre une pénurie de main-d’œuvre sans précédent m’ont fait de la peine. Vous méritez mieux. Je vous assure donc que notre syndicat continuera d’interpeller le gouvernement afin de veiller à rétablir la viabilité de notre profession.

Tandis que l’année 2022 se termine, je tiens seulement à vous remercier de nouveau du soutien et de la confiance que vous m’accordez. J’ai le sincère privilège de vous représenter à titre de président et j’ai hâte de poursuivre cette aventure en 2023. Je vous souhaite une formidable période des fêtes.

Joyeux Noël, Happy Holidays, Etawey wli-nipi-alasutman

Ryan Lutes





Hello, colleagues! As you prepare to 'wind down' before the holiday/winter break, your PL team is here to wish you a very, merry season. We are continuing to work and seek feedback to ensure that members are supported and informed of the programs and opportunities available through your Union. As a reminder heading into the new year, here are some upcoming deadlines for applications to support you in your professional goals:

Conference Grant Deadline: Wednesday, January 4th, 2023. The PD committee will meet to vet these applications and send their recommendations to the Provincial Executive.

PDAF: February 1st, 2023: These grants are up to \$5000. Please note that the website and the application have been updated to ensure clear guidelines and exclusions.

John Huntley Internship Program: February 1st, 2023.

In the new year, your PL team will also be continuing to offer our workshops for locals and schools, both in person and virtually, depending on our schedules. Please contact our PL department via our admin assistant, Karen Staples (kstaples@staff.nstu.ca).

Please feel free to get in touch if you have any questions!



The illustration shows a large, stylized figure of a person in a blue shirt and orange pants holding a book. They are surrounded by children sitting on the ground, some reading. The background is a green field with a tree and a banner that says 'Kwe'winen!'. The text 'PRIX LITTÉRAIRE - LE CHOIX DES JEUNES' and 'HACKMATACK' is at the top, and 'CHILDREN'S CHOICE BOOK AWARD 2022-23' is below it.

Get ready for another great year of reading!

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- exclusive access to reading guides, author bios, and program materials
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Visit **hackmatack.ca** to register and explore this year's selection of amazing French and English titles!

HACKMATACK

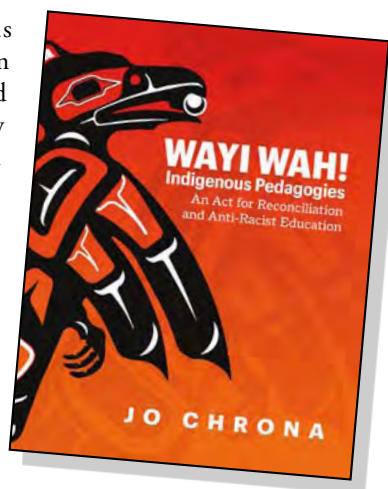
Thank you NSTU for supporting Hackmatack's 2022/23 year!

EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY ENGLISH** or **EQUITY FRENCH** in the subject line to theteacher@nstu.ca by January 20, 2023 to be eligible for the draw.

Wayi Wah! Indigenous Pedagogies: An Act for Reconciliation and Anti-Racist Education by Jo Chrona

How can Indigenous knowledge systems inform our teaching practices and enhance education? How do we create an education system that embodies an anti-racist approach and equity for all learners? This powerful and engaging resource is for non-Indigenous educators who want to learn more, are new to these conversations, or want to deepen their learning.

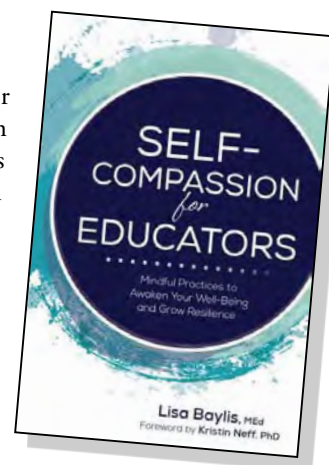


the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to theteacher@nstu.ca by January 20, 2023 to be eligible for the draw.

Self Compassion for Educators: Mindful Practices to Awaken Your Well-Being and Grow Resilience by Lisa Baylis

Written by fellow educator and mindful self-compassion expert, Lisa Baylis, MEd, this book provides educators with simple, accessible, and easy-to-use practices that will inspire them to create for themselves – instead of adding to their chaos – so they can continue doing the profession they love.



fresh

Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to theteacher@nstu.ca by January 20, 2023 to be eligible for the draw.

Toi!

Par Peter H. Reynolds

Dans ce nouvel ouvrage intitulé *Toi!*, Peter H. Reynolds célèbre avec joie l'individualité et l'importance de rester fidèle à soi-même. Ce texte brillant nous rappelle que chaque enfant est unique et encourage les lecteurs à devenir leur « propre oeuvre d'art » en étant patients, persévérants, sincères... simplement eux-mêmes.



CONGRATULATIONS TO OUR OCTOBER BOOK WINNERS!

EQUITY French

Monette Boudreau — CSANE

EQUITY English

Shannon Parsons — CBVRCE

FRESH

Alison Creaser — SSRCE

PATHWAYS

Kim Henneberry — HRCE

THE WELL TEACHER

Danielle Quinlan — TRCE

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for NSTU members
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On the first day of Christmas

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

Hello, colleagues:

During this season of giving, it's important that we don't forget ourselves. It can be so very easy to switch to autopilot mode and just go through the motions when we hear that familiar question, "are you ready for Christmas"? Are you ready for the days away from your workspace? Are you ready for the possibility of some 'down time' and making memories with family and friends? Here are some ideas moments that you can take in amidst the busy-ness of the holiday season:



On the first day of Christmas, the gift I give to me is no alarm needed to wake me.

On the second day of Christmas, the gift I give to me is sipping hot coffee!

On the third day of Christmas, the gift I give to me is a pause from my correcting.

On the fourth day of Christmas, the gift I give to me is SITTING down to eat!

On the fifth day of Christmas, the gift I give to me is no morning traffic!

On the sixth day of Christmas, the gift I give to me is a break from packing meals!

On the seventh day of Christmas, the gift I give to me time for just me.

On the eighth day of Christmas, the gift I give to me is only keeping track of one set of keys!

On the ninth day of Christmas, the gift I give to me is taking in the tree!

On the tenth day of Christmas, the gift I give to me is having energy for the evening!

On the eleventh day of Christmas, the gift I give to me is sampling Santa's cookies!

On the twelfth day of Christmas, the gift I give to me is memories with my friends and family.

We wish you a "Restive" Holiday! (full credit to our own, Leticia Richer for the term!)

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Acadia University's focused **Master of Education in Inclusive Education: Equity and Social Justice program** provides experienced educators and leaders with the knowledge and skills necessary to continue to make progressive social change in their professional practice environments.

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Educators will be prepared to participate in the policymaking, curriculum-planning, instruction, and assessment vital for inclusive education.



- The cohort group will usually take ten courses over two years with each course anchored by a combination of in-person and active synchronous learning environments.
- Through a Capstone Project or Thesis option, educators will have the opportunity to explore, in depth, a research topic or passion project related to their professional goals.

Applications Open: December 1, 2022

Applications Close: February 1, 2023

Questions about the program?

Please visit med.acadiau.ca/equity

or email: graded@acadiau.ca



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The program begins July 2023. There will be in-person residency requirements throughout the program, supplemented with synchronous and asynchronous modalities.

Applications are now open!

Questions about the program?

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or email: graded@acadiau.ca





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

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

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

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You may also visit www.hotelhalifax.ca or www.thebarringtonhotel.ca.

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

HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?

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

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



PROJECT APPLICATION MAILING ADDRESS
Sheonorail Foundation Project Review Committee
3106 Joseph Howe Drive, Halifax, NS B3L 4L7

DEADLINE
April 14, 2023

SHEONORAIL FOUNDATION

NSTU holds Local Service Awards' event

At a special evening recognition event on October 21, 34 NSTU members were honoured with Local Service Awards. These Local leaders have a wealth of experience of service to education, their students and colleagues.

Whether serving as NSTU representatives at their worksites, as members of their Local Executives, on provincial and national committees or internationally, these members have left their mark on education in Nova Scotia. Prior to 2020 these members would have been honoured during NSTU's Annual Council. Since Annual Council 2020 was held virtually and Council 2021 had limited opportunities for gathering due to public health guidelines, NSTU's Provincial Executive made the decision to honour recipients for those two years at the same event, which took place last December.

The event was very successful and the NSTU decided to start a new tradition and honour Local Service Award recipients during the first few months of the school year. Recipients who were unable to attend last year's event were given the opportunity to be honoured at this year's event. President Ryan Lutes presented the awards along with NSTU's Executive Director Steve Brooks. The event included a dinner and social gathering following the presentation.



Shown in the photo seated (left to right): Yarmouth Local recipients Wanda Rogerson-Fuller and Susan O'Brien; Leah Gillis (Halifax County); Krista Wright (Annapolis); and Christene Caudle (Colchester-East Hants). Shown Standing (first row): NSTU president Ryan Lutes; Josée Desjardins (Digby); Nadine Doiron (CSANE); Halifax County Local recipients Melva Reynolds, Carolyn Armitage, Cindy Ng-Ivanoff, Kathy Tucker, and Cindy Gillis; Dawn Wamboldt (Queens); Brenda Burt (Richmond) and Sandy Mitchell (Lunenburg County – 2021). Middle Row: Halifax County Local recipients Sheri Scott and Duncan Cameron; Keri Butler (Halifax City); and Angela Wisen (Halifax County). Back Row: Reg Dunphy (APSEA - 2021); Shelley Luddington (Halifax County); Sheldon Beaton (Inverness); Paul Wozney (Halifax County); Andrew McIntosh (Halifax City) and Kevin Farrell (Colchester-East Hants – 2020). Missing: Jill MacDonald (Annapolis); Cape Breton District's Anne Marie Muise (2020), Peter Murphy and Raylene Nicholson; Wade Van Snick (2021); CSANE's Céleste Chiasson and Suzette d'Eon; Andrew Ardley (Halifax County); and Karen Bowers (Yarmouth – 2020).



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PROJECT OVERSEAS 2023



Are you ready for something more in your professional life?

Are you looking for a larger, more global view of education?

As a teacher, do you feel you have more to offer and more to learn?

Are you ready for a personal and professional adventure?

If yes, Project Overseas (PO) might be for you!

Volunteer for PO with the Canadian Teachers' Federation (CTF/FCE)

The CTF/FCE is seeking English and French-speaking Canadian teachers at the elementary and secondary levels who are interested in volunteering their time and talents to offer professional development in-service programs in partnership with teacher organizations in developing countries. Each year, over 50 Canadian teachers are chosen to volunteer on CTF/FCE's PO in countries throughout Africa and the Caribbean. The PO in-service projects take place in July.

All candidates must:

- be a Canadian citizen;
- hold a Canadian passport valid until at least July 2024 at the time of application (proof that a passport application has been made will be accepted);
- be a member of a provincial or territorial teacher organization that supports PO;
- hold a valid teaching certificate;
- have completed at least five years of teaching in Canada by July 2023;
- be in excellent health and be able to work in developing country conditions;
- have high standards of professionalism and personal conduct;
- show evidence of flexibility and mature judgment;
- be willing to put the team and project needs above personal needs.

Please note:

PO is a volunteer experience. Administrative, travel, and living expenses are covered by the CTF/FCE and its Member Organizations. No salaries or honoraria are paid to PO participants. No family or friends are permitted to accompany the PO participants during pre-departure orientation or overseas programs.

Please contact your provincial or territorial teacher organization for additional information and an application form.



www.ctf-fce.ca

PROJET OUTRE-MER DE 2023



Voulez-vous ajouter un peu de piment à votre vie professionnelle?

Désirez-vous acquérir une perspective mondiale de l'éducation?

Pensez-vous que vous avez plus à offrir et plus à apprendre?

Souhaitez-vous vivre une nouvelle aventure professionnelle et personnelle?

Si oui, le Projet outre-mer est peut-être fait pour vous!

Portez-vous volontaire pour le Projet outre-mer de la Fédération canadienne des enseignantes et des enseignants (CTF/FCE)!

La CTF/FCE est à la recherche d'enseignantes et enseignants francophones et anglophones des paliers élémentaire et secondaire qui souhaitent faire don de leur temps et de leurs talents afin d'offrir des programmes de perfectionnement professionnel en partenariat avec des organisations de l'enseignement dans des pays en développement. Chaque année, plus d'une cinquantaine de membres de la profession enseignante du Canada sont choisis pour participer bénévolement au Projet outre-mer de la CTF/FCE dans des pays d'Afrique et des Caraïbes. La formation en poste à l'étranger se déroule au mois de juillet.

Chaque candidat et candidate doit répondre aux exigences suivantes :

- être de citoyenneté canadienne;
- avoir, au moment de la présentation de la demande, un passeport canadien valide au moins jusqu'en juillet 2024 (une preuve qu'une demande de passeport a été faite est acceptée);
- adhérer à une organisation provinciale ou territoriale de la profession enseignante qui appuie le PO;
- être titulaire d'un certificat d'aptitude pédagogique reconnu;
- au mois de juillet 2023, cumuler au moins cinq années d'expérience de l'enseignement au Canada;
- jouir d'une excellente santé et pouvoir travailler dans des conditions comme celles qu'on retrouve dans les pays en développement;
- faire preuve d'un grand professionnalisme et avoir une conduite personnelle exemplaire;
- faire preuve de souplesse et de jugement;
- être prêt à faire passer les besoins de l'équipe et du programme avant ses besoins personnels.

Remarque

La participation au Projet outre-mer est bénévole. Les dépenses administratives et les frais de voyage et de séjour sont assumés par la CTF/FCE et ses organisations membres. Les personnes participantes ne touchent pas de salaire ou d'honoraires. Les membres de la famille et les amies et amis ne peuvent accompagner les participantes et participants ni pendant le stage d'orientation pré-départ ni pendant l'affectation à l'étranger.

Veuillez communiquer avec votre organisation de l'enseignement provinciale ou territoriale pour obtenir plus d'information et un formulaire de demande de participation.



www.ctf-fce.ca

DIVORCE SOLUTION MEDIATION SERVICE

Inexpensive Uncontested Divorce

Helping families since 1995

info@divorcesolution.ca

902-510-0460

divorcesolution.ca

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

See [https://nstu.ca/the-nstu/communications/
deals-and-discounts](https://nstu.ca/the-nstu/communications/deals-and-discounts) for details

The John Huntley Memorial Internship Program

*The deadlines for application for 2022-23
John Huntley Memorial Internship Program are*

February 1 and April 1.

Nova Scotia Teachers Union

*Applications for active NSTU members are available
through your NSTU rep, on the NSTU website
or through Central Office 477-5621 or 1-800-565-6788.*

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

Murphy Gear offers NSTU members discounted prices on a wide selection of casual work and safety footwear and clothing, perfect for the gift giving season!

Visit www.murphygear.com to see our full selection of high quality brands. Murphy Gear is a locally owned and managed company, store location is 580 Wright Avenue, Dartmouth NS. 1 800 565 7540, 1 902 443 8641 or direct your questions to sales@murphygear.com

Store open Monday to Wednesday 8:30 AM to 5:00 PM. Thursday and Friday 8:30 AM to 7:00PM. Saturday 10:00 AM to 4:00PM.



SINCE 1873

580 Wright Ave, Dartmouth
murphygear.com

executive highlights

October 21, 2022

- Filed the Table Officers Report;
- Approved members for the John Huntley Memorial Internship Program for a 2-day session;
- Selected a member to serve on the Finance & Property Committee with a term to expire July 31, 2023;
- Selected a member to serve on the Member Services Committee with a term to expire July 31, 2024;
- Selected member to participate in the Parliamentary Procedures Training;
- Approved a recommendation that as part of the NSTU's Bill 75 mobilization plan, updated Bill 75 information be provided that reviews its contents, impacts, and steps taken, as well as training for Local Presidents no later than November 4, 2022 so that it may be shared widely with membership;
- Approved a number of recommendations from the Strategic Planning Report;
- Approved a recommendation that the Strategic Planning Report be released to NSTU Leadership by sending electronic copies via email to each Local President, Regional Representative Council Chair, and Professional Association President and then released to NSTU Membership by posting on the NSTU website.
- Approved a recommendation that the NSTU Provincial Executive request a written explanation from a Professional Association regarding the October Conference Agenda as soon as reasonably possible;
- Approved a recommendation that a matter be referred to the NSTU Discipline Committee;

- Approved Conference Grants in the amount of \$600 each;
- Selected the Hotel Halifax and Barrington Hotel as the NSTU Contract Hotels for 2023-2025;
- Approved the following timeline for the Northside-Victoria Region By-Election:
 - Nominations to open Monday, October 24, 2022 at 8:00 a.m.
 - Nominations to close Thursday, November 10, 2022 at 4:00 p.m.
 - By-Election date to be Wednesday, December 14, 2022 from 6:00 a.m. to 8:00 p.m.
- Approved a recommendation that the NSTU endorse the NS Chapter of the Coalition for Healthy School Food;
- Approved a recommendation that the survey for Equity-Deserving Members be circulated to NSTU members.

December 2, 2022

- Filed the Table Officers Report;
- Selected a member to serve on the Substitute Teacher Committee with a term to expire July 31, 2024;
- Ratified the In-House Legal Counsel Personal Services Contract Agreement;
- Approved amendments to the Halifax County Local Constitution, Article IV – Local Executive, sub-article (1);
- Approved a resolution be forwarded to Annual Council 2023 regarding a new Policy on Teacher Evaluation;
- Approved amendments to Operational Procedure 28 – Awards, D – Local Service Awards;
- A pension update memo will be sent to all members of the plan.

Congratulation to the Teachers Association for Physical & Health Education in Nova Scotia (TAPHENS), which celebrated its 50th anniversary at Conference Day 2022.



© TAPHENS

The deadline for the January/February issue of The Teacher is January 20

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



NOTICE OF REGIONAL PROVINCIAL EXECUTIVE ELECTIONS

Spring 2023

A. Background:

NSTU By-Law Article I – Membership sub-article 2 defines eligibility to hold office:

The rights of Active Membership shall include, but not necessarily be limited to the right to vote and hold office at the local and provincial level.

NSTU By-Law Article II – The Council sub-article 1 defines the Provincial Executive as:

The Executive of the Council as described in the Teaching Profession Act shall be the Provincial Executive.

NSTU By-Law Article III – The Provincial Executive sub-article 1 outlines the composition of the Provincial Executive as:

Composition

- (a) *The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, and twenty-one (21) Regional Members.*
- (b) *The number of Regional Members and the regions from which they shall be elected are as follows:*

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member

- (c) *A Provincial Executive Member must be an Active Member of the NSTU.*
- (d) *A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.*

NSTU By-Law Article III – The Provincial Executive sub-article 8 outlines the duties of the Provincial Executive as:

The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the Teaching Profession Act, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:

- (i) *appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;*
- (ii) *provide suitable offices and equipment for carrying on the work of the NSTU;*
- (iii) *direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;*
- (iv) *determine the place and date and make arrangements for workshops and special Council meetings;*
- (v) *issue a post-Council press release;*
- (vi) *provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;*
- (vii) *shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;*
- (viii) *determine the boundaries of the Locals;*
- (ix) *publish a magazine or other official publications;*
- (x) *cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;*
- (xi) *have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,*
- (xii) *is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.*

B. Regional Elections to be Held Spring 2023:

Regions Holding Elections	Number of Members to be Elected
Annapolis/Hants West/Kings	1 Member
Atlantic Provinces Special Education Authority (APSEA)	1 Member
Cape Breton Industrial	1 Member
Cumberland	1 Member
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	1 Member
Digby/Shelburne/Yarmouth	1 Member
Halifax City	1 Member
Halifax County	1 Member
Northside Victoria	1 Member
Pictou	1 Member

C. Procedure and Timeline of Election Process:

NSTU Operational Procedure 8 – Election Procedures sub-section B outlines the voting procedures for Regional Provincial Executive Members as:

I. Notice of Pending Election

- a. Notice of all pending Regional Provincial Executive elections shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2023 this means Wednesday, January 25, 2023)**
- b. Notice of a pending Regional Provincial Executive election shall be sent to NSTU leaders (Local President(s), RRC Chair (if applicable), and Provincial Executive Member(s)) from within the boundaries of the region as defined in NSTU By-Laws Article III – The Provincial Executive at least thirty (30) days prior to the closing of nominations. **(for Spring 2023 this means Wednesday, January 25, 2023)**
- c. Notice shall include the process for nominations.

II. Nominations

- a. Nominations for the office of Regional Provincial Executive shall be submitted on the official Nomination Form.
- b. The official Nomination Form may be found on the NSTU website.
- c. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and returned to the Executive Director or designate

no later than 4:00 p.m. on the last Friday of February (the closing of nominations). **(for Spring 2023 this means Friday, February 24, 2023)**

- e. In the event that no nominations are received in a given region, the close of nominations shall be extended by two (2) weeks, and notice shall be sent to NSTU leaders from within the boundaries of the region. **(for Spring 2023 this means Friday, March 10, 2023)**

III. Voting Day

- a. The voting day shall be the third Wednesday in April. **(for Spring 2023 this means Wednesday, April 19, 2023)**

D. Nominations:

The official Nomination Form is submitted online at: <https://nstu.ca/the-nstu/communications/online-forms/provincial-executive-nomination-form>. Confirmation of receipt of the Nomination Form will be emailed to the Candidate upon submission. Candidates will be contacted soon after the close of nominations regarding election procedures.

E. Contact Person:

For further information regarding the 2023 Regional Provincial Executive Elections, contact Louis Robitaille Executive Staff Officer Research, Governance, and Policy at lrobitaille@staff.nstu.ca or 1-800-565-6788 (local 902-477-5621).



The NSTU filmed its annual holiday greeting on November 24th at New Glasgow Academy. Students, teachers, staff along with NSTU President Ryan Lutes and Pictou Local President Doug Read all participated in the advertisement.



(A) Great News! Two New Benefit Improvements as of Dec. 1, 2022!

Your NSTU Group Insurance Trustees are pleased to announce the following benefit improvements to the Total Care Medical plan effective December 1, 2022:

- (i) **The requirement for insulin dependence for Continuous Glucose Monitor (CGM) Systems has been removed, so this benefit is more easily accessible to those with a prescription.**
- (ii) You pay less out of pocket for your 20 Psychologist Visits per calendar year because the usual and customary amount per session has increased from \$175 to \$220. That means your 80% coverage has increased from \$140 to \$176 saving you \$36 per psychology visit.

To get a better understanding of the benefit improvements, when they are available to you and how to submit claims, please refer to the Frequently Asked Questions below.

Q: When and how can I start to submit claims and take advantage of these benefit improvements?

A: You can start to submit claims for the new benefits anytime now! The current process to submit claims remains unchanged.

The Continuous Glucose Monitor (CGM) and Supplies benefit will fall under the prescription drug benefit and claims will be processed via your Medavie Blue Cross drug card at the pharmacy.

Please note, for members and eligible spouses who are age 65 and who do not have drug coverage under the Total Care Medical plan, you can still use your Medavie Blue Cross card at the pharmacy for CGM and related claims.

Q: What is covered under the Continuous Glucose Monitor (CGM) System benefit?

A: This benefit gives you easy access to the latest technology to closely monitor your blood sugar levels. It provides coverage for both Continuous Glucose Monitoring (CGM) and Flash Monitoring Systems (FMS), equipment and supplies including readers, receivers, transmitters, and sensors.

Q: If I'm not insulin dependent, will I require a prescription from an attending physician to claim the Continuous Glucose Monitor (CGM) System benefit?

A: Yes, a prescription from an attending physician is required.

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

A: The amount paid for a medical service in a geographic area based on what providers in the area usually charge for the same or similar medical service. The Total Care Medical plan will reimburse you for 80% of the usual and customary charges. For example, the current U&C for Psychologist Services is \$220, which means you would be reimbursed at 80% or \$176.

(B) In Need of Some Self-Care? Give Yourself the Gift of this Self-Care Starter Kit!

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! This being said, it is important to 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

For Members by Members

EDUWellness

Purpose

The NSTU Group Insurance Trustees will fund original ideas that support the mental health and well-being of plan members across Nova Scotia.

Deadline

January 15, 2023.

Grant Amount

Up to \$1,500 each.

One grant for each of the following

Annapolis Valley, Cape Breton-Victoria, Chignecto-Central, Halifax, South Shore, Strait, Tri-County, APSEA, and CSAP.

For more information:

<https://nstuinsurance.ca/grants/the-eduwellness-grant/>



Pour les membres par les membres

EDUBien-être

Objet

Les fiduciaires du régime d'assurance collective du NSTU financeront des idées originales qui soutiennent la santé mentale et le bien-être des membres du régime partout en Nouvelle-Écosse.

Date limite

Le 15 janvier 2023.

Montant de la subvention

Jusqu'à 1 500 \$ chacun.

Une subvention pour chacune des entités suivantes

Vallée de l'Annapolis, Cap-Breton-Victoria, Chignecto-Central, Halifax, South Shore, Strait, Tri-County, CESPA et CSAP.

Pour de plus amples renseignements :

<https://nstuinsurance.ca/grants/la-subvention-edubien-etre/>



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 building your own self-care plan, please refer to the self-care starter kit on the new NSTU Group Insurance Trust microsite at <https://nstuinsurance.ca/members/active/manulife-efap/> and under “Resources” click “Self-Care Starter Kit”. Looking after yourself is an important part of living a happy and healthy life!

(C) Do You Want Free CA\$H to Help Teachers? Apply for an EDUWellness Grant – For Members By Members.

To say that the 2022 / 2023 school year has been difficult would be an understatement! Our members have and continue to face many daily challenges as we navigate the COVID-19 pandemic. Your NSTU Group Insurance Trustees understand the challenges you have faced and in an effort to recognize the tremendous work and efforts put in by you every day, they have established the **EDUWellness Grants – For Members By Members**. They are also happy to announce that you can now review and apply for the EDUWellness Grants in both official languages! Please refer to the Frequently Asked Questions below for additional information.

Q: *What is the purpose of the EDUWellness Grants?*

A: The NSTU Group Insurance Trustees will fund original ideas / projects that promote and support the mental health and well-being of plan members across Nova Scotia.

Q: *Who is eligible for the grants?*

A: To be eligible, the individual must have a permanent, probationary, or term contract and be a member of the NSTU or PSAANS at the time of application.

Q: *What is the selection process for the EDUWellness Grants?*

A: The NSTU Group Insurance Trustees will be awarding 10 grants valued at up to \$1,500. A minimum of one grant will be awarded per educational entity (Annapolis Valley, Cape Breton-Victoria, Chignecto-Central, Halifax, South Shore, Strait, Tri-Country, APSEA, and CSAP) with the remaining grants being awarded to those with the highest scores. If there are no grants submitted in one of the above regions, that allocated grant will be added to the pool of highest scored grants. The criteria should include the project description and creativity, impacts on plan members, materials and budget, and overall impression.

Q: *Where can I find more information on the EDUWellness Grants?*

A: For more information, please visit the NSTU Group Insurance Trust website by selecting one of the following links:

English: <https://nstuinsurance.ca/grants/the-eduwellness-grant/>

French: <https://nstuinsurance.ca/grants/la-subvention-edubien-etre/>

Q: *What is the deadline to submit applications for the EDUWellness Grants?*

A: The deadline to submit EDUWellness Grant applications for the 2022 / 2023 school year is **January 15, 2023**.

Q: *Where can I find the application forms to apply for the EDUWellness Grants?*

A: The application forms can be found on the NSTU Group Insurance Trust website by selecting one of the following links or simply scan the QR code:

English – Individual Application Form

<https://nstuinsurance.ca/grants/the-eduwellness-grant/individual-application/>



English – Group Application Form

<https://nstuinsurance.ca/grants/the-eduwellness-grant/group-application/>



French – Individual Application Form

<https://nstuinsurance.ca/grants/la-subvention-edubien-etre/formulaire-de-demande-individuelle/>



French – Group Application Form

<https://nstuinsurance.ca/grants/la-subvention-edubien-etre/formulaire-de-demande-de-groupe/>



(D) Congrats to our Student Mental Health & Wellness Grant Winners!

The **Student Mental Health and Wellness Grants** were awarded to support children and youth in the schools across the province of Nova Scotia. The deadline to apply was October 15, 2022 and the NSTU Group Insurance Trustees are pleased to announce the following winners:

Name	Region	Project Title
Christine McKenna	HRCE	Student-Led Breakfast
Jason Sheperd	AVRCE	Weight Room
Holly Doyle	HRCE	Inquiry about Cooking
Tove Chadwick	HRCE	Wearing Kindness at EGMJH
Jennifer Martin Wells	HRCE	Success Factors for Learning
Mélanie Richard	CSAP	Outdoor Beach VolleyBall
Mary Lou McKenzie	SRCE	Monthly Activities for GSA
Dean Marchand	SRCE	Soke Centres

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

To review these benefit improvements or the many other benefits and programs available to you through the NSTU Group Insurance Plan, please visit our website at www.nstuinsurance.ca

Take care and stay safe this holiday season!

Your NSTU Group Insurance Trustees



Johnson Insurance has worked closely with the NSTU to provide access to helpful services and products that take care of your home and car insurance needs.

With Johnson, NSTU members have exclusive access to:


 up to **\$800.00**
 in savings when you
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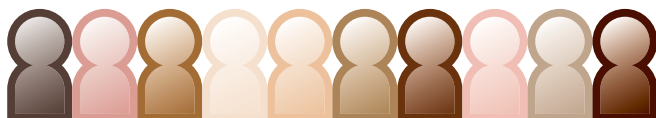
Equity-Deserving Members

 of the NSTU 

Contact your Local President to express interest. They will then forward you a link. Or if you are a successful candidate.

[Link to Local Presidents list](#)

We want to encourage equity-deserving members from underrepresented groups to apply for the **Encourage Engage Evolve Summit 2022**. This is an opportunity to engage with your Union and to have your voice heard and amplified in order to continue building equity, diversity, and inclusion within the NSTU.



ENCOURAGE ENGAGE EVOLVE

 **Summit 2022**

Friday, December 16th, 2022 6pm-11pm;
Saturday, December 17th from 9am-noon

Hotel Halifax, 1990 Barrington St, Halifax,
Baronet Room, 8th Floor

coming events

JUNE 2023

The Royal Nova Scotia International Tattoo

The Royal Nova Scotia International Tattoo wants your school/class to attend our special 2023 Student Matinee!

BOOK NOW: <https://nstatattoo.ca/tickets/student-matinee-2023/>

WHEN: Wednesday, June 28, 2023 @10:00AM

WHERE: Scotiabank Centre

COST: \$15.00/student (\$13.00 + \$2.00 service fee)

CHAPERONES ARE FREE*

* Free chaperone tickets are based on the recommended guidelines with the Halifax Regional Centre for Education:

Primary to 2 – 5 kids to 1 chaperone

Grades 3 to 6 – 8 kids to 1 chaperone

Grades 7 to 9 – 15 kids to 1 chaperone

Grades 10 to 12 – 15 kids to 1 chaperone

Any additional chaperones tickets required above and beyond Halifax Regional Centre for Education guidelines will be full price (\$15.00).

Pipers, drummers, dancers, acrobats, bands, choirs, singers, display teams and more are here to celebrate the end of the school year with an exclusive student performance.

PLEASE NOTE:

School buses cannot park outside the Scotiabank Centre. Alternative arrangements must be made in advance by the school.

The Royal Nova Scotia International Tattoo will follow all Public Health regulations with regards to COVID-19 at the time of the show.

Backpacks are not permitted inside the Scotiabank Centre. Students are only allowed to bring their lunch bags!

Media will be present at the show. Parents/guardians will have to provide teachers with consent for students in the case that they are photographed/videotaped.

TO BOOK:

Fill out the booking form here: <https://nstatattoo.ca/tickets/student-matinee-2023/>

Payment is due by June 1, 2023, to the Tattoo. We accept cash, cheque, or VISA.

Cheques can be made payable to the Royal Nova Scotia International Tattoo Society at 3-170 Joseph Zatzman Drive, Burnside NS, B3B 1M3. Please include Student Matinee 2023 in the memo line.

Once payment is processed, tickets will either be mailed out, held at our Tattoo Production Office (3-170 Joseph Zatzman Drive) or held at will call for pick-up at the Scotiabank Centre. Please indicate at the time of booking which delivery method you prefer.

If you have any questions or concerns, please contact Allison Pedvis, Marketing and Partnerships Coordinator, for more information: 902-420-4622 or apedvis@nstatattoo.ca

classifieds

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

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

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

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

Inexpensive, Uncontested Divorce. For further information, please visit our website at <https://divorcesolution.ca/> or call, 902 510 0460 to book a free consultation. Several locations in the HRM to serve you.

Looking for a qualified resource job share partner for one day a week/20% at the junior high level (HRCE). Please reach out if interested: sara.macleam@hrce.ca



Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the People's Republic of China (grades 10-12), the United Arab Emirates (grades P-12) and Bangladesh (grades 9-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:

www.internationalprograms.ednet.ns.ca



2022 – 2023 Pre-Retirement Seminars SCHEDULE



DATES:	LOCATION:
January 11 & 12 (Wednesday & Thursday) 17 & 18 (Tuesday & Wednesday)	SSRCE – Bridgewater HRCE – Halifax
February 14 & 15 (Tuesday & Wednesday) 28 & Mar 1 (Tuesday & Wednesday)	HRCE – Halifax HRCE – Halifax

FREE Professional Learning Workshops for Nova Scotia Educators

We are hosting four curriculum-aligned virtual workshops on environmental learning in Winter 2023.

1. What about Weather?
2. Interconnectiveness in Nature
3. Human Impacts on the Environment
4. Solutions for Our Shared Planet

Integrate environmental learning into your classroom ... in ALL subjects!

Attend all four workshops to receive a FREE classroom resource kit valued at over \$300.

Learn more and register at cleanfoundation.ca/professional-learning



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