



It's time every student gets the support they need – Our Kids Can't Wait

On Wednesday, November 29th, Nova Scotia's more than 9,500 teachers and educational specialists held a day of action to raise awareness about the deepening teacher shortage and its impact on students.

Prior to the event, thousands of buttons and stickers displaying the slogan "Our Kids Can't Wait" were delivered to every teacher and specialist across the province. As part of the day of action, NSTU members wore

these items to draw attention to the ongoing challenges created by the teacher recruitment and retention crisis. Nova Scotians were also encouraged to share their views or personal stories about the shortage on social media using the hashtag #OurKidsCantWait.

"Teachers who support our most vulnerable students such as learning centre teachers, resource teachers, school counsellors, specialists and literacy support teachers are



often the first to be pulled away from their normal duties in order to supervise a class when a colleague is unable to work," says NSTU President Ryan Lutes. "As a result, the students who need the most specialized support, are often receiving the least. This can't continue. Our kids can't wait. The Province needs to take urgent action to address the shortage."

According to a recent survey of NSTU members, 70 per cent of teachers have lost assessment, lesson planning and preparation time in order to cover for an absent colleague since 2022. Similarly, 29 per cent have been asked to supervise multiple classrooms simultaneously due to the shortage. Eighty-one per cent of teachers and specialists say they've felt pressure to attend school while feeling sick, or cancel medical appointments, because of a lack of substitute teachers. "

In recent years the NSTU has made two

Continued on page 5

Holiday Hours

Nova Scotia Teachers Union

Closed from December 22, 2023 to January 1, 2024

2023 Johnson Inc. / belairdirect

Sales and Group Benefit operations closed Monday, December 25, Tuesday, December 26, 2023, and January 1, 2024.

Open Wednesday, December 27, Thursday, December 28, and Friday, December 29, 2023, (regular hours).

Claims operations closed Monday, December 25, 2023, and Monday January 1, 2024. Our 24/7 teams will be open on these days.

Open Tuesday December 26 (8am to 3pm AST), Wednesday, December 27, Thursday, December 28, and Friday, December 29, 2023, (regular hours).

All operations reopen on Tuesday, January 2, 2024



<https://www.facebook.com/nsteachersunion>



<http://twitter.com/NSTeachersUnion>



[NSTeachersUnion](https://www.instagram.com/NSTeachersUnion)



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

people

Devour 2023

The NSTU has been the proud sponsor of Devour since 2019. This Food Film Festival features two days of films and hands-on culinary workshops for youth in both French and English. The theme of year's festival, which took place from October 23 to 29, explored French Cuisine et Culture—how the roots of Acadian, Cajun, Creole & French cuisine, culture, and cinema intersect globally. The NSTU supports Devour's Big Picture Program – Youth School Screening Series. Devour screens carefully curated films from across Canada and around the world that address significant global issues that can profoundly affect culture, society and the health of the earth. On October 24, NSTU president Ryan Lutes had the opportunity to address students in advance of the screening of the film, *The Orchard*, a documentary about the apple industry and the history of Noggins Farms. The NSTU also helps promote Nourish Nova Scotia's Food and Film Challenge in which students are encouraged to make a short film about food.



NSTU president Ryan Lutes (second from right) is shown with Festival Managing Director Lia Rinaldo, Festival Executive Director Michael Howell, and Nourish Nova Scotia's Executive Director Lisa Roberts.

Huntley's November 23

Six more NSTU members joined the ranks of the John Huntley Memorial Internship Program on November 2 and 3, 2023. Each school year NSTU members are selected through applications to NSTU's Table Officers and approved by the provincial executive. Those who participate spend two days at the NSTU Central Office in Halifax and learn more about NSTU's programs and services through sessions with NSTU staff, executive director, and the NSTU president. NSTU staff from member services, professional learning, public relations, the Member Assistance program and NSTU administration host sessions for the groups of interns.



Caption (l-r) : Connor Patriquin (Cumberland Local) teaches Math and Science 9 at Amherst Regional High School; Erin Mullen (Digby Local) teaches Tech and English 12 at St. Mary's Bay Academy in Weymouth; Angie Hosking (Halifax City) a Grade 6 teacher at Cunard Junior High in Spryfield; and Dawn MacDonald-Gillis (Northside-Victoria Local) a Grade P – 5 math teacher at Rankin School of the Narrows in Iona. Standing: Jemita Buchanan (Kings Local) Grade P/1 teacher at Kings County Academy; and Linda MacPhee (Lunenburg County Local) a Grade 4/5 teacher at Newcombville Elementary School.



Managing Editor: **Angela Murray**
Assistant Editor: **Mark Laventure**
Advertising & Circulation: **Nancy Day**



Published eight times a year
(September-June)
by the **Nova Scotia Teachers Union**
3106 Joseph Howe Drive,
Halifax, N.S. B3L 4L7
Phone: 902-477-5621
Fax: 902-477-3517
Toll free: 1-800-565-6788
Email: theteacher@nstu.ca
Website: www.nstu.ca

Submission deadlines for 2023-2024:

ISSUE	DEADLINE
September	September 1
October	October 6
Nov/Dec	November 23
Jan/Feb	January 19
March	March 1
April	April 5
May	May 10
June	June 14

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

© Nova Scotia Teachers Union 2023

Status of Women Committee

NSTU's Status of Women committee held its first meeting of the school year on October 13. Its mandate includes advising the provincial executive on ways of enhancing the status of women in the teaching profession and society. A focus for this school year is organizing the biennial conference which will take place April 12 and 13, 2024.



Members of the committee are shown, standing (left to right): Danielle Quinlan (Digby), provincial executive liaison Nancie de la Chevotière, Christine Emberley (Dartmouth), Sunita Pinet (Halifax City), and NSTU Staff Liaison Wendie Wilson. Seated: Karlee Perry (Annapolis), Alicia Tingley (Colchester-East Hants), and committee Chair Michelle Pinaud (Northside-Victoria).

Union/rep Engagement Committee

This school year a newly formed ad hoc committee of the provincial executive is focusing on volunteer engagement of NSTU members, namely NSTU representatives who are the key link for NSTU members at schools and sites across the province. The mandate of the ad hoc Committee on Union/Rep Engagement is to create a bank of resources to educate leaders and members and create a bank of ideas and best practices for recruitment and retention of volunteers.



Shown are members of the committee during the second meeting of the school year held at the NSTU building on November 20.

Left to right: Malik Adams (Halifax City), committee chair Ben Sichel (Dartmouth), via Zoom Jill Vallis (Cape Breton District), Colleen Scott (Colchester-East Hants), Wanda Rodgers Fuller (Yarmouth), Linda MacPhee (Lunenburg County), and staff liaison Mark Laventure.



Happy Holidays
to you and yours
from
TEACHERS PLUS



16 – 36 Brookshire Court, Bedford Nova Scotia B4A 4E9
(902) 477-5664 info@teachersplus.ca



TEACHERS PLUS



from the nstu president



Our Kids Can't Wait

As the end of the year approaches, there's a natural moment of excitement and reflection. It's the season of holiday activities, holiday concerts, community events and family holiday traditions. For many of our students, especially our youngest, it's a magical time of the year full of miracles, wonder and excitement. As teachers and educators, it's a busy time with our students and families, and a time to reflect on the year that it has been.

This year, like the last many years, has been a difficult year. Our education system has been under stress due to the pandemic and chronic under funding, and this stress, and the fractures that it has shown are widening. This, coupled with the affordability crisis has made the job of teaching and providing support in the areas of school psychology, speech language pathology and social work even more difficult.

This is evident in the retention and recruitment crisis that is impacting our classrooms and schools. It is difficult, if not impossible, to improve student learning when we are continually being spread thin.

And while the system is clearly not providing the support that you and your students deserve, every day amazing things are happening in our schools. Every day our kids are learning. Every day our kids come to school to engage with educators that care deeply about them. Every day, our students are unleashing their creativity and talents in our classrooms. This is all happening because of you, and in spite of the failures of the system.

"Our Kids Can't Wait" for a system that is appropriately funded, that provides teachers, school counsellors, school psychologists, speech language pathologists, social workers and other educational specialists with the resources they need to ensure all students succeed. "Our Teachers Can't Wait" to have a system that provides all educators with the tools they need to adequately support our students. There is a long way to go in this regard, but the Nova Scotia Teachers Union is firmly committed to continue to advocate and fight for the system that our educators and students deserve.

As you know, our collective agreement is currently being negotiated. Many of the challenges that face teachers, school counsellors and educational specialists are central to our bargaining proposals: class size and complexity, mental health supports, recruitment and retention, improved working conditions for all, including our substitute teachers, and a salary increase that restores members' purchasing power and reflects the demands of the profession. Our government needs to fund an education system that all educators and prospective educators WANT to work in, and can see success. The success of our educators should not come at the expense of our mental health or our families. Your bargaining team is committed to ensuring that these priorities

Nos enfants ne peuvent pas attendre

L'approche de la fin de l'année est naturellement un moment d'effervescence et de réflexion. C'est la période des événements communautaires ainsi que des activités, des concerts et des traditions familiales des fêtes. Pour bon nombre de nos élèves, en particulier les plus jeunes, c'est aussi une période magique remplie de miracles, d'émerveillement et d'excitation. En tant qu'enseignants et éducateurs, c'est une période chargée avec nos élèves et familles, et un moment pour réfléchir à l'année qui vient de s'écouler.

Cette année, comme les années précédentes, a été difficile. Notre système de l'éducation a été soumis aux pressions de la pandémie et d'un sous-financement chronique, et ces pressions, ainsi que les fractures qu'elles ont révélées au grand jour, se sont élargies. Cette situation, combinée à la crise de l'abordabilité, a rendu l'enseignement et le soutien aux secteurs de la psychologie scolaire, de l'orthophonie et du travail social encore plus difficiles.

Cela se traduit par une crise de la rétention et du recrutement qui affecte nos classes et écoles. Il est difficile, voire impossible, d'améliorer l'apprentissage des élèves lorsque nous sommes constamment au bout du rouleau.

Et bien que le système ne fournisse manifestement pas le soutien que vous et vos élèves méritez, des choses extraordinaires se passent chaque jour dans nos écoles. Chaque jour, nos enfants apprennent. Ils viennent à l'école pour interagir avec des éducateurs qui se soucient sincèrement d'eux. Chaque jour, nos élèves donnent libre cours à leur créativité et à leurs talents dans nos classes. Tout cela grâce à vous, et malgré les échecs du système.

« Nos enfants ne peuvent pas attendre » que le système soit correctement financé, qu'il fournisse aux enseignants, aux conseillers scolaires, aux psychologues scolaires, aux orthophonistes, aux travailleurs sociaux et à d'autres spécialistes de l'éducation les ressources nécessaires pour garantir la réussite de tous les élèves. « Nos enseignants ne peuvent pas attendre » que le système offre à tous les éducateurs les outils dont ils ont besoin pour soutenir adéquatement nos élèves. Il y a encore beaucoup à faire à cet égard, mais le Nova Scotia Teachers Union est fermement engagé à continuer de revendiquer le système que nos éducateurs et élèves méritent et de lutter pour celui-ci.

Comme vous le savez, nous négocions actuellement notre convention collective. Beaucoup des défis auxquels font face les enseignants, les conseillers scolaires et les spécialistes de l'éducation sont au cœur des propositions que nous présentons : la taille et la complexité des classes, les services de soutien en santé mentale, le recrutement et la rétention, l'amélioration des conditions de

are advanced.

On behalf of myself and members of your NSTU Provincial Executive, thank you for your dedication to your students and our profession. Please take as many moments as possible to enjoy the season with friends, family and loved ones. I encourage you to take advantage of this opportunity to relax and recuperate. You deserve to enjoy every minute of it!

Best wishes this holiday season!



travail pour tous, y compris pour nos enseignants suppléants, et une augmentation de salaire qui rétablit le pouvoir d'achat des membres et reflète les exigences de la profession. Notre gouvernement doit financer un système de l'éducation dans lequel tous les éducateurs et les futurs éducateurs VEULENT travailler et peuvent se voir y prospérer. Le succès de nos éducateurs ne doit pas se faire au détriment de notre santé mentale ou de nos familles. Votre équipe de négociation est déterminée à faire valoir ces priorités.

En mon nom et en celui des membres du Comité exécutif provincial de votre NSTU, je vous remercie de votre dévouement envers vos élèves et notre profession. Je vous souhaite de profiter pleinement des prochaines semaines pour passer de bons moments avec vos amis et vos proches, pour vous détendre et pour récupérer. Vous méritez de profiter de chaque minute de cette période!

Meilleurs vœux pour le temps des fêtes!



NSTU Research Repository

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

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



Members should contact
our Professional Learning
department via

appl@nstu.ca



continued from page 1

proposals to address the shortage. It has asked that the Province create a teacher recruitment and retention plan in order to address many of the underlying causes of the shortage. Similarly, it has asked the Province to increase compensation for substitute teachers, who currently are amongst the lowest paid in Canada.

Early data shows members were highly engaged with the day of action. Preliminary reports from about a quarter of schools across the province show a 72 per cent participation rate. Similarly, traffic on the NSTU X (Twitter) account increased by more than

202% in the month leading up to the event. Facebook traffic increase by 170 per cent over the same period.

In the weeks leading up the event, the NSTU shared quotes from teachers explaining the impact of the teacher shortage on them and their students. As one teacher stated: "Loss of specialist time in classrooms is impacting my most vulnerable students. Resource teachers, early literacy support teachers, (school) counselors having to cover other classrooms while teachers are out means less intervention for those who need it most."

Upcoming Professional Learning opportunities

We hope that this year has gotten off to an encouraging start. Your PL team just wanted to highlight some new offerings and upcoming opportunities to help support your Professional Learning goals.

The next two deadlines for PDAF (Program Assistance Development Fund) are February 1st and April 1st (every two months). If you have an innovative idea for your learning space, you can consult the successful PDAF project examples and submit an application! The committee looks forward to reading your ideas!

The first Wednesday is January (January 3rd) is also the next deadline to apply for the NSTU conference grants. Please note that there is a new application and new format for this round of applications. If you have already submitted your application, you need not submit again. However, if you have not yet begun the application, please use the newest form. Forms are available in English and in French.

The John Huntley Internship program is a two-day visit to

the NSTU office where participants learn about the roles and responsibilities of the NSTU staff as well as the history of the NSTU structure, services and benefits that members receive. Named for a passionate educator and former staff officer, John Huntley, who believed strongly that NSTU members should understand their rights and what how their union supports them. The next deadline to apply for the John Huntley Internship is February 1st, 2024 and again on April 1, 2024.

The next deadline for the Sheonorail Foundation by 4:30 pm on April 12. The Foundation, an arms-length entity of the NSTU provides grants to anti-violence programs that have a direct and immediate impact on classrooms, students, teachers, staff, and community. It extends financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor. Apply here: <http://sheonorail.nstu.ca/grants/applications>

December Kindness 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
				1 Spread kindness and share the December calendar with others	2 Contact someone you can't be with to see how they are	3 Offer to help someone who is facing difficulties at the moment
4 Support a charity, cause or campaign you really care about	5 Give a gift to someone who is homeless or feeling lonely	6 Leave a positive message for someone else to find	7 Give kind comments to as many people as possible today	8 Do something helpful for a friend or family member	9 Notice when you're hard on yourself or others and be kind instead	10 Listen wholeheartedly to others without judging them
11 Buy an extra item and donate it to a local food bank	12 Be generous. Feed someone with food, love or kindness today	13 See how many different people you can smile at today	14 Share a happy memory or inspiring thought with a loved one	15 Say hello to your neighbour and brighten up their day	16 Look for something positive to say to everyone you speak to	17 Give thanks. List the kind things others have done for you
18 Ask for help and let someone else discover the joy of giving	19 Contact someone who may be alone or feeling isolated	20 Help others by giving away something that you don't need	21 Appreciate kindness and thank people who do things for you	22 Congratulate someone for an achievement that may go unnoticed	23 Choose to give or receive the gift of forgiveness	24 Bring joy to others. Share something which made you laugh
25 Treat everyone with kindness today, including yourself!	26 Get outside. Pick up litter or do something kind for nature	27 Call a relative who is far away to say hello and have a chat	28 Be kind to the planet. Eat less meat and use less energy	29 Turn off digital devices and really listen to people	30 Let someone know how much you appreciate them and why	31 Plan some new acts of kindness to do in 2024




ACTION FOR HAPPINESS

Happier · Kinder · Together

[HTTPS://ACTIONFORHAPPINESS.ORG/CALENDAR](https://actionforhappiness.org/calendar)



Tips for writing a comprehensive application:

- ☐ Review the criteria for the opportunity to ensure that your idea/proposal qualifies
- ☐ Use the criteria as a checklist to ensure that your application is complete;
- ☐ Provide the committee with as much detail as possible, balanced within a succinct description-make your word choices count!
- ☐ Find a friend who can review your application prior to submitting it. A second set of eyes can always be helpful to ensure that your application is as strong as it can be;
- ☐ Make sure you submit the application on or before the deadline. Late applications will not be considered but can be held for the next round of applications.
- ☐ Waiting for an answer can be challenging! Remember that there are procedures and timelines in place to ensure that the process is as equitable as possible and the NSTU has a provincial scope. The Teachers who volunteer their time on the committees who make recommendations or decisions on the various grants and opportunities strive to ensure that the evaluation and vetting process is as fair as possible. Our NSTU staff work as quickly as possible to inform applicants of the decisions made.
- ☐ Seek feedback for your application. NSTU staff act as advisors to the committees and can be available to respond to questions about your application.
- ☐ Feedback is always welcome.


Stay tuned to future editions of the Teacher for more updates and information about upcoming opportunities! Be sure to consult your Member Diary for a calendar of opportunities and deadlines.
Yours in Education,

Your Professional Learning team
Amanda O'Regan-Marchand (amarchand@staff.nstu.ca)
Wendie Wilson (wwilson@staff.nstu.ca)
Meg Ferguson (mferguson@staff.nstu.ca)
Janice MacKenzie (appl@nstu.ca)

Gentillesse de décembre 2023

LUNDI	MARDI	MERCREDI	JEUDI	VENDREDI	SAMEDI	DIMANCHE
 4 Soutiens une œuvre de charité, une cause ou une campagne qui te tient vraiment à cœur	 5 Offre un cadeau à une personne sans abri ou qui se sent seule	 6 Laisse un message positif pour que quelqu'un le trouve	 7 Fais de gentilles remarques à autant de personnes que possible aujourd'hui	1 Réponds de la gentillesse et partage ce calendrier avec d'autres personnes	2 Contacte une personne avec qui tu ne peux pas être pour savoir comment elle va	3 Offre d'aider une personne qui vit actuellement des moments difficiles
11 Achète un article supplémentaire et donne-le à une banque alimentaire locale	12 Sois généreux.se. Choisis de donner de la nourriture, de l'amour ou de la gentillesse aujourd'hui	13 À combien de personnes peux-tu sourire aujourd'hui?	14 Partage un souvenir heureux ou une pensée, source d'inspiration avec un être cher	8 Fais quelque chose d'utile pour une amie ou un membre de ta famille	9 Remarque quand tu es dur.e envers toi-même ou envers les autres et sois gentil.le à la place	10 Ecoute les autres de tout cœur sans les juger
18 Demande de l'aide et laisse quelqu'un découvrir la joie de donner	19 Contacte une personne qui peut être seule ou se sentir isolée	20 Aide les autres en donnant quelque chose dont tu n'as pas besoin	21 Apprécie la gentillesse et remercie les personnes qui font quelque chose pour toi	15 Dis bonjour à une personne de ton quartier et égaye sa journée	16 Cherche à dire quelque chose de positif aux personnes à qui tu parles	17 Sois reconnaissant.e. Fais la liste des choses que d'autres ont fait pour toi
25 Traite tout le monde avec gentillesse aujourd'hui, y compris toi-même!	26 Sors de chez toi. Ramasse des déchets ou fais quelque chose de bien pour la nature	27 Appelle un membre de ta famille qui est loin pour lui dire bonjour et discuter	28 Sois gentil.le avec la planète. Mange moins de viande et utilise moins d'énergie	22 Félicite quelqu'un pour avoir fait quelque chose qui aurait pu passer inaperçu	23 Choisis de donner ou de recevoir le cadeau du pardon	24 Apporte de la joie aux autres. Partage quelque chose qui t'a fait rire
				29 Eteins les appareils numériques et écoute vraiment les personnes	30 Dis à une personne à quel point tu l'apprécies et pourquoi	31 Planifie de nouveaux gestes de gentillesse à faire pour 2023

ACTION FOR HAPPINESS Plus heureux.ses · Plus aimables · Ensemble

[HTTPS://ACTIONFORHAPPINESS.ORG/CALENDAR](https://actionforhappiness.org/calendar)

Are You a Safe Shoveler?

By Hilary Brousseau, OT Reg. (NS), Occupational Therapist/Case Coordinator, NSTU Early Intervention Program

As the season turns, we are beginning to see some snow in the weather forecast. While for many people, snow means the return of outdoor activities such as skiing and skating, it also indicates the return of an often less enjoyable outdoor activity—shovelling. When done properly, shovelling can be a great full-body workout and a good way to incorporate time outdoors into your week. However, there can be some risks associated with shovelling. Shovelling is often done on slippery surfaces that increase risk of falls. As well, the movements required for shovelling are often not replicated in other activities. This means you may be moving your muscles in new ways that can lead to an increased risk of injury. Despite this, shovelling is a necessary chore for many people. If you will be shovelling this winter, it's best to be prepared. Below are some tips to ensure you and your equipment are ready for the winter.

Is your shovel right for you?

Choosing the right shovel is an important first step. If you are planning to buy a new shovel this year or wondering if your current shovel is a good fit for you, here are some features you should keep in mind.

- ✱ **Handle length:** with the blade of the shovel on the ground, the handle should be approximately chest height. A handle that is too short will increase the amount of bending required and a handle that is too long will make the weight at the end feel heavier.
- ✱ **Blade material:** Metal blades, though durable and great for chipping ice, are heavy and can lead to back strain. In contrast, plastic blades are lightweight but much less durable than metal. A nice compromise may be a plastic shovel with a metal strip at the bottom.
- ✱ **Blade size:** Choose a size that matches the task and your physical capabilities. If you plan to push the snow, a wider blade may be fine. If you will be lifting the snow, you might want to switch to a narrower blade to decrease risk of injury.

Before shovelling:

- ✱ **Layer up.** Once you start shovelling, you are likely to experience a rise in body temperature and it might be necessary to shed a layer of clothing. Reflective clothing may also be appropriate if shovelling before or after daylight.
- ✱ **Choose appropriate footwear for shovelling.** Proper footwear reduces your risk of falls while shovelling. This is particularly important as shovelling involves frequently transferring your weight. Warm boots that have a sole with good grip are the ideal shovelling footwear.
- ✱ **Warm up.** Just as you wouldn't jump right in to the most intense part of a workout without warming up, it



is important to warm up before shovelling too. Exercises such as squats or a brisk walk are ideal before shovelling. Stretches for your back, neck, shoulders, and legs may also be beneficial when preparing to shovel.

Shovelling technique:

- ✱ **Feet:** your feet should be shoulder width apart, with one foot placed in front of the other. Change which foot is in front occasionally to prevent overuse of the muscles on one side of your body.
- ✱ **Legs:** Keep a bend in your knees.
- ✱ **Back:** Keep your back straight and use caution to not bend forward with your back, as this is a common cause of injury while shovelling. Avoid twisting through your back. If you need to turn to move the snow to the side, turn your whole body.
- ✱ **Hands:** your hands should be spaced apart on your shovel to increase your leverage.
- ✱ **Arms:** Hold the shovel close to your body.

While shovelling:

- ✱ **Shovel early and often.** Especially for bigger snowfalls, don't wait until all the snow is on the ground and try to finish everything at once, as this is more likely to lead to injury related to overexertion. Breaking up the work over multiple bouts of shovelling can significantly reduce your risk of fatigue and injury.
- ✱ **Reduce lifting.** It is better to push the snow with your shovel than it is to lift and throw it. If you must lift the snow, make sure you are lifting with your legs, rather than your back. Walk to where you will dump the snow, rather than throwing the snow.

Continued on page 13

fresh

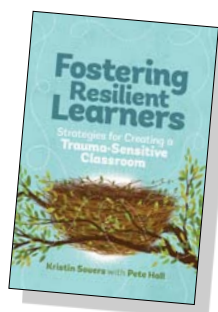
Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** in the subject line to theteacher@nstu.ca by **January 25, 2024** to be eligible for the draw.

Fostering Resilient Learners

By Kristin Souers with Pete Hall

Published by ASCD, *Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom* Grounded will help readers cultivate a trauma-sensitive learning environment for students across all content areas, grade levels, and educational settings. Authored by a mental health therapist and a veteran principal it provides proven, reliable strategies in research and the authors' experience working with trauma-affected students and their teachers.



EQUITY COMMITTEE BOOK REVIEW

Nova Scotia Teachers Union

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **January 25, 2024** to be eligible for the draw.

Le Cercle De Partage

Auteure: Theresa "Corky" Larsen-Jonasson

Illustrations: Jessika Von Innerebner

Quand deux renardes rousses ont une dispute qui divise leur communauté, une gentille bisonne apporte une tresse d'herbe sacrée à une sage locale et lui demande de les aider en présidant un Cercle de Partage avec tous les animaux. Pour plus d'informations sur le livre, visitez le www.medicinewheel.education



CONGRATULATIONS To Our October Book Winners!

EQUITY — John Burt Sr. — SRCE

FRESH English — Wendy Clarke — HRCE

FRESH French — Stephanie MacLean — CSANE

PATHWAYS 4 PL — Erin Gaudet — AVRCE

pathways

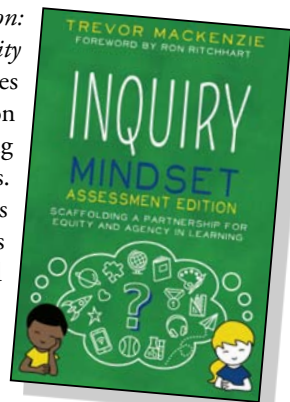
FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with **PL** in the subject line to theteacher@nstu.ca by **January 25, 2024** to be eligible for the draw.

Inquiry Mindset Assessment Edition

By Trevor MacKenzie

Inquiry Mindset Assessment Edition: Scaffolding a Partnership for Equity and Agency in Learning examines the role of assessment in education through the lens of co-designing and co-constructing with students. Author Trevor MacKenzie outlines beliefs, values, and frameworks that enable teachers to scaffold assessment infused with student voice, understanding, and autonomy. Published by Elevate Books EDU, this book helps students create both a sense of belonging and ownership over learning in the classroom.



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 25, 2024** to be eligible for the draw.

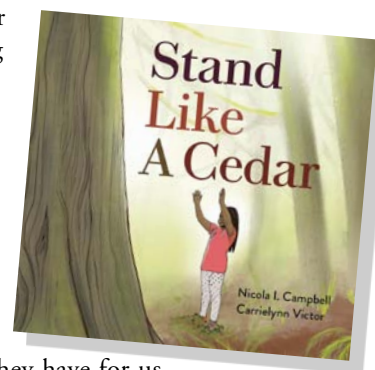
Stand Like A Cedar

By Nicola I. Campbell

Illustrated by Carrielynn Victor

Published by Highwater Press, award-winning storyteller Nicola I. Campbell shows what it means to "stand like a cedar" on a journey of discovery through the wilderness. Learn the names of animals in the Nl̓e?kepmxcín or Halq'emeyem languages as well as the teachings they have for us.

Experience a celebration of sustainability and connection to the land through lyrical storytelling and Carrielynn Victor's breathtaking art in this children's illustrated book. A glossary and pronunciation guide can be found at the back of the book.



La retraite des représentants du CSANE offre une excellente occasion de perfectionnement professionnel aux membres

Les membres du CSANE (Conseil syndical acadien de la Nouvelle-Écosse) ont assisté à la retraite annuelle des représentants du NSTU les 27 et 28 octobre à l'hôtel Doubletree à Dartmouth. Cet événement réunit les représentants du CSANE des régions centrale ainsi que du sud-ouest et du nord-est. La retraite, organisée par la présidente du CSANE, Isabelle Cotnoir, a permis des échanges lors d'une table ronde pour les représentants. Lors d'une session avec le président du NSTU, Ryan Lutes, les participants ont pu obtenir plus d'information sur les négociations en cours concernant le contrat avec les écoles publiques et des nouvelles sur le Teachers' Pension Plan. D'autres sessions ont entre autres porté sur le rôle du représentant du NSTU. Il s'agit d'un événement de perfectionnement professionnel important pour les sections locales dont les membres sont dispersés dans toute la province.




Dernier rangé (Back row) : Stéphanie MacLean (école Joseph Dugar), Cindy Lee Sonier (école Bois-Joli), Rémi Maillet (vp région Nord), Ryan Lutes (président NSTU), Mallory Shemshadi (vp région Métro), Virginie Latour (Secrétaire), Jorge Saldaña (vp communication et affaires publiques), Danielle Thibault (vp région Sud), Sue Larivière-Jenkins (présidente sortante), Paulette Marchand (École Beau-Port), Christine Thériault (école Belleville), Kent Fraser (école Beaux-marais), Louanne Comeau (École secondaire de Clare), Joelle MacKay (École NDA), Jean-François Valade (école du Carrefour), Fabie Simpson (école acadienne de Truro).

Première rangée (Front row): Véronique Tagliapietra (école du Carrefour), Marcel d'Éon (école Wedgport), Jesse Waterman (bureau central), Beverly Amirault (école Rose-des-Vents), Isabelle Cotnoir (présidente), Collène Cyr (Trésorière et vp Développement Professionnel), Line Murphy (exécutif provincial), Caroline Linehan (membre associé), Janika Mosher (école secondaire du Sommet).

CSANE Rep Retreat provides great PD members

Members of CSANE (Conseil syndical Acadian de la Nouvelle Écosse) attended the annual NSTU representative retreat on October 27 and 28 at the Doubletree Hotel in Dartmouth. This event brings together CSANE reps from the Central, Southwest, and Northeast regions. The retreat, which was hosted by CSANE president Isabelle Cotnoir, provided a networking roundtable for reps. A session with NSTU president Ryan Lutes provided participants with an opportunity to find out more information about the current public school contract negotiations and updates about the Teachers' Pension Plan. Other sessions included information on the role of the NSTU rep. This is an important professional learning event for the Local whose members are dispersed across the province.






MASTER OF EDUCATION
IN SUSTAINABILITY, INNOVATION
& CREATIVITY (MED SCI)

MEd SCI is a program for progressive thinkers and problem solvers who want to become more empowered leaders in education for sustainability and global well-being.

APPLY BY JANUARY 15
FOR MAY OR SEPTEMBER 2024 INTAKE

Questions? Contact teachered@cbu.ca

 Cape Breton University

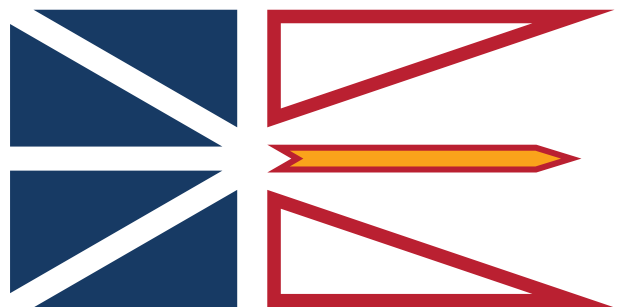
To learn more, visit
cbu.ca/medsci

CONTACT!

Conference 2024

Call for interest!

Are you interested in presenting at CONTACT 2024 in Cornerbrook, NFLD (July 24-26, 2024)? The theme of this conference is: From Awareness to Action: Empowering Inclusive Educators. If you have an idea for a workshop that you would be interested in facilitating as the NSTU presenter, please email Amanda O'Regan-Marchand (amarchand@staff.nstu.ca) with your idea by January 13th, 2024.



HOTEL HALIFAX
www.hotelhalifax.ca • 833.357.8155



THE BARRINGTON HOTEL
www.thebarringtonhotel.ca • 833.357.8155

NSTU LEISURE RATE

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

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

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

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

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

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

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

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

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



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

NSTU Representatives BE THE CONNECTOR

Communications

Distribute / post NSTU information from provincial, regional, and Local NSTU networks

Share updates, benefits of membership + events with members at staff meetings or electronically

Leadership

Conduct NSTU votes, hold special meetings, liaise with the NSTU, etc

Advise members who to contact with questions or concerns

Connector

Direct members to the appropriate Local, regional, or provincial support personnel

Welcome new members to the responsibilities and benefits of membership

Ensure new members register with the NSTU

Complete the membership registry for your site twice per year (Sept & Feb)

Knowledge

Learn firsthand about your rights, benefits, and opportunities

Attend NSTU meetings including Local meetings, Asking Package or Tentative Agreement sessions

Take part in rep training and workshops to confidently fulfill the role

Networking

Make new friends and connections in our profession



**Nova Scotia
Teachers Union**

Unlock your potential, strengthen our solidarity.

executive highlights

October 20, 2023

- Filed the Table Officers Report;
- Approved a recommendation that the NSTU write a letter in support of CTF/FCE – Urgent Action Appeal – Iran;
- Selected members for the John Huntley Memorial Internship Program for a 2-day session;
- Selected members to serve on the Ad Hoc Committee on Union/Rep Engagement;
- Selected a member to serve on the Political Action Committee with a term to expire in 2024;
- Selected a member to serve as Chair of the Political Action Committee for the 2023-2024 school year;
- Selected a member to serve on the Professional Association Coordination Committee with a term to expire in 2024;
- Approved Conference Grants in the amount of \$600.00 each;
- Approved amendments to Operational Procedure 20 – Dispute Resolution – Province Wide Strike Procedures, G Remuneration;
- Filed the NSTU Standing Committee Annual Reports;
- Approved a recommendation that 10(a) Governance & Policy Committee motions (i, ii, iii) be postponed until the December 2023 Provincial Executive meeting;
- Approved a membership engagement plan to support NSTU “Kids Can’t Wait” campaign.

December 1, 2023

- Filed the Table Officers Report;
- Approved a motion that the NSTU apply for leave to the Supreme Court of Canada regarding the Court of Appeal’s decision on the Bill 75 remedy;
- Selected members to be forwarded to the NS Federation of Labour as the NSTUs nominees for NSFL Committees;
- Approved a motion that Bill Redden be appointed to the NSTPPT Inc. Board of Directors for a 3-year term;
- Ratified the 2023 Antigonish Local Constitution;
- Ratified the 2023 APSEA Local Constitution;

- Ratified the 2023 ATA Constitution;
- Ratified the 2023 CTEANS Constitution;
- Ratified the 2023 EDANS Constitution;
- Ratified the 2023 FSTA Constitution;
- Ratified the 2023 SPAA Constitution;
- Referred a motion to the Finance & Property Committee;
- Approved amendments to Operational Procedure 9 – Election Procedure, A. Election of the NSTU President, V. Voting Day;
- Approved amendments to Operational Procedure 9 – Election Procedure, A. Election of the NSTU President, VI. Financial;
- Approved amendments to Operational Procedure 9 – Election Procedure, A. Election of the NSTU President, VII. Candidates Publicity;
- Approved amendments to Operational Procedure 9 – Election Procedure, A. Election of the NSTU President, VIII. Campaigning be amended by substitution as amended;
- Approved amendments to Operational Procedure 9 – Election Procedure, A. Election of the NSTU President, IX. Administrative;
- Approved the continuation of the membership engagement plan to support NSTU “Kids Can’t Wait” campaign;
- Approved a motion that Annual Council 2026 be held at the Westin Nova Scotian;
- Approved a motion to rescind Operational Procedure 23 – Member Evaluation;
- Approved amendments to Operational Procedure 4 – Committees – Standing Committees of the Provincial Executive, L. Professional Associations Coordination Committee, I. Mandate;
- Approved amendments to Operational Procedure Section V – Professional Development, 27 – Professional Learning Support, B. NSTU Biennial Conferences;
- Referred a motion to the Governance and Policy Committee in consultation with equity deserving members and relevant experts to develop a set of recommendations for the Provincial Executive’s consideration at a future meeting;

continued from page 8

- * **Don’t overload your shovel.** Pushing (or lifting when necessary) large loads of snow causes increased strain on your back. More frequent, lighter shovel loads are better than fewer, heavier loads. When shovelling wet, heavy snow, you may need to further decrease the load on your shovel.
- * **Pace yourself** by taking breaks as needed. Don’t wait until you are sore to take a break.

After shovelling:

- * **Stay hydrated.** Despite the cold temperatures outside, it is not hard to work up a sweat while shovelling. Make sure you drink plenty of water during breaks and after your

driveway and walkway are clear.

- * **Stretch.** Even though you may feel like resting on the couch, it’s important to take a few minutes to stretch after you’re done shovelling. This will help your body to recover and reduce soreness later.

NSTU’s Early Intervention Program is available to members who are working or on paid sick leave and are experiencing an illness or injury. For more information on the Early Intervention Program, visit nstuinsurance.ca. To self-refer to the program, please email nurse@nstu.ca or call 1-800-565-6788.



**INVITE US INTO
YOUR CLASSROOM-
VIRTUALLY.**



**FREE, VIRTUAL
ENVIRONMENTAL
EDUCATION
PROGRAMS.**

For various grades and
ages at schools, camps
and youth groups across
Nova Scotia.



**BOOK A VIRTUAL
PROGRAM TODAY:**

**cleanfoundation.ca/education
educateengage@cleanfoundation.ca**

“ The sessions were very
thoughtfully created, ensuring
engagement throughout a
virtual platform. ”

- Grade 9 teacher

“ I loved that there were
follow-up activities to keep
their momentum going! ”

- Grade 8 teacher

Kings Local hosts PD session for new members

On September 27th the Kings Local hosted a new member PD session at Kai Wing Restaurant in Coldbrook. NSTU professional learning staff officer Amanada O'Regan-Marchand presented a "Welcome to your Member Benefits" workshop.



During the session Kings Local president Joanne Richardson-Landry (right) presented Meg Denyar (centre), a Grade 6 math teacher at Berwick & District School with a gift certificate for a stay at Hotel Halifax, a draw that she won from last year's 2022-23 Member Engagement Day. NSTU's first vice-president Jo-Leigh MacPhee is also shown.



Members of the Kings Local executive in attendance at the new member session are shown: Alison Corbett, secretary; NSTU's 2nd vice-president Natalie MacIsaac; Jem Buchanan, VP of PA/PR and social; Kings Local president Joanne Richardson-Landry; Kings Local first vice-president Laura McCulley; Jacinda Halton, treasurer; and NSTU's first vice-president Jo-Leigh MacPhee.



New members of the Kings Local shown: New Minas Elementary teacher Joely Hale, who came to the Kings Local from being a teacher in Moncton, New Brunswick; Keegan Wood, a new teacher at North Kings Education Centre (NKEC); and Taylor Mosher, a teacher at Kings County Academy (KCA).

NSTU Growth Grants

For teachers advancing inclusive education in Nova Scotia Public Schools

NOVA SCOTIA

Nova Scotia Teachers Union



NOTICE OF REGIONAL PROVINCIAL EXECUTIVE ELECTIONS

Spring 2024

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 2024:

Regions Holding Elections	Number of Members to be Elected
Annapolis/Hants West/Kings	1 Member
Antigonish/Guysborough	1 Member
Cape Breton Industrial	1 Member
Colchester/East Hants	1 Member
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	1 Member
Dartmouth	1 Member
Digby/Shelburne/Yarmouth	1 Member
Halifax City	1 Member
Halifax County	1 Member
Inverness/Richmond	1 Member
Lunenburg County/Queens	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 2024 this means Wednesday, January 24, 2024)**
- 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 2024 this means Wednesday, January 24, 2024)**
- 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 2024 this means Friday, February 23, 2024)**

- 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 2024 this means Friday, March 8, 2024)**

III. Voting Day

- a. The voting day shall be the third Wednesday in April. **(for Spring 2024 this means Wednesday, April 17, 2024)**

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 2024 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).



Regional Provincial Executive Election Schedule – 2024

Provincial Executive Region and # of Members	# Members to be Elected	Members to Remain Through 2024 – 2025	Term to Expire July 31, 2024
Annapolis/Hants West/Kings (2)	1 Member	Melissa Deveau (Elected 2023 – 1 st term)	Natalie MacIsaac (Elected 2022 – 2 nd term)
Antigonish/Guysborough (1)	1 Member	n/a	Janet O'Brien (Elected 2023 – By-Election)
Atlantic Provinces-Special Education Authority (APSEA) (1)	No Election	Andrew McCara (Elected 2023 – 1 st term)	n/a
Cape Breton Industrial (2)	1 Member	Peter Day (Elected 2023 – 2 nd term)	Crystal Sampson (Elected 2022 – 1 st term)
Colchester/East Hants (1)	1 Member	n/a	Taunya Pynn Crowe (Elected 2022 – 1 st term)
Cumberland (1)	No Election	Sharon Midwinter (Elected 2023 – 2 nd term)	n/a
Conseil syndical acadien de la Nouvelle-Écosse (CSANE) (2)	1 Member	Georgette Samson (Elected 2023 – 2 nd term)	Line Murphy (Elected 2022 – 1 st term)
Dartmouth (1)	1 Member	n/a	Mark Savoury (Elected 2023 – By-Election)
Digby/Shelburne/Yarmouth (2)	1 Member	Vera Ryan (Elected 2023 – 1 st term)	John MacKinnon (Elected 2022 – 1 st term)
Halifax City (2)	1 Member	Nancie de la Chevotiere (Elected 2023 – 1 st term)	Ben Sichel (Elected 2022 – By-Election)
Halifax County (2)	1 Member	Duncan Cameron (Elected 2023 – 2 nd term)	Grant Frost (Elected 2023 – By-Election)
Inverness/Richmond (1)	1 Member	n/a	Philip Samson (Elected 2022 – 2 nd term)
Lunenburg County/Queens (1)	1 Member	n/a	Sarah Tutty (Elected 2022 – 1 st term)
Northside-Victoria (1)	No Election	Kim Dunning (Elected 2023 – 1 st term)	n/a
Pictou (1)	No Election	Myla Borden (Elected 2023 – 2 nd term)	n/a

NSTU CAMPAIGN GUIDELINES

NSTU Presidential Election

Election Day: May 15, 2024, Run-off vote (if needed): May 29, 2024.



OPERATIONAL PROCEDURE 9 A – Election of the NSTU President

A. Election of the NSTU President

I. Notice of Pending Election

- a. Notice of a pending NSTU Presidential 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.
- b. Notice of a pending NSTU Presidential election shall be sent to NSTU leadership (Local Presidents, RRC Chairs, and Provincial Executive Members) at least thirty (30) days prior to the closing of nominations.
- c. Notice shall include the process for nominations.

II. Nominations

- a. Nominations for the office of NSTU President shall be submitted on the official Nomination Form.
- b. Nomination Forms may be obtained from the Executive Director or designate.
- c. A candidate's Nomination Form must be completed in full, including the signatures of twenty-five (25) Active or Reserve Members, and returned to the Executive Director or designate no later than 4:00 p.m. on the last Friday in February (the closing of nominations).

III. Promotion of the Vote

- a. Posters shall be created and mailed to NSTU Representatives to display at worksites that remind Members of the election dates and times and encourage voting.
- b. The NSTU website shall be used to post messages reminding Members to vote; Locals are encouraged to use their websites as well to promote the vote.
- c. NSTU webmail shall be used to send reminders to NSTU Representatives, Local Presidents, RRC Chairs, and Provincial Executive Members of the election, both before and during the voting period.
- d. On voting day, an email will be sent to each

Member with an NSTU webmail address to remind them to vote, with a link to the website voting page.

- e. Locals are encouraged to include training for NSTU Representatives at Local Rep Retreats on the procedures to follow for electronic voting.

IV. Election of President

- a. A candidate must obtain a majority of the votes cast to be elected as the President of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.
- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of President, the decision shall be by lottery (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Chief Electoral Officer).

V. Voting Day

- a. The first ballot for the NSTU Presidential election shall be held the second (2nd) Wednesday following Annual Council.
- b. If required, a second ballot shall be conducted the fourth (4th) Wednesday following Annual Council.

VI. Financial

- a. Candidates are eligible for reimbursement of election expenses incurred up to three thousand dollars (\$3,000.). In addition, candidates on a second ballot may claim an additional one thousand dollars (\$1,000.) to a total of four thousand dollars (\$4,000.) for election expenses incurred. In addition, the NSTU will cover up to fifteen (15) release days for each candidate on the first ballot. In addition, the NSTU will cover up to three (3) additional days for each candidate on a second ballot.

Continued on page 19

- b. To be eligible for 100% reimbursement as outlined in VI. a. above the candidate must receive at least 10 percent (10%) of the total votes cast in the first round of voting. Candidates receiving below 10 percent (10%) of the total votes cast in the first round of voting will receive reimbursement based on a prorated amount of their percentage of votes divided by 10 (for clarity, as an example, an individual receiving five point six percent (5.6%) of the total votes cast on the first ballot shall receive reimbursement based on 5.6/10 times three thousand dollars (\$3,000) or one thousand six hundred and eighty dollars (\$1,680)). Percentage vote shall be rounded to the nearest tenth (1/10th) of a percent.
- c. The claim for expenses must be submitted on an Election Claim Form available from the Executive Director or designate. Allowable reimbursable expenses include travel, accommodations, meals, postage, stationery, telephone costs, printing, and other promotional costs. All expenses must be substantiated by receipts and approved by the Executive Director or designate. Release days requiring a substitute teacher must be noted on the Election Claim Form.
- d. Total campaign spending, excluding release days (to a maximum as outlined in VI. a. above), by or on behalf of each candidate may not exceed five thousand dollars (\$5,000.).
- e. Total campaign spending for candidates on a second ballot may include an additional two thousand dollars (\$2,000.) for a total of seven thousand dollars (\$7,000.).
- f. A financial statement report must be submitted on the prescribed form to the Executive Director or designate within sixty (60) days of the election. Such reports to be published in *The Teacher*.

VII. Candidates' Publicity

- a. In an NSTU Presidential election year, the NSTU shall publish two (2) special election issues of *The Teacher*. Each candidate for office will be entitled to two (2) pages per issue, content to be determined by the candidate. The first issue will also contain an explanation of the method of voting. Candidate material shall appear in alphabetical order. Once nominated all candidates' input to *The Teacher* shall be limited to the special election issues. The incumbent President may continue

to include the "From the NSTU President" column in *The Teacher*.

- b. Following the close of nominations, candidates for NSTU President shall be provided a static webpage on the NSTU website, which will host the candidate information that is published in *The Teacher* and the candidate's election poster. Links to the candidate webpages shall be highlighted on the NSTU homepage during the active campaigning timeframe.
- c. Candidates' statements carried in *The Teacher* will also be carried on the NSTU website during the campaign.
- d. The NSTU will produce an election poster containing a photograph and brief statement from each candidate. Posters shall be 11" X 17" in size and be a maximum of two (2) colours including background. Colours may be of the candidate's choice. Posters will be mailed to NSTU worksites not later than the second (2nd) Wednesday in April and shall be provided on the basis of one (1) poster per NSTU worksite.
- e. The NSTU shall provide each candidate with two (2) complete school/worksites sets of mailing labels, upon request.

VIII. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. The NSTU shall conduct the Provincial All Candidates' Forum at Annual Council and post the Forum to the NSTU website within one (1) week following Council.
- c. Active campaigning for the office of NSTU President may begin no sooner than the Monday following March Break.
- d. No invitation to prospective candidates shall be given by Locals or RRC's prior to the close of nominations.
- e. Locals and Regional Representative Councils are expected to treat candidates equitably in terms of access to their Members. If a Local or RRC allows a candidate to attend a meeting or event, then an invitation must be extended to all candidates. If a Local or RRC allows a candidate access to Members through social media, then the same access must be extended to all candidates.
- f. Candidates must adhere to the school/ worksite visitation protocol as outlined at the all candidates' orientation.

- g. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. suspected violations shall be reported to the Executive Director or designate, in a timely manner, for resolution;
 - ii. the Executive Director or designate will attempt to resolve the issue informally;
 - iii. if the Executive Director or designate is able to resolve the issue informally no further action is required;
 - iv. if the Executive Director or designate is unable to resolve the issue informally the Executive Director or designate shall direct the issue to the Annual Council Elections Committee to make a ruling;
 - v. The Annual Council Election Committee will meet in a timely fashion to make a ruling and will inform all candidates regarding this ruling, the ruling shall be final; and,
 - vi. rulings may include but are not necessarily limited to:
 - 1. a written warning,
 - 2. a notice of censure to other candidates,
 - 3. a public notice of censure to the membership,
 - 4. a financial penalty, or
 - 5. removal from ballot.

IX. Administrative

- a. All candidates shall be offered the same NSTU services.
- b. The Executive Director or designate, shall arrange an all candidates' orientation to occur before the March Break.
- c. The candidate information kit shall be sent prior to the orientation meeting and shall include a list of the dates of known Local meetings.
- d. Following the election, the Executive Director or designate and the Regional Electoral Officers, with the assistance of NSTU Central Office, shall conduct an evaluation of the election procedures, by surveying the candidates. A report shall be made to the Provincial Executive at its last regular meeting prior to December break. The evaluation forms and report shall be kept on file to facilitate periodic overall reviews.

X. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, Candidates may attend Annual Council at

the expense of the Union.

- b. A Provincial All Candidates' Forum shall be held Saturday at Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to thirty (30) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.
- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

General campaign guidelines for all NSTU elections are found in NSTU Standing Orders 8 – Campaign Guidelines.

STANDING ORDER 8 – Campaign Guidelines

- (a) These guidelines apply to any election campaign within the NSTU.
- (b) Active campaigning within Council Chambers is prohibited except for the normal address to Delegates by Presidential and First Vice-Presidential Candidates. Passive campaigning within Council Chambers is permitted.
- (c) Active or passive campaigning for elections or activities not related to the structure or operations of the NSTU are prohibited within Council Chambers.
- (d) Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of Delegates to avoid. Examples of such active campaigning include, but is not limited to, the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council Chambers including the placing of campaign materials anywhere within Council Chambers prior to, during, or following a Council session, and demonstrations in support of a given candidate.
- (e) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of written materials containing references to a candidate, the wearing of campaign clothing, buttons, or ornaments, and the presence of a single copy of a candidate's campaign

continued from page 20

- literature at delegates' seats and table spots.
- (f) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council Chambers prior to the start of the session. This would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council Chambers.
 - (g) Paid advertisements in any medium (press, radio, TV, *The Teacher*) are prohibited.
 - (h) The use of employer email is prohibited for campaigning purposes.
 - (i) The use of the Membership Registry is prohibited for campaigning purposes by individual candidates.
 - (j) The number of campaign posters/banners on display in the hotel(s) at Annual Council may be controlled by the hotel(s). If the hotel(s) do limit the number of posters/banners candidates will be informed of such limitations the week prior to the start of Council. A campaign poster shall include any poster, banner or sign posted by or for a Member running for an elected position that makes a reference to the candidate and/or the position being sought.

notices

The First Page student writing challenge is back!

The First Page national writing competition for Grades 7 to 12 students in Canada will be open for submissions starting in **February 2024**. Students are invited to write the first page of a novel, imagining how present-day issues and trends have played out 150 years in the future. This contest is open to all Canadian residents who are full-time students enrolled in Grades 7 to 12. Entries can be 300-400 words in length. Your entry also needs a title, but the title is not included in the word limit. Your entry can be written in any genre. The story could be from any literary genre, from mystery or thriller to literary fiction, from adventure or romance to satire or science fiction. For further information email cbcbooks@cbc.ca.

Deals & Discounts

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

**Calling all
teachers of
grades 4, 5
and 6!**



REGISTER NOW

**Get your students writing for
the Meaning of Home contest!**

JANUARY 8 TO FEBRUARY 23, 2024



Meaning of Home

**Download free lesson plans and
learn more at meaningofhome.ca**

Province-wide PD Day highlights

Friday, October 27, 2023

October Conference Day validates teachers as drivers of professional development

On Friday, October 27 some 7,000 NSTU members attended 21 conferences across the province marking the 39th Annual Provincial Professional Development Day.

“Today demonstrates that you are leaders not only in classrooms and schools for students, but in the professional lives and practice of other teachers,” said NSTU president Ryan Lutes in his video greeting for the day. “This unique professional learning opportunity shows that teachers grow most when we learn about things that matter to us together: from one another, with one another.”

Conferences were held in Antigonish, Kentville, Milford, New Minas, Sydney, Truro, Windsor, and many locations in the HRM, featuring over 500 keynotes, plenary sessions, panel discussions and workshops.

Each conference — organized for elementary and young adolescent teachers, math, science, social studies, English, French, Family Studies, art, drama, music, business education teachers or school counsellors, speech language pathologists, school psychologists and other specialists among others—is planned, developed and implemented through the tireless volunteer efforts of NSTU members.

“Hundreds of your peers have planned and will present a vast range of workshops. These peers have also engaged dynamic guests and leaders to meet NSTU members where we teach,” continued Lutes.

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

NSMEA

Nova Scotia Music Educators Association’s conference, *Building Joyful Musicians*, which took place at Avon View High School in Windsor featured many hands-on workshops for music educators. NSTU president Ryan Lutes is shown with members of its executive and conference planning committee. (l – r): conference co-chair Tammy Landry; NSMEA president Jillian MacNutt; Jen LeBlanc, secretary; vice president Donalda Westcott; Mike Nelson treasurer and conference co-chair; Cecely Gilby, communications.



Shown are exhibitors at the NSMEA conference.



*Teachers are shown attending the workshop *The Great Highland-Bagpipe – Introducing Practice Chanters to Music Classrooms**

NSTAE

The Nova Scotia Association of Teachers for Equity in Education (NSATEE) welcomed 150 participants to its third annual conference held at Kings County Academy, Kentville. Under the theme *Safe Schools, Not Safe Spaces: from Performative to Authentic 2SLGBTQ+ Allyship* it featured keynote Chris Cochrane (“Elle Noire”), who is a trans black activist. She spoke about her lived experience through her intersectionality. Another well-attended presentation at the conference was presented by NSTU’s in-house lawyer Leah Kutcher and executive staff officer Tim MacLeod. The workshop—Managing Backlash Against LGBTQ+ Representation and Inclusion—was a roundtable discussion addressing questions regarding the 2SLGBTQ+ experience in schools including support for teachers, in which Kutcher and MacLeod provided both the legal and member services perspective.



NSTU's Tim MacLeod and Leah Kutcher



Chris Cochrane (“Elle Noire”)



Members of the NSATEE executive are shown with NSTU president Ryan Lutes and Chris Cochrane: president Quinn Kloppenburg; secretary Benton Gallagher; treasurer Katy Grosicki; Cochrane and Lutes; vice president Rachel Creasor and outgoing member Megan Neaves.

ATENS

The theme of this year’s Association of Teachers of English of Nova Scotia conference was: *Micro Mentor Texts: Using Short Passages from Great Books to Teach Writer’s Craft*. This year’s conference drew almost 300 participants to the Lighthouse Arts Centre in downtown Halifax. Shown in the photo is the crowd listening to keynote speaker Penny Kittle. A former 34-year teacher and literacy coach, she is the author of nine books including *Micro Mentor Texts*, *Book Love*, and *Write Beside Them*. She is also the founder and president of the Book Love Foundation, which annually grants classroom libraries to teachers throughout North America.



FSTA

Shown are members of the the Family Studies Teachers Association’s executive. This year’s conference took place at Dr. John Hugh Gillis High School in Antigonish under the theme *Knowing Your Roots*.



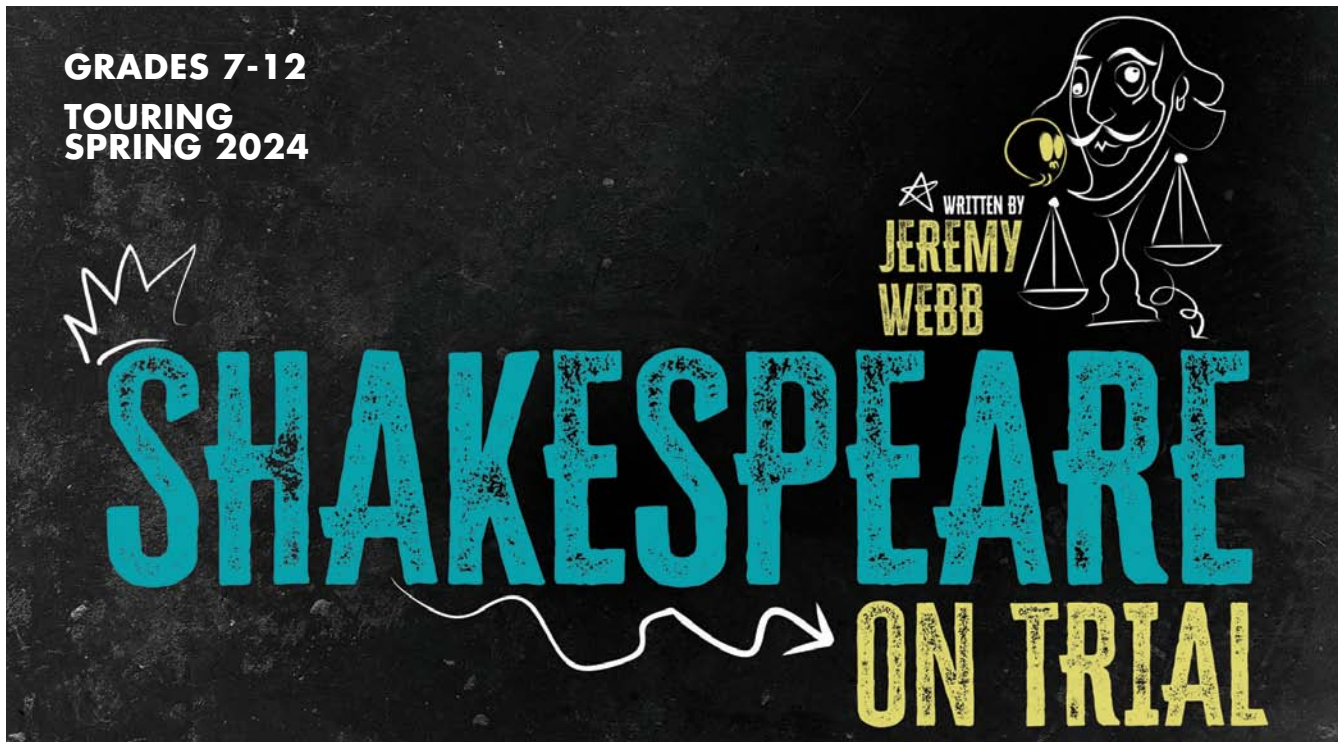
NSLTA

The Nova Scotia Language Teachers Association/ Association des enseignant(e)s de langues de la Nouvelle Écosse (NSLTA) conference took place at Evangeline Middle School in New Minas under the theme *Smiling is THE Universal Language!*



Shown with NSTU president Ryan Lutes are members of the executive and organizing committee. Treasurer Lynnette Babin; Marie-Lou Hamilton, VP Core French; Jaclyn Buckland, Member at Large; Caroline Higgins, VP Additional Language; Leijsa Squires, Registrar & VP Immersion; outgoing executive member Vera Ryan (VP Core French); NSLTA president Laura McCulley, and Ryan Lutes.

BRING **NEPTUNE THEATRE** INTO YOUR SCHOOL
EARLY BIRD PRICING VALID UNTIL SEPTEMBER 30, 2023 NEPTUNETHEATRE.COM/TOURCO



TOURCO



AVIS

canada **life**

THROUGH THE GENEROUS DONATIONS OF
JASON ROTH AND
CHERYL STEADMAN ROTH

HAVE A GOOD IDEA
FOR SUPPORTING
PEACEFUL SCHOOLS
AND COMMUNITIES?

We can help you turn
your idea into a useful
practical program!

If you, your class, or your colleagues have ideas to share with other teachers and classrooms in Nova Scotia, get a Sheonorail Project Application Form from sheonorail.nstu.ca.

Our Mandate

is simple. The Sheonorail Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor(s).

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

DEADLINES

November 10, 2023
April 12, 2024

SHEONORAIL
FOUNDATION

coming events

JUNE 28 TO JULY 1, 2024

Royal Nova Scotia International Tattoo is back

The Royal Nova Scotia International Tattoo wants your class to attend our special 2024 Student Matinee!

Experience Nova Scotia's premier summer spectacle! Pipes and drums, brass bands, dancers, choirs, acrobats, singers, athletics, display teams and more celebrating the end of the school year with an exclusive student performance. Join us for a special show celebrating the 100th anniversary of the Royal Canadian Air Force, the innovations of those bold enough to touch the horizon, and the continuing work of the Canadian Armed Forces.

WHEN: Wednesday, June 26, 2024 @ 10:00 AM to 12:30 PM

WHERE: Scotiabank Centre

COST: \$16.00/student (\$14.00 + \$2.00 service fee)

CHAPERONES ARE FREE. See our website for more details.

TO BOOK: Fill out the booking form here. Book now, pay by May 1st! Contact Ally Pedvis, Corporate Sales & Partnerships Manager, for more information. 902-420-4622 or apedvis@nstatattoo.ca

HORIZONS



STUDENT
MATINEE!

JUNE 26 2024 AT 10AM

NSTATTOO.CA

Canada NOVA SCOTIA HALIFAX

ROYAL NOVA SCOTIA
INTERNATIONAL
tattoo

Représentants du NSTU SOYEZ LE RELAYEUR

Communications

Distribuez ou publiez l'information du NSTU en provenance de ses réseaux locaux, régionaux et provincial

Parlez des dernières nouvelles, des avantages de l'adhésion et des événements avec les membres lors de réunions du personnel ou par voie électronique

Relayeur

Dirigez les membres aux membres appropriés du personnel de soutien au niveau local, régional ou provincial

Présentez les responsabilités et les avantages des membres aux nouveaux membres

Veillez à ce que les nouveaux membres s'inscrivent auprès du NSTU

Remplissez le registre des membres de votre établissement deux fois par année (septembre et février)

Connaissances

Apprenez de première main vos droits, avantages et possibilités

Assistez à des réunions du NSTU, y compris à des réunions locales ainsi qu'à des séances sur les demandes et un accord de principe

Participez à la formation pour les représentants et à des ateliers sur la façon d'assumer son rôle avec confiance

Leadership

Tenez des votes sur les affaires du NSTU, organisez des réunions spéciales, communiquez avec le NSTU, etc.

Indiquez aux membres la personne à qui faire part de leurs questions ou préoccupations

Réseautage

Faites-vous de nouveaux amis et établissez de nouvelles relations au sein de notre profession



Réalisez votre potentiel et renforcez notre solidarité

Shelburne County Local holds new member Meet 'n Greet

On September 28, Shelburne County Local president Sarah Acker organized a Meet 'n Greet for new teachers, which was held at the Lobster Shack in Barrington Passage. She welcomed teachers new to the Local and new to teaching and did an overview of the many programs and services offered to teachers through the NSTU. This included an overview of insurance benefits, professional learning grants and opportunities and an overview of programs offered through the Local including *Cash For Classrooms*. *Cash For Classrooms* is a grant provided to Shelburne County Local NSTU members with funds to offset the money spent on classroom supplies. Up to twenty \$100 grants are awarded each school year.



Seated 1st row (left to right): Kirstin D'Entremont a fourth year teacher at Barrington Municipal High School and Chantal Surette a 5th year teacher at Shelburne Regional High School; 2nd row: Jack Chute who was teaching in the UK and just began his first year teaching in Nova Scotia at Lockeport Regional High School and Shelby Nickerson a first year permanent substitute at Shelburne High. Standing 1st row: Shelburne County Local treasurer Michelle Goreham, president Sarah Acker, and first-year teacher Hayden Saulnier who teaches at Evelyn Richardson Memorial Elementary School; 2nd row: Shelburne County Vice-president of PD and PR Amber Hiltz; and Digby-Shelburne-Yarmouth provincial executive liaison John MacKinnon.



MARITIME PTC COUNSELLING

**FOR CHILDREN, TEENS,
ADULTS, COUPLES, FAMILIES**

**SPECIALIZING IN PLAY THERAPY, CBT, DBT,
NEUROFEEDBACK, TRAUMA /ATTACHMENT,
EMDR, BRAINSPOTTING,
SEX THERAPY**

**VIRTUAL ACROSS NS
FACE TO FACE IN
PICTOU, BEDFORD AND
DARTMOUTH
902 301 7430**

www.maritimeplaytherapycentre.com

MARITIMEPTC@GMAIL.COM



PROJECT OVERSEAS



Project Overseas – Uganda

Learning together

by Stephanie Deagle

This past summer two teams of teachers partnered with members of the Uganda National Teachers' Union to facilitate professional development sessions for teachers in two locations in Uganda. Our team, with members from Alberta, Ontario and myself, traveled to Kotido, in the Karamoja region of Northern Uganda.

In collaboration with our Ugandan teacher/facilitators we led sessions on Instructional Leadership, Classroom Management, Learning Styles and Instructional Strategies. Many of the teachers attending travelled significant distances to participate and were eager to share their strong teaching practices with us. They gave up time with their families and classrooms to spend the week in less than ideal conditions and travelled through sometimes dangerous situations to attend these sessions.

We were invited to visit a town school and rural school where we were warmly welcomed and had the opportunity to visit individual classrooms. We were humbled by the conditions of the classrooms and the limited resources available to teachers and students. Despite the obvious difficulties experienced by the students and teachers, the highlight of our visits and sessions was the obvious gratitude they expressed for everyone and everything around them. They shared their pride in their culture during our shared cultural events and were excited to compare aspects of their culture with our indigenous culture.



They gifted us with beaded earrings, bracelets, traditional clothing but more importantly, memories of shared experiences and friendships developed. I left this Project Overseas experience with a renewed appreciation for my position, my colleagues, and the possibilities for further professional development.

Stephanie Deagle has been a teacher for 23 years. A member of the Pictou Local, she currently she is a literacy coach for French Immersion P-9 in the Celtic family of schools of the Chignecto Central Regional Centre for Education. She is also chair of NSTU's Professional Association Coordination Committee, secretary for Nova Scotia Teachers Association of Learning and Literacy, an NSTU professional association. She also sits on the regional Article 60 committee for CCRCE, Pictou local. This is her second Project Overseas trip. She was a team member for team Lomé, Togo in 2019.

For over 60 years Canadian teachers have collaborated with colleagues in developing countries through the CTF/FCE's Project Overseas (PO) to improve teaching and learning, and to promote equitable, high quality, publicly funded education for all. PO is a joint endeavour of the CTF/FCE, and its provincial and territorial member organizations including the NSTU in developing countries to co-plan and co-deliver professional development workshops for local teachers. Projects take place during the month of July. In order to be considered, candidates must apply through their provincial or territorial teachers' organization. More info: <https://www.ctf-fce.ca/what-we-do/international-development-cooperation/project-overseas/>



PROJECT OVERSEAS



Project Overseas – St. Vincent and the Grenadines

Flexibility is a characteristic every educator, regardless of their role, must utilize daily. During the summer of 2023, I had the opportunity to test my ability to adapt in a variety of situations that grew me as a person, an educator and as a leader. I was one of the 66 participants in Project Overseas 2023 which is an international program developed by The Canadian Teachers' Federation in partnership with sponsoring member organizations including teacher and territorial organizations like the NSTU.



Participants share their learning during a leadership session at St. Vincent Grammar School in Kingstown

with local organizations on improving quality public education through professional learning and collaboration. Every summer CTF/FCE and sponsoring organizations send educators to approximately 15 different English and French-speaking countries where they plan and co-facilitate sessions with members from their partner countries for participants.

St. Vincent and the Grenadines, an island in the Caribbean that consists of the main island St. Vincent and approximately nine other inhabited islands, was where I was placed along with three educators from Elementary Teachers' Federation of Ontario (ETFO), Alberta Teachers' Association (ATA) and Ontario English Catholic Teachers' Association (OECTA). We started meeting in March via Zoom to plan and we met for the first time in early July in Ottawa for two days of orientation before our projects began. During the planning stages we selected the themes we wanted to focus on and were given the names and emails of our co-facilitators in SVG, but we quickly learned that we should



Working session with Canadian delegation and co-facilitators from SVG at the head office of the union

I applied several times to be a participant for Project Overseas and when I was finally successful in 2019-2020 the global pandemic put everything on pause. When I received the news, I would be participating in July 2023, I waited to learn where I was matched.

Project Overseas has been in existence since 1962, and participants have traveled to areas of Africa, Asia, the Middle East, and the Caribbean to work always be prepared for the unexpected. None of us ended up working with the people we expected, and we all had to make new plans and adjustments once we arrived on the main island.

After a long day of travel, we arrived late at night on July 6th in the country and they had a public holiday called Vincy Mas. The second night we were there we stayed up all night to experience the calypso contest and Jouvert which takes place at daybreak and is the opening of carnival. The people are dressed in white and use paint to spread colour. Music is a key part of the celebrations as well. Our partner organization the SVG Teacher's Union executive members



The Canadian delegation arriving at the Argyle International Airport is greeted by leaders of the SVG TU (Canadian delegation: Jenn Hummel – ATA, Magdalena von Friedl – OECTA, Nancie de la Chevotiere – NSTU and team leader Uloma Onyido)



View from St. Vincent Grammar School

Continued on page 34



As we approach the busy holiday season and the new year, your NSTU Group Insurance Trustees would like to take this opportunity to wish you all the best during the holiday season!

Looking ahead to holiday gatherings, events, and activities may fill you with anticipation and excitement! For many people, the holidays can also bring as much stress as they do joy. The NSTU Group Insurance Trustees want to remind members that the programs outlined below are available to you and/or your family to assist in coping with the added holiday stress along with the prospect of a long winter ahead.

Employee and Family Assistance Program (EFAP)

Through the Manulife Employee and Family Assistance Program, you can reach a team of experienced counsellors from Homewood Health Inc. who can help you with issues such as stress, divorce, family issues, mental health issues, weight, smoking or general health issues, and more. You can also access other services such as lifestyle and specialty coaching, depression care, trauma care and, online resources.



Direct access to the Manulife EFAP is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788) and services can be provided in a way that is most convenient and comfortable for you, whether that be in-person, by phone, or through a secure online service. Access to all online features is also available by visiting www.manulifeefap.com (enter plan contract number 39146).

NSTU Registered Nurse

One of the very unique features of the NSTU MAP is access to a registered nurse who is an NSTU staff member. The registered nurse is available to assist members and provide direction on how best the NSTU MAP can address individual needs.



The NSTU nurse can be accessed at 1-800-565-6788, press 3. In addition, you can e-mail the NSTU nurse at the NSTU at nurse@nstu.ca.

NSTU Counselling Services

The NSTU has two internal counsellors that provide confidential short-term counselling services to members, their partners, and dependents. This service is designed to provide help and intervention at an early stage of difficulty. If there becomes a need for long-term counselling after assessment, members are referred to an appropriate community based professional.



You can contact the registered nurse for more information on the NSTU Counselling Services at 1-800-565-6788, press 3.

Early Intervention Program (EIP)

The NSTU also have on staff three Early Intervention Case Coordinators to assist members working or absent from work experiencing injury or illness and struggling to remain at work or return to work. The Early Intervention Program Case Coordinators are occupational therapists who focus on maintaining or improving a person's independence. The goal of the Early Intervention Program is to help decrease the incidence and duration of disability. Participation in this program is voluntary and confidential and EIP staff will travel to your community to provide services.



You can contact the registered nurse for more information on the NSTU Early Intervention Program at 1-800-565-6788, press 3.

Independent Psychological Consultation Services

Through the NSTU MAP, active members can access a Halifax based clinical psychologist that will perform a psychological assessment for members in need. The purpose of this program is to assist NSTU members to access timely assessment which will lead to quicker treatment. Reports are provided to the Member Assistance Program at the NSTU for discussion with the member with regard to treatment options and further direction.



This program can be accessed through the registered nurse at the NSTU by dialing 1-800-565-6788, press 3.

Carepath – Chronic Disease Program

The Chronic Disease program is a healthcare navigation service that provides comprehensive and personalized support to employees and their families in the event of illness or other health crises. The Chronic Disease Program is led by Nurse Case Managers who act as partners and advocates for you and your family. Nurse Case Managers will help you understand your condition, test results, and treatments and will follow the most up-to-date guidelines for all chronic conditions to ensure the best possible outcomes.



The Chronic Disease Program can be accessed directly by contacting Carepath at 1-844-453-6788 or by email at info@carepath.ca.

Carepath – Elder Care Program

The Elder Care Program will connect you with a Nurse Case Manager who will work with you and your family one on one to help you understand and navigate the health care system so you can make informed decisions and appropriate arrangements for care. Carepath will have an initial consultation assessment with you and/or your aging loved one and develop a personalized care plan based on your individual preferences and common senior health care needs.



The Elder Care Program can be accessed directly by contacting Carepath at 1-844-453-6788 or by email at info@carepath.ca.

Carepath – Mental Health Program

Carepath's Mental Health program was designed to promote prevention and early intervention for mental health issues, including acute mental illness and chronic mental health conditions. The program provides timely access to confidential support for those who need it, as well as return-to-work planning for members on sick leave or long-term disability.



The Mental Health Program can be accessed directly by contacting Carepath at 1-844-453-6788 or 1-888-393-8267 or by email at info@carepath.ca.

For more information on the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

NSTU's Holiday message 2023

The NSTU filmed its annual holiday greeting on November 14th at Yarmouth Consolidated Memorial High School. Students, teachers, staff along with NSTU President Ryan Lutes participated in the advertisement. The school's concert band is featured performing Brazilian Jingle Bells, international students attending the school are involved along with members of student leadership. A special thanks go to Digby-Shelburne-Yarmouth provincial executive member John MacKinnon, principal Julian Dease, vice-principal Adam Aldred, registrar Greg Veinot, music teacher Scott Markle, and teachers Megan Fitzgerald, and Janine LeBlanc for all their help, as well as all to all the students involved. Concert band will be performing Brazilian Jingle Bells



NSTU president Ryan Lutes is shown with NS International Student Program Director Greg Veinot (right) and a group of international students currently attending the school, who participated in the holiday greeting.

Subject Line: EDUWellness Grants

– For Members By Members



Hello Fellow Plan Members,

With the holiday season almost upon us, we hope you will take some time to relax and recharge with family and friends. This is so important given the constant change and challenges you continue to face. We recognize your efforts and applaud your dedication, determination, and willingness to adapt to these uncertain times. It has been truly remarkable.

As education professionals, we do everything we can to support our students. We devote countless hours planning, preparing, and volunteering. Achieving a work life balance is a constant challenge. Unfortunately, we often forget about one very important person – ourselves.

Your NSTU Group Insurance Trustees want to ensure that you have an opportunity to focus on your well-being and the well-being of active plan members within your school community. With that said, we want to remind you of the Plan Member focused EDUWellness Grant – For Members, By Members.

The EDUWellness Grant has been established to support initiatives that promote the well-being of our Plan Members. If you have an idea for an activity, meal, program, etc. that would not only boost your well-being, but also the well-being of your fellow colleagues, applying for the EDUWellness grant is your opportunity to bring that idea to life.

For more information, please review the following Frequently Asked Questions:

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

A: The NSTU Group Insurance Trustees will fund initiatives / projects that promote and support the mental health and well-being of plan members across Nova Scotia. For more information, visit the NSTU Group Insurance Trust website at nstuinsurance.ca/grants/the-eduwellness-grant/ or nstuinsurance.ca/grants/la-subvention-edubien-etre/.

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, PSAANS or RTO 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) and RTO, 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, creativity, impacts on plan members, materials and budget, and overall impression.

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

A: The deadline to submit EDUWellness Grant applications for the current school year is January 15th, with grants being awarded within two weeks of the deadline.

For more information regarding this initiative 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 Happy Holidays,

Your NSTU Group Insurance Trustees

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.

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-Country, APSEA, CSAP and RTO.

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


Grant

Pour les membres par les membres
EDUBien-être

Objet
Les fiduciaires du régime d'assurance collective du NSTU financent 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.

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-Country, CESPA, CSAP et RTO.

Pour de plus amples renseignements:
<https://nstuinsurance.ca/grants/la-subvention-edubien-etre/>


Subvention



Meet your new insurance sweetheart.

**NSTU members can receive exclusive savings
on home and car insurance through our official
insurance partner, belairdirect.**

belairdirect.
car and home insurance

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

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

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



2023-2024 NSTU Retirement Seminars SCHEDULE



DATES	REGION	LOCATION
January 9-10, 2024 (Tues. & Wed.)	CCRCE	Truro Hampton Inn
February 13-14, 2024 (Tues. & Wed.)	HRCE	Halifax Nova Scotia Teachers Union
February 21-22, 2024 (Wed. & Thurs.)	HRCE	Halifax Nova Scotia Teachers Union
March 6-7, 2024 (Wed. & Thurs.)	HRCE	Halifax Dartmouth Courtyard Marriott

**The deadline for the
January/February issue
of The Teacher is January 19**

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

continued from page 29

accompanied us during the two-day public holiday and helped familiarize us with the island.

Participants were coming from the main island and from some of the other inhabited islands, including Grenadine islands like Bequia, Mustique and Canouan. Our co-facilitators varied in experience. Some were principals, others taught at the local teacher's college, and we had limited resources, so we had to be innovative. I felt very fortunate to collaborate with Dr. Rodrick McKree on the topic of leadership. We had to plan sessions for four different groups who would rotate to different topics each day. The sessions ran from 8:30 until 1:40 with a lunch break at the St. Vincent Grammar School. There was no air conditioning nor easy access to water and access to technology was limited, but the energy and enthusiasm of the participants for learning and participating was incredible. Dr. McKree and I used our mid-course correction skills frequently and adapted to the needs of the participants who varied from first-year teachers straight out of high school to retired principals with multiple degrees. It was the most diverse participant group I have ever encountered, but

Inexpensive Uncontested Divorce

DIVORCE SOLUTION MEDIATION SERVICE

Helping families since 1995

info@divorcesolution.ca

902-510-0460

divorcesolution.ca

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

The John Huntley Memorial Internship Program

*The deadlines for application for the
John Huntley Memorial Internship Program are*

October 1, February 1 & April 1.

*Applications for active NSTU members are available
through your NSTU rep,
on the NSTU website at 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

the common thread was the incredible devotion to learning to support their students.

It would be impossible for me to recount every lesson learned last summer in this space; however, I can share that I am a better educator for having experienced it. I was reinvigorated and frustrated simultaneously and awed frequently. It was a tremendous reminder of the ability of the educator to find a way to meet the needs of students despite the obstacles one faces. Whether one is teaching in a high-tech classroom or in an open-air environment educators use the superpower of flexibility to adjust to provide students with the best possible education. We may not always have what we need, but often we find a way to do what is necessary. This experience also showed me that educators throughout Canada and the world are united in our pursuit to improve teacher work environments as those are the learning conditions of our students!

Nancie has been a teacher for 28 years at Halifax West High School. It has the most diverse student population east of Montreal. Nancie is passionate about social justice and public education. She has been involved in the NSTU at the local, regional and provincial levels. She is currently serving as a PE member for the Halifax City local.