Settlement reached to restore union rights of Education Specialists

The NSTU has reached a settlement agreement with the province that restores the union rights of school psychologists, speech language pathologists (SLPs) and social workers. As a result, the government has dropped its judicial review into Arbitrator Eric Slone's previous award on this matter.

Under the agreement, all specialists working in Nova Scotia's public school system will again become NSTU members, retroactive to their date of hire. While the majority of specialists will remain 10-month positions that coincide with the instructional year, 30 per cent will become 12-month positions able to provide service during the summer months. The Office of Teacher Certification will once again begin providing specialist certificates to those who qualify.

"I'm pleased that specialists can now breathe a sigh of relief knowing that this matter is behind them. I want to commend them for their patience and professionalism under very stressful circumstances. It's because of their advocacy that we were able to reach a positive solution," says NSTU president Paul Wozney. "The NSTU is always willing to engage in good faith processes with government to realize improvements to the public education system that benefit students and families while upholding the rights of NSTU members; this agreement demonstrates that government and union can do so despite past conflict."

Under the settlement the Department of Education and Early Childhood Development agrees that the remedies awarded by Arbitrator Slone in November of 2019 still apply, and must make all reasonable efforts to resolve any issues and accommodate the affected specialists.

This Memorandum of Agreement also allows the Department a combination of 10 and 12-month specialists positions with a global percentage (across all RCEs) breakdown of 70 per cent 10-month and 30 per cent 12-month. The 12-month Specialists are NSTU and, with the exception of some articles, have access to the Teachers' Professional Agreement.

This Memorandum of Agreement keeps all Specialists in the NSTU and avoids a potential loss in Court and/or through legislation. It will, however, take some time to implement and any Specialist with a question or comment about the Memorandum of Agreement may contact: specialists@nstu.ca.

All specialists who have had their NSTU rights restored are now eligible to vote in the upcoming NSTU presidential election on October 27. Simply touch base with the NSTU rep at your worksite on the day of the vote to receive your voting key.



NSTU president Paul Wozney is shown in a meeting with school psychologists, speech language pathologists and social workers at the NSTU building on February 24, 2020.









Member services probationary Member services term extension term

Executive Staff Officer Paul Boudreau, has been given a probationary contract in member services. Boudreau was in a term position until January 31, 2021 following the completion of a oneyear term position on July 31, 2019 filling in for Kyle Marryatt, who was on a one-year sabbatical leave. Boudreau replaces the position



held by Preman Edwards, who unexpectedly passed away on August 21. He will continue to provide contract interpretation, arbitrations, grievances, and negotiating services for the Strait RRC and associated Locals, coordinate the in-province teacher exchange, liaise with the Substitute Teacher Committee and coordinate substitute teacher services. Bilingual (English – French), he is also currently working for members of the CSANE Local.

Boudreau was a former teacher with the Halifax Regional School Board/Centre for Education. He spent the majority of his 20-year teaching career at Musquodoboit Rural High School teaching high school physical education and French.

Active in the Halifax County Local he has served on its executive as first vice-president and economic welfare chair. He served multiple terms on the NSTU provincial executive and on numerous provincial committees including chairing the NSTU Group Insurance Trustees. He holds an MEd specializing in French as a Second Language from Université Ste-Anne, an MEd from MSVU in Curriculum Studies, and a BEd and Bachelor of Physical Education from Dalhousie University.

Tim MacLeod, who was initially appointed to an Executive Staff Officer term position in Member Services on November 5, 2018 has had his term extended from December 31, 2020 until July 30, 2021. MacLeod, who began assisting the member services department in contract interpretation, arbitrations and grievances, has been serving members in Lunenburg County and Queens Locals, and most recently those in Digby,



Shelburne, and Yarmouth Locals, along with members employed by the Halifax Regional Centre for Education in School Learning Communities 4 and 7. He serves as the staff liaison to the member services committee and is the NSTU representative for the Provincial and Regional Job Security Committees.

With over a quarter century of teaching experience, MacLeod is a high school science teacher with HRCE, and is currently on leave from Lockview High School in Fall River. He has also taught at Millwood High, Leslie Thomas Junior High, Cavalier Drive School, Sir Robert Borden Junior High and Oyster Pond Academy among others.

An active member of the Halifax County Local, he served as its president (2008 to 2012), and was NSTU's representative on HRCE's Occupational Health and Safety Committee, and its Policy/Employment Systems Review Committee.

MacLeod also served as a Halifax County representative on the provincial executive from 2013 to 2017 and through this sat on the nominating, public affairs/public relations, governance and policy, and pension committees.

He holds a BSc from Dalhousie University, an Associate in Education from Nova Scotia Teachers' College, a Graduate Diploma in Education (Counselling) and a Master of Education in Curriculum Studies (Rural focus) from MSVU, and a Certificate in Leadership Development from Saint Mary's University. He also completed the Queen's University Industrial Relations Centre Labour Relations Foundations program.



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High levels of lead found at schools across Nova Scotia

Thousands of water sources in schools across Nova Scotia exceed federal limits for lead according to data released by the Province on September 30th.

Health Canada says exposure to lead can lead to "reduced cognition, increased blood pressure and renal dysfunction in adults, as well as adverse neurodevelopmental and behavioural effects in children."

In March of 2019, new federal guidelines took effect that decreased the maximum allowable level of lead in drinking water from 0.01 mg/L to 0.005 mg/L, but initially the province did not follow-up with testing in schools.

It wasn't until the Star Metro and Global News in conjunction with the Toronto Star published a report in November of 2019 outlining a lack of testing and transparency around school water sources that the province agreed to examine the problem.

At the time the NSTU raised major concerns outlined in a November 6, 2019 statement by NSTU President Paul Wozney.

"The NSTU wants to ensure that all teachers and students have access to clean

and safe drinking water. It's also crucial that anyone who has concerns about lead levels in school water receive pertinent information and support in a timely manner," said Wozney. "The NSTU's position is that all drinking water at public schools should be tested for lead and other contaminants on a regular basis and that the results of those tests should be made available to the public. The fact that this hasn't been the case in deeply troubling."

The NSTU also called on government to provide bottled water at all schools until testing could be complete. On December 19, 2019 almost six weeks after the story broke did the province begin providing safe water at all schools.

Education and Early Childhood Development Minister Zach Churchill also promised that all schools would be tested and that results would be made available in a public database by the start of the 2020-2021 school year. However, the commitment was not kept on time and it was almost a month into the school year before the province quietly posted a PDF of results on-line.

The final data showed that approximately 5,000 (20 per cent) of water taps in schools across the province had elevated levels of lead. Similar results were found with school drinking fountains where 14 per cent exceeded guidelines.

The Minister downplayed the results telling reporters on October 1st: "Previously, before the exceedance levels were lowered by Health Canada, we were under their health and safety guidelines, and so Nova Scotians should take comfort in that."

However, prior to 2019 most schools were never tested for lead, and a careful examination of the most recent results reveals that hundreds of water sources not only fail the new guidelines, but also exceed the previous guidelines as well.

The NSTU wants a plan put in place to fix all water sources in a timely manner. It is also important that teachers and students who may have been exposed to unsafe water have their concerns addressed in a timely manner.

Continued on page 9





from the nstu president

Solidarity Matters

I'm writing this on Thursday, October 8. Like you, I am soaking in the news that the NSTU reached a settlement with Government to end the two-year conflict over the illegal treatment of school-based specialists.

All of us have lived through turmoil over the past several years. We've all experienced the deep disappointment of seeing Government use the legislature to force an illegal contract upon us. We're still smarting from seeing administrators torn from our ranks. The exhaustion of constant attempts by Government to break us has taken a toll on us all.

For school-based specialists—school psychologists, speech language pathologists and social workers—this exhaustion has been compounded by two years of further attacks. Since June

of 2018, you've spent many sleepless nights making gut-wrenching decisions over whether to remain in the public education system as you watched Government tear apart your working conditions, job security and collegiality with others who share your work.

It's against this backdrop that all NSTU members have risen to the challenge. My fundamental belief of unionism is defined by this: the strength of the many exercised in the cause of the vulnerable few. Since 2018, NSTU members have rallied beside our schoolbased specialist siblings. Thousands of you wrote, phoned and visited your

MLAs to advocate for a good faith solution to this issue. We have publicly and tirelessly challenged government's treatment of specialists. We have unquestionably mobilized together.

Internally, we offered to work this issue out through good faith talks outside of collective bargaining from the outset. I delivered this message in person to Minister Furey. We made two previous attempts to negotiate a free and fair agreement that were not accepted by Government. These were disappointing, frustrating moments.

Nonetheless, when Government called on October 2 to ask whether we would make one final good faith attempt to find a resolution, we held fast to our values that good faith processes are the best way to achieve positive, lasting change. And, we reached a deal. The settlement restores the union rights of every single present and future school-based specialist in Nova Scotia. It ensures that any specialist negatively impacted by the government's actions over the past two years will be made whole.

La solidarité, ça compte

J'écris ces lignes le jeudi 8 octobre. Comme vous, je me réjouis de la nouvelle que le NSTU a conclu un accord avec le gouvernement pour mettre fin à deux ans de conflit au sujet du traitement illégal des spécialistes en milieu scolaire.

Nous avons tous vécu de multiples bouleversements au cours de ces dernières années. Nous avons tous éprouvé la profonde déception de voir le gouvernement utiliser le pouvoir législatif pour nous imposer une convention illégale. Nous sommes encore sous le coup d'avoir vu les administrateurs scolaires arrachés à nos rangs. L'épuisement causé par les tentatives constantes du gouvernement de nous briser nous a tous mis à rude épreuve.

Pour les spécialistes en milieu scolaire – psychologues scolaires, orthophonistes et travailleurs sociaux – cet épuisement a été exacerbé

par deux ans d'attaques supplémentaires. Depuis juin 2018, vous avez passé de nombreuses nuits blanches à peser la décision déchirante de rester ou non au sein du système d'enseignement public, alors que le gouvernement s'acharnait à démolir vos conditions de travail, votre sécurité d'emploi et le sens de collégialité avec les autres membres de la même profession.

C'est dans ce contexte que tous les membres du NSTU ont relevé le défi. Ma conviction fondamentale à propos du syndicalisme est la suivante : la force du plus grand nombre s'exerce au service de la cause des plus vulnérables. Depuis

2018, les membres du NSTU se sont ralliés aux côtés de leurs frères et sœurs spécialistes en milieu scolaire. Des milliers d'entre vous ont écrit, téléphoné et rendu visite à leur député pour plaider en faveur d'une solution de bonne foi à cette question. Nous avons publiquement et inlassablement contesté le traitement imposé par le gouvernement à nos spécialistes. Nous nous sommes incontestablement mobilisés ensemble.

À l'interne, nous avons proposé de régler ce problème par le biais de discussions de bonne foi en dehors des négociations collectives dès le départ. J'ai remis ce message en personne au ministre Furey. Nous avions déjà tenté à deux reprises de négocier une entente libre et équitable qui n'avait pas été acceptée par le gouvernement. Nous avons vécu des moments décevants et frustrants.

Néanmoins, lorsque le gouvernement a appelé le 2 octobre pour nous demander si nous accepterions de faire une dernière tentative de bonne foi pour trouver une solution, nous sommes restés fidèles à nos convictions que les processus de bonne foi sont le meilleur moyen de parvenir à des changements constructifs et



Our solidarity, our commitment to one another and our values, have seen us through to what seemed like an impossibility as recently as yesterday. I could not be more proud of school based specialists for their resolve, courage and passion over the past two years. You have been shining lights that remind us all of how to fight for what matters. You deserve this win!

For all other NSTU members, this win is ours too. We don't have to wonder whether it's possible to reach free and fair deals with this Government. We know now that past conflict does not dictate the end of challenging processes anymore. The path to a collective agreement that we can ratify in good faith remains open to us. The solidarity you showed in preparing for bargaining and throughout emergency remote learning will be critical in the months to come. While 2020 has felt like a parade of disappointments, our courage to remain unified has created an opportunity to turn a fresh page for all members in the near future.

I want to take this time to honour our staff in this win as well. At a time where the team we rely on for vital support and services are dealing with concern for colleagues who cannot be at work and grieving a dear friend and partner, they have demonstrated their immense passion and skill on our behalf all while dealing with the demands created by a global pandemic. Bravo to you all, and thank you.

There is a deep satisfaction in this moment for everyone. We have waited to see whether change was possible when it comes to working with this government after seven long years. Your solidarity and courage, supporting your leadership to redouble our good faith efforts rather than succumb to bitterness, have made this day possible. Let's enjoy this news with our specialist siblings and find some hope that together we have found a better way forward.

With a heartfelt HOORAY! In solidarity,



Paul Wozney

The John Huntley Memorial Internship Program

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

February 1 and April 1.

Applications for active NSTU members are available through your

NSTU rep, on the NSTU website at www.nstu.ca 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

durables. Et nous sommes parvenus à un accord. Cet accord rétablit les droits syndicaux de tous les spécialistes en milieu scolaire actuels et futurs en Nouvelle-Écosse. Il garantit que tout spécialiste ayant subi un préjudice à cause des mesures prises par le gouvernement au cours des deux dernières années obtiendra gain de cause.

Notre solidarité, notre engagement les uns envers les autres et notre attachement à nos valeurs nous ont permis de surmonter ce qui semblait être hier encore un défi impossible. Je suis infiniment fier des spécialistes en milieu scolaire pour leur détermination, leur courage et leur ardeur au cours des deux dernières années. Vous avez été une inspiration qui nous rappelle à tous comment se battre pour ce qui compte. Vous avez bien mérité cette victoire!

Pour tous les autres membres du NSTU, cette victoire est aussi la nôtre. Nous pouvons cesser de nous demander s'il est possible de conclure des accords libres et équitables avec ce gouvernement. Nous savons maintenant que les conflits passés ne dictent plus l'issue des négociations difficiles. La voie vers une convention collective que nous pouvons ratifier en toute confiance reste ouverte. La solidarité dont vous avez fait preuve lors de la préparation des négociations et tout au long de la période d'apprentissage à distance pour cause d'urgence sera cruciale dans les mois à venir. Bien que l'année 2020 ait été vécue comme une cascade de déceptions, notre courage et notre détermination à rester unis nous ont donné la chance de tourner une nouvelle page pour tous les membres dans un avenir proche.

Je veux profiter de cette occasion pour rendre également hommage à notre personnel pour cette victoire. À un moment où l'équipe sur laquelle nous comptons pour nous fournir un soutien et des services essentiels doit faire face aux soucis des collègues qui ne peuvent pas travailler et qui pleurent un ami et un être cher, les membres de cette équipe ont démontré leur intense ardeur et leur compétence en notre nom alors qu'ils faisaient face aux exigences causées par une pandémie mondiale. Bravo à vous tous et merci.

Chacun ressent en ce moment une profonde satisfaction. Nous avons attendu sept longues années de voir si le changement était possible en matière de collaboration avec ce gouvernement. Et ce qui a rendu cela possible, ce sont votre solidarité et votre courage, votre soutien à vos dirigeants pour que nous puissions redoubler nos efforts de bonne foi plutôt que de succomber à l'amertume. Réjouissons-nous de ces nouvelles avec nos frères et sœurs spécialistes et retrouvons l'espoir qu'ensemble, nous avons trouvé un meilleur moyen d'aller de l'avant.

Alors HOURRA du fond du cœur! En toute solidarité,



Paul Wozney

executive highlights

October 3, 2020

- Approved a recommendation that the NSTU offer the recommended candidate a probationary contract in member services to commence as soon as possible.
- Approved a recommendation that the term position in member services expiring on December 31, 2020 be extended to July 31, 2021.



Addressing systemic racism in education

by Miguelle Légère, Executive Staff Officer, Professional Learning

In the spring of 2020, COVID-19 made its way around the world. As many of us began working from home, another tragic event occurred. In Minneapolis, George Floyd was murdered at the hands of the police. This led to street protests across the globe denouncing racial injustices that people of colour have endured for hundreds of years.

Many educators shared social media posts about equality and the Black Lives Matter movement. A comment that was often repeated was that it was time for people who hold the most privilege to step up. Without action from those who benefit from white privilege, the system will never change.

Over 25 years ago, the *BLAC* (*Black Learners Advisory Committee*) Report made recommendations for better representation in the education system.

"There is an urgent need to increase the number of Black administrators, teachers, social workers and guidance counsellors at all levels of administration and support."

(BLAC Report on Education: Redressing Inequity – Empowering Black Learners, 1994, p. 18)

When we look around our schools, our educators, our leaders in education and unionism, it would be difficult to say significant progress has been made. Today, instead of asking or expecting traditionally marginalized groups to lead the change, it is time for everyone to step up, to do the work necessary to achieve meaningful change and implement action pieces. Racism does not exist only in "other" places, it exists right here in Nova Scotia and we

need to take individual and collective responsibility for that reality.

Talking about action is one thing, taking concrete steps to eliminate systemic racism is another. Below is a list of ways the NSTU is taking concrete steps to educate the leadership and provide support to members.

- 1. The Provincial Executive is committed to a book study and discussions around how to create a more diverse leadership at the NSTU. The book that is guiding the discussion is Tiffany Jewell's How to be an Anti-racist. The general membership is invited to participate in these conversations. Information on these sessions is circulated via social media and NSTU email. Information on the next session is provided on this page.
- 2. Alongside those discussions, the professional learning department is working on a website to share with members that includes classroom and educator resources on anti-racist education. This website is a work in progress and will change and evolve

- over the course of the year.
- We are creating parallel presentations to offer to Locals based on the same book.
- 4. All book draws in *The Teacher* will be connected to equity and anti-racist education. The simplest of action steps is to educate ourselves about the history of racism in Canada and in Nova Scotia.
- Teaming up with the Equity and Professional Development committees will also focus discussion on how to encourage difficult antiracist conversations and to create professional development for NSTU members and Locals.
- 6. In January 2020, the NSTU created a new professional association, the Nova Scotia Association of Teachers for Equity in Education (NSATEE). The mandate of NSATEE uses an equity lens to provide NSTU members with curriculum and pedagogical learning opportunities, encouraging and assisting members

Continued on page 7



in professional development activities related to equity in education.

Privilege allows many of us to navigate life without thinking about the impact of systemic racism. Those who do not benefit from white privilege do not have that luxury and should not be the ones to carry the burden of demanding change. It is time for white educators to do some of the heavy lifting. This article, these resources, these collaborations and these conversations are small but tangible steps towards the elimination of systemic racism in the education system. What steps will you take and what steps can we take together to address systemic racism in our communities?

CONGRATULATIONS TO OUR SEPTEMBER BOOK WINNERS!

EQUITY — Benetta Sanchez — HRCE
FRESH — Tarah Thompson-Schwan — TCRCE
PL Giveaway — Linda Suo — CCRCE



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 November 25, 2020 to be eligible for the draw.

The Orange Shirt Story

Written by Phyllis Webstad, illustrations by Brock Nicol

The Orange Shirt Story, produced by Medicine Wheel Education 2018, is the true story that inspired the movement of Orange Shirt Day. When Phyllis Webstad (nee Jack) turned six, she went to the residential



school for the first time. On her first day at

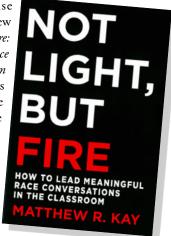
school, she wore a shiny orange shirt that her Granny had bought for her, but when she got to the school, it was taken away from her and never returned. This is the true story of Phyllis and her orange shirt. It is also the story of Orange Shirt Day — an important day of remembrance for First Nations and non-First Nations Canadians.



Email your name, home address, and the name of your school with PL Giveaway in the subject line to theteacher@nstu.ca by November 25, 2020 to be eligible for the draw.

Not Light, But FireBy Matthew R. Kay

Published by Stenhouse Publishers, Portsmouth, New Hampshire Not Light, But Fire: How to Lead Meaningful Race Conversations in the Classroom helps prepare teachers to initiate and facilitate meaningful, productive dialogues about race in the classroom. It provides practical strategies to engage with students. Inspired by the abolitionist Frederick Douglass' call to action, "it is not light that is needed,



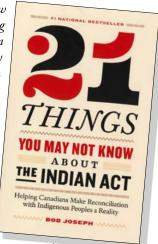
but fire" author Matthew Kay has spent his career leading students through difficult race conversations.

EQUITY BOOK REVIEW

Email your name, home address, and the name of your school with EQUITY in the subject line to theteacher@nstu.ca by November 25, 2020 to be eligible for the draw.

21 Things You May Not Know about the Indian Act By Bob Joseph

21 Things You May Not Know about the Indian Act: Helping Canadians Make Reconciliation with Indigenous Peoples a Reality published by Indigenous Relations Press is the essential guide to understanding the legal document and its repercussions on generations of Indigenous Peoples. Written by leading cultural sensitivity trainer, Bob Joseph, this book explains how Indigenous Peoples can step out from under the Indian Act and return to



self-government, self-determination, and

self-reliance—and why doing so would result in a better country for every Canadian.



4 Key Dimensions of Self-Care

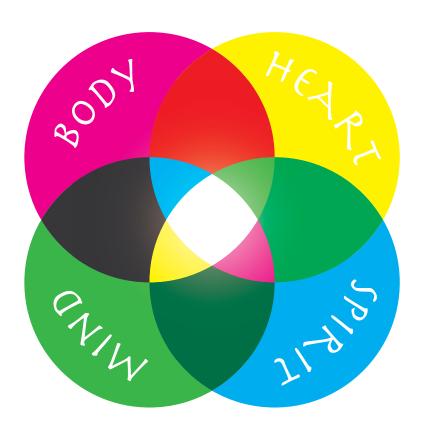
Lynda Monk, MSW, RSW Trainer & Consultant, Crisis & Trauma Resource Institute

What is self-care and why does it matter? Self-care includes all the things you do to take care of your well-being in four key dimensions—your emotional, physical, psychological, and spiritual health.

If you are a counsellor, social worker, therapist, health care professional, leader, educator, change agent, caregiver, parent, purpose-driven entrepreneur—a person who gives a lot of yourself in service to the well-being, learning, and growth of others

as we have gone ourselves." We can only give to others what we are in some way giving and receiving for ourselves. If we are working to support others to grow, how are we growing? If we are working with others to learn, how are we learning?

Helpers, healers, and leaders are often focused on the results they are achieving with and for others. Self-care involves focusing on yourself and taking time to rest, reflect, replenish, and renew. Self-care



in some way—self-care and care of others becomes an important balancing act.

Self-care is essential for managing stress, preventing burnout, and mitigating compassion fatigue—all common occupational hazards for caring individuals. Self-care is also important for a sense of overall integrity, as it ensures we are "walking our talk."

One of my social work professors often said, "We only take other people as far

includes taking stock of your own needs, goals, health, and accomplishments; taking time to nourish and nurture *all* of who you are.

Imagine your self-care in four key dimensions of well-being: mind (mental/psychological), body (physical), heart (emotional), and spirit (spiritual/essence). You might picture yourself walking around a circle that has four quadrants, and stopping in each one to reflect on it.

Physical (the body) — to live, move, and breathe

Physical self-care involves ensuring an overall healthy lifestyle that includes eating healthy, drinking lots of water, and getting plenty of exercise. Consider decluttering your home and office so that you have a feeling of spaciousness and manageability. Take time away from computers, TV, and your smartphone (sedentary lifestyles are a health issue). Enjoy moments to rest and replenish.

Pause & Reflect: What are you currently doing for your physical self-care?

Emotional (heart) – to love, care, and be in relationship with yourself and others

Emotional self-care might include setting clear boundaries on your time and energy. Engage emotional boundaries within helping relationships, surrounding yourself with positive people and affirmative and inspiring messages. Address any issues or problems so that they don't build up. Give and receive love, kindness, and support. Spend time with people you care about and who care about you.

Pause & Reflect: What are you currently doing for your emotional self-care?

Psychological (the mind) – to learn, think, and grow

Psychological self-care activities might include personal and professional development. Give attention to things that are in your control (your sphere of influence). Take time for personal reflection. Notice your inner experiences, thoughts, and feelings. Cultivate self-awareness through things such as journalling, getting feedback from others, meditation, coaching/counselling, and consultation or supervision – places where you have the opportunity to grow, learn, and reflect.

Pause & Reflect: What are you currently doing for your psychological self-care?

Spiritual (the spirit) – to connect with essence, purpose, and meaning

Spiritual self-care might include prayer or meditation. You may want to visualize, practice gratitude, spend time in nature, and be aware of the non-material aspects of your life. Identify what is meaningful to you in your work and life. Practice mindfulness and being present in the moment.

Pause & Reflect: What are you currently doing for your spiritual self-care?

Reflective Journalling Exercise

With these four dimensions of self-care and wellness in mind, consider your own self-care activities in these areas of life. How do you nourish your mind, body, heart, and spirit? How do you actively reduce and manage stress in both your personal and professional life?

How do you feel when you are honouring your self-care needs? How do you recognize when you are neglecting your self-care needs? What's calling to you for more attention? What self-care are you feeling proud of? What is one self-care action you would like to commit to doing today? This week? This month?

Your self-care matters! Allow it to be fun, guilt-free, enjoyable, and nourishing. You know what is best for you—give yourself permission to take time to fill your own cup so that you can make a difference from a place of vitality, well-being, and health. Your self-care benefits you and others too—it is a win-win!

The Crisis & Trauma Resource Institute envisions a world where everyone is trauma informed. Go to www.ctrinstitute.com to learn more and to access training and free resources. © CTRI Crisis & Trauma Resource Institute

Deals & Discounts

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

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As Paul Wozney told the Halifax Examiner on October 1, 2020: "This is a major, major issue that's going to require a comprehensive action plan to remediate. And I think one of the things that's missing at this point, is that now that we know how widespread the issues are, the government is going to have to establish an action plan that's going to have to come with funding. A major piece of this is infrastructure remediation. Whether it's water mains or replacing pipes in schools or replacing fixtures in schools, the current operational budgets of schools are already thread-bare and we can't expect schools to fix these problems on the current shoestring budget. The government is going to have to designate, and keep funded, a pot of money for several years so that all of these schools can remediate these issues and keep their water safe."

A link to the PDF of the results is found here: https://www. ednet.ns.ca/water-test-results

HOTEL HALIFAX

www.hotelhalifax.ca •



SPECIAL SUMMER NSTU RATES

Hotel Halifax is pleased to extend a special summer rate to Nova Scotia Teachers Union for the months of June, July and August 2020. This package includes a Standard Guest Room with Complimentary Parking for a special rate of \$104/night plus 2% levy and 15% tax (based on availability).

In order to book this special limited rate please call 902-425-6700 or 1 833-357-8155 and quote "Education Employees" rate or use the link below:

https://reservations.travelclick.com/108084?RatePlanId=4386832



Stay in Nova Scotia!

Position Available: Various Teaching positions including substitute teachers Start Date: Various start dates (immediately to Sept 2020) Location: Indian Brook, Nova Scotia (30 minutes south of Truro, 45 minutes north of Hallfax on Just off Highway 102)

General Description:
Accountable to delivering the required curriculum as set forth by the province and for providing teaching strategies that respect the rights of students of LSK. This position is also responsible to incorporate Mi'kmaq language and culture into the curriculum while recognizing the perspectives of all cultures as well as teaching sensitivity pertaining to student individuality.
We have small class sizes with EA support

Core Competencies:

Provincial Teacher Certification.

Courses or experience in teaching field.

Interest in working with an Aboriginal education environment.

Interest in learning the Mi'kmaq Language and culture

Please apply with resume, cover letter, Child Abuse Registry Check, Police Vulnerability Check, and three professional references (include phone & email with each reference) to:

Email employmentapplication@sipeknekatik.ca or kollver@sipeknekatik.ca(principal) for position details
Mail/drop off: 522 Church Street, Indian Brook, NS B0N 1W0
[902)236-3041 www.lskschool.ca or www.sipeknekatik.ca



ELECT ÉLISEZ COLLEEN SCOTT

FOR NSTU PRESIDENT



What has improved for you during your career?

On October 27th, 2020 allow me to be a voice for ALL members and together work to make effective, positive changes in our working conditions, public education, and our profession; building a better union.

Please refer to pages 10 and 11 of September's edition of The Teacher for my full candidate profile and campaign platform. https://nstu.blob.core.windows.net/nstuwebsite/data/theteacher/TT_Sept_2020.pdf



YoursInUnionism



https://cscott551.wixsite.com/yoursinunionism



https://twitter.com/Colleen__Scott



https://www.linkedin.com/in/colleen-scott-9a749971

@YoursInUnionism



cscott@nstu.ca



902.635.3614



Colleen Scott s'implique au NSTU depuis plusieurs années avec une voix ferme afin d'appuyer les membres de notre province. Elle a travaillé aux niveaux local, régionale, provincial et national à la Fédération canadienne des enseignantes et des enseignants. Ces expériences, son approche amicale, ainsi que sa passion envers l'éducation, sont des qualités indispensables en tant que leader.

Colleen is an active and devoted NSTU member, who serves colleagues with integrity and effective leadership. Articulate and professional, Colleen is an advocate for teachers throughout our province and has demonstrated effective communication and a strong voice regarding the status of women, social justice and equity.

Renée Samson CSANE local

Having had the pleasure of working with Colleen in both settings (teacher and learner), I can speak to her quality of work, attention to detail, and her dedication to lifelong learning. Colleen is open and honest. I feel confident speaking with her on matters relating to our profession. One can easily converse with her because she is up-to-date on matters affecting teachers in all areas of our province.

Gary Hobbs, Yarmouth Local

I have known Colleen for the past twelve years on a personal and professional level. Colleen is a strong advocate for all members of the NSTU. She speaks up for teachers at many events including Annual Council and CTF. She demonstrates strength, courage, compassion, honesty, passion, as well as being very personable, informed and hard working. These are all the skills essential to an effective leader. We need a leader like Colleen to represent the NSTU as our next president.

Shelley Luddington, Halifax County Local Leadership is about knowing the issues and inspiring people to do things they never thought they could. I have known Colleen for over 10 years and I have seen the way she genuinely listens to others point of view, asks questions, and seeks to understand. This ability to listen and understand is inspiring in a leader. Colleen knows the issues and is open to new possibilities.

Myla Borden, Pictou Local

Colleen is a dedicated member of this union who is putting her name forward for the presidency to lead a membership into the next phase of the collective development. Leadership is needed to work with and for the teachers of Nova Scotia as we continually face challenges to the union itself. Colleen is a person who will build the NSTU for each teacher so that we can all create a better collective bargaining unit and education experience for the students of Nova Scotia. I support Colleen's decision to put her name forward and believe that she is ready to be President of the NSTU both for the membership and development of this union.

Shaun Kennedy, Richmond Local

Laura McCulley

Kings Local

Colleen is committed, candid and collegial. She has experience and knows the current challenges in Education and is ready to take action. She knows that our working conditions are our students' learning conditions and our current reality is not good enough.

Colleen brings to the NSTU quality characteristics found in great leaders. She is a dedicated and committed, active union leader who has held positions at all three structural levels of the NSTU for the past 13 years, fulfilling the duties of various elected positions and numerous committees. Colleen demonstrates a forward-thinking leadership style, using her union experience, integrity, and knowledge. She advocates for members using a critical lens to examine issues and can point out the domino-effect decisions have on the teaching profession, the classroom environment and our Union. I have no reservation in supporting Colleen and I sincerely hope you give her favourable consideration in the upcoming 2020 NSTU Presidential election.

Darlene Bereta, Northside-Victoria Local

I have known Colleen Scott for the past twenty years both professionally and personally. I can tell you that she is a strong, vocal leader who does not shy away from issues but rather knows her footing and fights for what she believes in! Colleen is a dedicated teacher and long time union activist. She will bring experience as well as knowledge and understanding of teacher rights and issues, to the role of NSTU President.

Byron Butt Lunenburg Local



Yours In Unionism Bien à vous dans le syndicalisme

Vote Colleen on October 27th, 2020 / Votez Colleen le 27 octobre

Stronger Together

Dear Siblings,

We've accomplished so much together since 2018: brought all school-based specialists back home, balanced our budget & stopped the government from hijacking another round of collective bargaining. We've reclaimed the public's respect as the go to voice on public education.

We're leading out on anti-Black racism in our union and profession. We're partnering with parents & standing with other unions to fight child poverty & support our communities.

We have the ability to reach a fairly bargained collective agreement. We have an opportunity to reimagine and build a more inclusive, just and engaging union.

We've come through so much together and emerged unified, more capable and sure of our purpose and impact. On October 27, I ask for your support once more to continue our shared work in building a stronger, more effective union all of us can be proud of.

In Solidarity,

Paul Wozney President, NSTU







amplify members' voice

I depend on the president to communicate and boldly stand up for our concerns and needs. Despite continued government misinformation about our reality and daily challenges, our current president has delivered two years of consistent, confident messaging for us all. In media interviews and appearances in the Legislature, Paul gets our message across and never backs down on our issues.

Joanne Richardson-Landry, Teacher, Horton High School, Wolfville, NS

solutions through *unity*

Paul has given all members across the province a voice that represents collective values and beliefs. He has bridged traditional urban and rural divides by listening, making himself available, visiting locals and communicating with members. He understands what matters to us. Paul has been there for us all as NSTU President. With our help, he can continue the good work he has done so far.

Gerald Reber, Teacher, Plymouth School, Plymouth, NS

leads positive *growth*

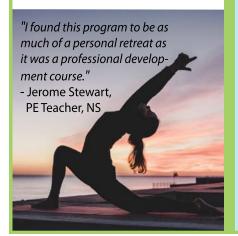
Paul is a hands-on leader, willing to acknowledge what he doesn't know and work closely with those on the front lines to learn from those who do. Accessible and approachable, he leans into complicated and controversial discussions. Paul's strong advocacy protects our rights and pushes for conditions that benefit our students and ALL members. He has my vote as a passionate voice for members and public education.

Tracy Whittaker-Taggart, School Psychologist, Chignecto Central Regional Centre for Education

Re-elect Paul Wozney for NSTU President



For more information or to register for programs, call (902) 444-9642 or email: info@BreathingSpaceYogaStudio.ca YogainSchools.ca



Yoga in Schools & Studio 200hr Yoga Teacher Training

online and in-person! Starts September 19th

Bolster confidence, inspire active living and change lives with this yoga and mindfulness training. There has never been a more important time to learn and share these practices that regulate our emotions, calm our minds and awaken vibrant health. This double certification of Yoga in Schools and 200hr Yoga Teacher Training is suited to all levels of ability. Graduates will also receive training and manuals in Yoga 11, Yoga for Special Needs, Yoga for Autism. Each weekend will leave you feeling nourished, refreshed and uplifted.

Price: \$2950.00+HST (interest free payment plan available). Location: Halifax and online. Visit YogalnSchools.ca to learn about all of our programs and 200hr. YTT certification

Mindfulness 100hr Certification Training for Schools

and Individual practice. Online and In-person!!

A Mindfulness training experience that will transform the way you face challenges, alter your relationship with worry, anxiety and depression and remind you of the vibrancy of life.

Now more than ever, we need daily practices that will keep us grounded amidst these tumultuous times. This program offers science-based, cross-curricular, cross-cultural lessons for all ages. The 220 page manual and the 100hr certification program includes Jenny and Blair's combined 50 years of expertise in mindfulness and body-based healing techniques.

The four-day program includes one self-paced online weekend, followed by an in-person or online LIVE weekend on November 14-15th with renowned leaders Jenny Kierstead and Blair Abbass.

Location: Halifax and also Online.

Early bird price \$690.00 until September 25th Regular price \$890.00 +HST





All regional elections will be conducted by electronic vote.

Area		
Annapolis-Hants West-Kings	Natalie MacIsaac	Acclaimed
Antigonish-Guysborough	Deena Jewers	Acclaimed
Cape Breton District	Yolanda Aubrecht	Acclaimed
CSANE	Jacqueline LeVert	Acclaimed
Colchester-East-Hants	Shannon Roy	Acclaimed
Dartmouth	Mike Jamieson	Acclaimed
Digby-Shelburne-Yarmouth	Colleen Scott	
Halifax City	Richa	ard MacLean
Halifax County	Shaun Doyle	Acclaimed
Inverness-Richmond	Philip Samson	Acclaimed
Lunenburg County-Queens	Byron Butt	Acclaimed
	as of Oc	tober 14, 2020



NSTU holds 99th Annual Council—first in a virtual format



Above is a screen shot of some of the delegates of Virtual Annual Council.

The 99th Annual Council of the Nova Scotia Teachers Union took place Saturday, October 3 in a virtual format via the Zoom platform. Due to the COVID-19 and subsequent restrictions placed on large gatherings to protect public safety, NSTU's Annual Council originally scheduled for May was postponed, and in June the NSTU's provincial executive approved a motion to hold a virtual (on-line) Annual Council on October 3.

Participation at this virtual Annual Council was limited to voting delegates. For this virtual meeting a total of 249 delegates were registered. Votes on motions were held using the Zoom polling function and Council elections were held via email with voting keys provided. Past president Mary-Lou Donnelly was the Independent Chair for the meeting.

"There were very few technical difficulties during this meeting," says NSTU president Paul Wozney. "I wish to thank all the of the voting delegates for their patience and participation."

During the Virtual Annual Council the NSTU to conducted essential business such as the ratification of the budget, a review of financial statements, and the filing of reports and elections, while at the same time protecting

the safety of delegates and their families. To help facilitate the budget discussion, the NSTU held a telephone town hall for delegates on September 24. This provided members a chance to learn more about the details of the budget.

"It wasn't feasible to properly debate resolutions in an on-line forum so the debate on, and the adoption of resolutions was postponed until 2021," says NSTU president Paul Wozney.

During the meeting, the #NSTU125 video was launched. This video features all of NSTU's past presidents providing their thoughts and reflections about the NSTU and their hopes for the future of the organization. It can be viewed on NSTU's YouTube station at the following link: https://youtu.be/Zt_7Rd1NmWM

There was also a 45-minute live question and answer session held for the two candidates running for NSTU president. Delegates were given the opportunity to question both candidates, Colleen Scott and Paul Wozney, about issues important to them. Both candidates uploaded seven-minute

speeches to the NSTU website in advance of the Q&A at the Virtual Council meeting. Colleen Scott's speech is found at this link: https://youtu.be/ljr8lHhDYzs. Paul Wozney's speech is found at this link: https://youtu.be/oyOrWG4d8No. The Q&A session is also posted to the NSTU website here: https://nstu.ca/the-nstu/structure/nstu-presidential-election.

Only one election took place during the 99th Annual Council, for CTF-FCE (Canadian Teachers' Federation) delegate. Four were in the running for the one position available: Byron Butt (Lunenburg County), Grant Frost (Halifax County), Joanne Richardson-Landry (Kings) and Mark Savoury (Dartmouth). Congratulations go to Grant Frost, who won the election. Other Committees of the Council are the Discipline, Professional and Resolutions Committees. All vacant positions were acclaimed. Three members were acclaimed for the Discipline Committee, Paulette O'Connor and Terry Ryan (Halifax City) and Sheri Scott (Halifax County). Two members were acclaimed for the Professional Committee: Kenna MacLean and Dawn Spracklin (Cape Breton District). Two members were acclaimed for the Resolutions Committee: Shelley Luddington (Halifax County), and Laura McCulley (Kings).

The NSTU plans to return to its standard Annual Council format in 2021, which will be the 100th anniversary of Annual Council. If it is deemed safe to do so by public health officials, the 100th anniversary will take place at the Westin Nova Scotian Hotel on April 30 to May 2.



Shown clockwise from the bottom left are: Council 2020's Independent Chair Mary-Lou Donnelly; Executive Staff Officer, Research, Policy and Governance Louis Robitaille; NSTU's secretary-treasurer Wade Van Snick; NSTU's Acting Executive Director Simon Wilkin; Conference and Event Coordinator Lisa Farmer; Financial Officer Melanie Waye; and NSTU president Paul Wozney.

resources



@LRTS Teachers

The Media Library provides access to online videos as well as a collection of educational DVDs that you can borrow or purchase to support grades P-12 in all subject areas of the Nova Scotia curriculum. Visit our website at http:// medialibrary.ednet.ns.ca to access these and other digital classroom resources!

Mi'kmaw History, Language and Culture

The video resources listed below are available from Learn360 and are accessible from the Google Apps for Education landing page under Learning Resources. Simply log into your GAFE account, click on the link for Learn 360, and then use the links below to access these videos and many more.

Building Legends: The Mawio'mi Project Grades 9-12 https://bit.ly/2IITQTR

This video shares the stories, regalia and diverse communities of Mawio'mi 2011 - A Culture to Celebrate, A Time to Share. (2011; 24 min.)

Building Legends: The Mi'kmaq Canoe Project

Grades 9-12

https://bit.ly/2W1JEJa

Mentored by industry professionals, ten young filmmakers participated in the making of this documentary that follows the construction of a seafaring, birch bark canoe by traditional Mi'kmaq artist and artisan, Todd Labrador. (2010; 27 min.)

Creative Native Series

Grades 6-12

https://bit.ly/2XMy4SH

This series highlights artist profiles, in-depth interviews, traditional and contemporary art projects and historic snapshots that explore Aboriginal cultural contexts relevant to the theme of each episode. Saturated with the crafts and traditions of indigenous peoples, the series also offers instruction for a variety of age-based art projects that can be completed in the classroom. (2001-2006; ca. 25 min. each)

Eskasoni – The Trailblazers

Grades 9-12

https://bit.ly/2IUtpcZ

This video focuses on the first ever Mi'kmaq Immersion graduating class of Chief Allison Bernard Memorial High School in Eskasoni, NS, and the work that students and staff put into preserving our Mi'kmaq language. It also features Elders speaking about the history of Eskasoni and the importance of the Mi'kmaw language. (2014; 25 min.)

From the Spirit Series

Grades 9-12

https://bit.ly/2VpNpLi

This series presents the work and thoughts of a diverse group of Aboriginal artists. From across Canada, these artists tell the story of their journey, not quitting in the face of adversity, and making a difference to both their communities and to the world of contemporary art. (2005; 25 min. each)

Finding Peter Bryce

Grades 9-12

https://bit.ly/2IG4lXT

This film explores the legacy of Dr. Peter Bryce who, as a medical officer of health, exposed Canada's shameful treatment of young Indigenous people in the Indian Residential School system and paid a hefty price for this courageous act. (2018; 24 min.)

Mi'kmaq Series

Grades 5-12

https://bit.ly/2UWiMxt

This five-part series shows the life, customs and culture of precontact Mi'kmaq. These programs are dramatizations with a narrative voice-over and depict the lifestyle of a fifteenth-century Mi'kmaq family as accurately as careful research would allow. Also available on DVD without the English voice-over to highlight the conversations in the Mi'kmaw language. (2012; 45 min. total)

Asunn elisknuatmikl = Reed weaving

Grades 6-12

https://bit.ly/2ZzJDyj

Viviane Gray demonstrates reed weaving. (1980; 29 min.)

Ktantekewinu aknutk = The hunter speaks

Grades 6-12

https://bit.ly/2Gv8qi5

Mike Martin, a Micmac trapper, recalls stories of growing up in rural Newfoundland with a story in the Micmac language. (1980; 21 min.)

Wikuom

Grades 6-12

https://bit.ly/2UVEMsl

Mike Martin demonstrates the construction of an authentic Micmac, two-man, birch bark, hunting wigwam with an introduction illustrating other dwellings. (1980; 13 min.)

coming events

OCTOBER

Mi'kmaq History month

Each October in an effort to assist all Nova Scotians in increasing their knowledge and awareness of Mi'kmaw culture, history and heritage, the Mi'kmaq History Month committee encourages educational and cultural activities. To that end, teachers, students and schools across the province focus on the history, culture and achievements of the Mi'kmaq community. It also provides a time to reflect on our own understanding of the contributions and traditions of the Mi'kmaq community. This year's Mi'kmaq History Month 2020 poster recognizes the important role that plants play in Mi'kmaw culture and livelihood. From harvesting plants for nourishment and healing, to the gathering of plants to make art and for use in ceremony, plants are and have always been, an essential resource for the Mi'kmaq. This year's poster draws on this knowledge and highlights the significance of plants, not just as a source of food but as an integral part of Netukulimk – the Mi'kmaw way of life. For further info information visit: http://mikmaqhistorymonth.ca/



OCTOBER 26 - 30

15th Annual Media Literacy Week





With dis/misinformation at the forefront while we deal with COVID-19, digital and media literacy are more important than ever.

This fall, MediaSmarts is encouraging Canadians to be good digital citizens and double-check news and information before sharing it online. With so many of this year's activities taking place online, it's easier than ever for you and your community to take part!

Here's you're a link to the amazing **FREE** resources we have in store for Media Literacy Week 2020: https://bit.ly/2SRFSSM

NEW Teacher's Hub!

Want to celebrate Media Literacy Week in your classroom but not sure where to start? MediaSmarts is here to help! We ve created a <u>Teacher's Hub</u> with suggested activities for their classrooms that can be done **in-person or online**.

Featured Event: #GlobalEdSsChat October 2020—Becoming a Digital Leader

On Tuesday, October 27, 2:00pm AST, join the #GlobalEdSsChat Team & #k12 Ss around the world as we discuss Becoming a Digital Leader! This Tweet and Talk is scheduled for Tuesday October 27th at 1PM EDT. Watch live and participate in the conversation happening on Twitter using #GlobalEdSsChat, or join the Slow Chat happening all month long.

OCTOBER 21 – 25

Devour's Big Picture Program -Youth School Screening Series

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. Films for the 2020 edition focus on climate change. Online bookings are now available. To ORDER A CLASSROOM SCREENING please email Michael@devourfest.com. Screenings are on sale on the www.devourfest.com ecommerce site. Screening codes and materials will be emailed to you in about a week after you book COST: \$100 per classroom, includes

film screening and curriculum materials. Credit card purchase preferred. If paying by checque, please make cheque payable to The SLOW MOTION FOOD FILM FEST SOCIETY, 40 Belcher Street, Kentville NS, B4N 1C8. Please be sure to provide a contact number (mobile and email address). Information about the screenings is found here: https://devourfest.com/program/





NSTU Group Insurance Program

Benefit Overview and Important Information for New Members

The NSTU, through the NSTU Group Insurance Trustees, offer excellent comprehensive benefit coverage to active members of the Nova Scotia Teachers Union.

If you are a **new member and have a term, probationary or permanent contract**, you are eligible for benefits under the NSTU Group Insurance Plan. Please review the information below to ensure you enroll on a timely basis and receive the benefits you are entitled to receive as an NSTU member.

HIGHLIGHTS:

- ✓ As new member you will receive a package mailed to your home address, which includes information on the various benefits and programs as well as the required enrollment forms. For more details regarding the benefits and programs available to you under the NSTU Group Insurance Plan and to access your copy of the Group Insurance Profile, please visit the NSTU Group Insurance Trust website at nstuinsurance.ca. Please read the information carefully and complete required forms within 31 days of receiving this package.
- ✓ New members are automatically enrolled in the mandatory benefits:
 - Provincial Master Life 100% Employer Paid
 - Provincial Master Accidental Death & Dismemberment (AD&D) – 100% Employer Paid
 - Long Term Disability Cost Shared with the Employer at 50%
- ✓ New members are eligible for \$100,000 Optional Life coverage / \$50,000 for the spouse without submitting medical evidence of insurability. However, a 24 month pre-existing condition clause applies.
- ✓ Enrollment in the Total Care Medical and Dental Plans are not automatic; members must complete the application form that is provided in the new member package.
 - Total Care Medical plan 100% Employer Paid
 - Total Care Dental plan Cost shared with the Employer.
 Member pays 35% for basic preventative and major restorative premiums, and 100% for prosthodontic and orthodontic premiums

BENEFITS OVERVIEW

Total Care Medical

The Total Care Medical plan is a comprehensive supplementary health care plan available to all active Public School Members, PSAANS and APSEA Members. This plan provides prescription drug coverage under age 65, semi-private hospital room, vision care, paramedical services, including physiotherapy and massage therapy, and many other benefits as outlined in the Group Insurance Profile.

- To enroll, you must complete the application form in your new member package.
- The premium is paid 100% by the Employer.

 You may apply for this benefit plan at any time provided you are actively at work.

Total Care Dental

The Total Care Dental plan provides comprehensive dental care coverage to all active Public School Members, PSAANS and APSEA Members. Total Care Dental includes basic preventative services, major restorative services, prosthodontic and orthodontic services.

- To enroll, you must complete the application form in your new member package.
- The Employer cost shares 65% of the basic and major restorative premiums of the Total Care Dental plan while the member pays 35% for basic preventative and major restorative premiums, plus 100% for prosthodontic and orthodontic premiums.
- As a new member you have 31 days from the receipt of their new member package to enroll.
- If you do not enroll within 31 days of the receipt of your new member package, coverage will not be processed until the following September.

TOTAL CARE DENTAL PREMIUM:

	MONTHLY PREMIUM	MEMBER MONTHLY COST*
Single	\$45.85	\$19.24
Family	\$97.01	\$40.74

MANDATORY BENEFITS – MEMBERS ARE AUTOMATICALLY ENROLLED

A. Provincial Master Life Insurance

- A \$50,000 term life policy is available to all active Public School Members, PSAANS and APSEA Members.
- A dependent life benefit of \$3,000 for your spouse and \$1,500 for each eligible dependent child is also included in this coverage.
- The premium for this benefit is 100% paid by each Employer, therefore, there is no charge to the member for this coverage.
- It is <u>very important</u> that you designate a beneficiary and a contingent beneficiary for your Provincial Master Life insurance.

B. <u>Provincial Master Accidental Death & Dismemberment</u> (AD&D) Insurance

 As part of the Provincial Master Life insurance coverage, a matching \$50,000 benefit is included for AD&D.

C. Long Term Disability

- This coverage provides a benefit based on 70% of your gross monthly salary at the time your claim commences.
 As the Employer pays a portion of the premium, this is a taxable benefit to you.
- The Long Term Disability benefit is integrated with the Canada Pension Plan. The qualifying period before benefit payments would commence is the greater of 90 calendar days or your accumulated sick leave.
- When you are in receipt of Long Term Disability benefits, members continue to accumulate pensionable service as contributions by both the member and Employer are required.
- The NSTU Long Term Disability plan is cost-shared with the Employer at 50%.

OPTIONAL BENEFITS AVAILABLE TO MEMBERS

There are a number of optional benefits available to Public School Members, PSAANS and APSEA Members that provide the opportunity to purchase additional insurance coverage through payroll deduction, including:

- · optional group life/spousal life insurance
- voluntary accidental death & dismemberment (AD&D)
- NSED travel insurance
- NSED trip cancellation / interruption insurance
- voluntary critical illness insurance
- home/auto insurance.

These coverages are 100% paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile via the NSTU Group Insurance Trust website at nstuinsurance.ca.

OTHER VALUABLE BENEFITS AVAILABLE TO PUBLICS SCHOOL MEMBERS, PSAANS and APSEA MEMBERS

NSTU Member Assistance Program (MAP)

The programs and services that form part of the NSTU Member Assistance Program are briefly described below.

NSTU Counselling Services

The NSTU has two counsellors on staff that provide short-term counselling services to members of the NSTU Group Insurance Plan, their partners, and dependent children. This service is designated to provide help and intervention at an early stage of difficulty. Intervention is also provided for schools in conflict and crisis. Members are referred to an appropriate community based resource for long term counselling if the short-term model has not fully addressed the issue(s). This service is confidential.

Early Intervention Program (EIP)

This program is for active members of the NSTU Group Insurance Plan only who are working or absent from work

and experiencing injury or illness and struggling to remain at work or return to work. There are two Early Intervention Co-ordinators who are Occupational Therapists. Their focus is to maintain or improve a member's independence and help to decrease the incidence and duration of a disability. This is a confidential service and EIP staff can travel to your community.

Resilience® - Employee and Family Assistance Program

Resilience® is an Employee and Family Assistance Program for active members of the NSTU Group Insurance Plan who have a permanent, probationary or term contract. Through Resilience®, active members and their eligible dependents can reach a team of experienced counsellors from Homewood HealthTM who will listen to the issue, offer sound advice and help you create an action plan to address issues. This program also provides Plan Smart and Career Smart Services which includes Childcare and Parenting Caregiver Support Services, Elder & Family Care Services, Legal Advisory Services, Nutritional Support, and many others. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

Your Wellness Partner Program

All active and retired members of the NSTU Group Insurance

Plan are eligible to use this service provided through CAREpath. The CAREpath navigation system is a service provided by the NSTU Group Insurance Trustees. The Your Wellness Partner Program provides counseling / psychotherapy with multiple levels of support and guidance to NSTU members, spouses and dependent children experiencing mild to severe mental health concerns. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

HealthCareAssist Program

All active and retired members of the NSTU Group Insurance

Plan are eligible to use this service provided through CAREpath. The CAREpath navigation system is a service provided by the NSTU Group Insurance Trustees. The HealthCareAssist Program is a comprehensive navigation service that provides members, spouses and dependent children with answers, guidance and support before, during and after treatment in the event of an illness or health crisis. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

Cancer Assistance Program

All active and retired members of the NSTU Group Insurance

Plan are eligible to use the Cancer Assistance Program through CAREpath. If you, your spouse, or eligible dependent children suspect having cancer, are diagnosed with cancer, or living with cancer, this program is ready and able to provide support, guidance and answers. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

Seniors' Care Assistance Program

All active and retired members of the NSTU Group Insurance

Plan are eligible to use the service provided by the Seniors' Care Assistance Program. This program is the only service in Canada that connects members, immediate family and parents to a Registered Nurse who specializes in senior care assistance. The program helps members understand their senior care choices and ensure they get

Continued on page 21

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During challenging times such as these, car and home insurance should be the last thing you have to worry about.

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- 24/7 Claims Service
 - First Claim Forgiveness

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Johnson Insurance is a tradename of Johnson Inc. ("JI"), a licensed insurance intermediary. Home and car policies primarily underwritten, and claims handled, by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply, and/or vary by province/territory. *As of August 19, 2020, full 30% savings amount available for new customers on car insurance if the following discounts are applicable-long term, multi-line, conviction free, winter tire, multi-vehicle and qualifying group membership. Percentage savings may vary otherwise. *AIR MILES® Reward Miles awarded only on regular home and car insurance policies underwritten by UAC. At the time the premium is paid, one (1) Mile is awarded for each \$20 in premium (including taxes). Miles are not available in SK or MB. ®™ Trademarks of AM Royalties Limited Partnership used under license by LoyaltyOne, Co. and JI (for UAC). *NO PURCHASE NECESSARY. Open September 1, 2020 –December 31, 2020 to legal residents of Canada (excluding QC and NU) who have reached the age of majority in their jurisdiction of residence and are a member of a recognized group in the education sector with whom JI has an insurance program agreement. Two (2) laptops available to be won in each of the following three (3) regions (each, a "Region"), for a total of six (6) laptops (valued at approximately CAD\$2,000 each): Western Canada, Central Canada and Atlantic Canada. Conditions and/or restrictions may be imposed. Odds of winning depend on the number of eligible entries received in each Region. Math skill test required. Rules: Johnson.ca/Japtop

notices

FREE National STEAM Competition for junior high students!

The TeamUP Science Society is looking for participants in our new Canada-wide event: the Canada CyberSTEAM Challenge (C3). TeamUp Science, a non-profit organization founded by students at the University of Alberta in 2013, fosters scientific curiosity and critical thinking amongst high school students, and has expanded events targeted towards junior high students across the country.

C3 is an online competition series for students in Grades 6-9 with six challenge weekends spread out from October to February. The mission is two-fold: to promote the integration of the Arts into STEM disciplines and to encourage thinking outside the box. The challenges allow participants to explore all five tiers of STEM through hands-on learning. Students will have 48 hours to complete and submit each challenge. Furthermore, participants will receive the dual benefit of completing the challenges from the comfort of their own homes and the opportunity for online interaction with youth from across the country.

The first challenge weekend is on **October 17th**! However, students are not required to register for all six weekends. Students may sign up to compete individually or in pairs.

This event is free and prizes will be given out! All that is required from students is a stable wifi connection (students may contact ysic@teamupscience.com for accessibility accommodations if this is a barrier from participation). Any materials that the student needs will be told to them in advance of each challenge date.

For more info and the link to register are as follows: http://canadacybersteamchallenge.com



Registration via Eventbrite:

https://www.eventbrite.ca/e/canada-cybersteam-challenge-tickets-117693401131?utm-medium=discovery&utm-campaign=social&utm-content=attendeeshare&aff=escb&utm-source=cp&utm-term=listing

Promotional Video: https://www.youtube.com/watch?v=ysPf9q_IGMM&feature=youtu.be

The folks from the C3 team would love to give a five-minute classroom e-presentation to students as well! For more information or to book an online presentation for your class, please contact Ms. Jessica Bennett at 902-300-1468 or at ysic@teamupscience.com.

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the right care every time. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

Summary

This information provides a brief overview of the benefits available through the NSTU Group Insurance Program. Full details of your NSTU Group Insurance Program are contained within the Group Insurance Profile, and outlined via the NSTU Group Insurance Trust website at nsurance.ca. Please note, once on the NSTU Group Insurance Trust website, you can click the "Communications" tab where you will be asked to provide information to be added to an emailing list in order to receive important and timely information, tips and FAQs on the benefits and programs available to you. Please note, the information provided will be strictly used to communicate insurance / benefit information.

Once you receive your new member package or should you have any questions with regard to any of the programs above, please do not hesitate to contact Johnson Inc. at (902) 453-9543 (local) or 1-800-453-9543 (toll-free).



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 Physical Education teacher looking to do an exchange with a teacher in the CBVRCE for 2020-2021. Permanent exchange possible. Please contact: https://docs.org/repe14@outlook.com



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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