

**NOVA SCOTIA TEACHERS UNION** 

**VOLUME 59, NUMBER 1 — ONLINE** 

September 2020



# Two in the running for NSTU President

### Election to take place October 27, 2020

Nova Scotia's public school teachers, school psychologists, speech language pathologists and other specialists working for the public education system, along with teachers with Atlantic Provinces' Special Education Authority go to online polls on Tuesday, October 27 to choose among two candidates for NSTU president. The original election date, May 20, was postponed by the Provincial Executive on March 18, due to COVID-19 and the resulting public school closure.

The two running for NSTU president are: Colleen Scott (Shelburne County) and incumbent Paul Wozney (Halifax County).

This is the first of two election issues of The Teacher. Both presidential candidates have an opportunity to publish a platform. You will find these starting on page 10. The October 2020 issue will also carry campaign statements. Candidate coverage is limited to these two editions.

Election posters for candidates have also been produced and have been distributed to NSTU worksites throughout the province.

An all candidates' forum will also take place during the Virtual Annual Council on Saturday, October 3. Candidates are permitted a seven-minute presentation which will be pre-recorded and posted to the NSTU website by noon on Friday, October 2 for all NSTU members to view. During

Continued on page 5

### Dear NSTU siblings,

Welcome back to the beginning of this school year like no other. I am proud of you for the incredible work you've done and continue to do to step up for students and their families. I have received lots of praise from parents who understand the impossible position you're in and value the caring, world class support you give to their kids. Keep up the amazing work!

This has also been a summer like no other, and it's been an uphill battle to have our school re-opening concerns addressed by Government.

But we're not alone. Our siblings in other unions and close to 20,000 parents are standing with us. And we always have each other. I've never been more proud of you than I have been these past months as we've stood up for safety, proper resources and common sense for all our students. We remain united in the face of these challenges, and that matters.

Despite the legitimate concerns you have about safety and health, I know how excited you were to see your students again. We've done everything we can to advocate for them and create conditions that keep them safe. Let's remember that these last six months have turned their lives upside down. Our care, patience and kindness have never mattered more for them. You make a difference no one else can make for them—I know you will shine brighter than ever in these troubling times.

I encourage you to take care of yourself. Empty people can't pour into others. Feed your joy, lift each other up in your schools, and let's continue to stand strong for our students and one another for changes that will help keep schools safe for the long haul.

Please do not stop sharing with us details about overcrowded classrooms, lack of physical distancing, and other safety concerns like poor ventilation at readynotready@nstu.ca. Similarly if you haven't already, or aren't satisfied with the response you received the first time, please send a message to your MLA at www.actforeducation.ca.

At the same time, we also need to address specific issues at the school level through our Joint Occupational Health and Safety Committees (JOHSC). This needs to be a critical priority for everyone so familiarize yourself about Occupational Health and Safety and your rights. (see page 6 for details). We continue to collect questions and concerns through your Provincial Executive members, Local Presidents and regional staff officers.

At a time where so much feels overwhelming, remember that you are not alone. Your union is here to support you. Reach out for help and advice when you need it-we'll be here.



Paul Wozney







# people

### Staffing update:

### **NSTU appoints Acting Executive Director**

NSTU's acting assistant director Simon Wilkin was appointed NSTU's Acting Executive Director on August 4, 2020 replacing NSTU's executive director Janine Kerr, who is currently on



medical leave. Wilkin has been NSTU's Acting Assistant Executive Director since the fall of 2018 and previously served in this capacity for a three-month term in January 2016.

Wilkin has been a member of the executive staff since August 3, 2010. He has served as NSTU's Coordinator of Technology responsible for coordinating the NSTU's technology initiatives, including the NSTU website and database. He has also coordinated public affairs and

communications initiatives. He has worked in member services inquiries, including providing support to Community College members, members employed by the Annapolis Valley Regional Centre for Education and those working for the Atlantic Provinces Special Education Authority.

As Acting Executive Director he is responsible for overseeing all of NSTU's programs and services.

Wilkin was a teacher with the former Halifax Regional School Board for 13 years, including being an assistive technology specialist. He was a member of the NSTU's provincial executive from 2004 to 2010 and also president of the Dartmouth Local from 2002 to 2004.

He holds a BSc in Physical Education from St. FX and a Masters of Education in Curriculum from MSVU and studied law and labour relations at Queen's University.

# Member services new term position

Executive Staff Officer Paul Boudreau, who completed a one-year term position in member services on August 12 is now in a new term position until January 31, 2021. Boudreau filled in for Kyle Marryatt, who recently returned from a one-year sabbatical leave. He will continue to provide contract interpretation, arbitrations, grievances, and negotiating services for the Strait RRC and associated Locals, coordinate the inprovince teacher exchange, and substitute teacher services, along with other duties as required.

He has taught with the Halifax Regional Centre for Education for over 20 years. Spending the majority of his 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 vicepresident 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 from Université Ste-Anne, an MEd from MSVU, and a BEd from Dalhousie University.



### NSTU appoints Acting Assistant Executive Director

Member services staff officer Jack MacLeod has been named NSTU's Acting Assistant Executive Director effective August 17, 2020 filling in for Simon Wilkin who is currently NSTU's Acting Executive Director. In his new role, he will coordinate legal services and continue to sit on the

EECD committee providing NSTU perspective for ongoing teaching and learning environment challenges due to COVID-19.

MacLeod began working with the NSTU on January 1, 2013

starting out working in contract interpretation, negotiations, grievances, and benefits' administration. He has worked for members in the Strait, Chignecto-Central, Tri-County, and Halifax RRCs and coordinated Community College and pension services and worked as NSTU's liaison to PSAANS.

Over his career with the NSTU he has coordinated substitute teacher services, EI/Maternity/Parental services, Teacher Exchange, ERIP, Defered Salary Leave, sat on the NS Teachers' Pension Plan Trustee Inc., and Pension Services Corp, served as the staff *Continued on page 5* 

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### In Memoriam – Preman Edwards

On August 21, the NSTU learned of the unexpected passing of our dear friend and colleague, Preman Edwards. Preman Jeyaretnam Edwards, 46 of Cole Harbour was an Executive Staff Officer in member services since August 1, 2017.

During the first year with the NSTU he coordinated technology initiatives, regional and provincial executive elections, member registry and the NSTU website. He worked for NSTU members in the Digby, Shelburne County and Yarmouth Locals. He was also staff liaison to the public relations, political action and NSFL committees. Preman taught with Halifax Regional School Board for 20 years and spent 15 of those years as a math teacher at Auburn Drive High School. He was an active member of the Halifax County Local serving as chair of its social committee.

According to his obituary, Preman graduated from Cole Harbour High, studied math at Dalhousie (when not with his brothers at Phi Kappa Pi) and



earned his teaching degree at Mount Saint Vincent University. Together with *Preman is shown with colleague Paul Boudreau*. Danielle (nee Loughery), Preman was the proud parent of Chandani and Lachlan. He was always happiest cheering the kids on from the stands, staying in swanky hotels with them, or really doing just about anything with them. They were his joy.

He was the son of Noel and the late Cecilia (nee Ponnambalam); big brother of Suhanya (Kevin Lacey); uncle to Egan and Maggie and beloved friend to many. It's impossible to think of Preman without picturing his smile, and then smiling yourself. He loved running into his former students and hearing about what they were up to, connecting with old friends over wings, seeing box office flops and anything about superheroes at the theatre, and taking long drives with his dad. He listened to and remembered peoples' stories, comforted them during hardship and rejoiced in their accomplishments. He loved and was loved.

A small funeral was held at Atlantic Funeral Home, on August 28. His memorial may be viewed until September 28 at: <u>https://www.arbormemorial.ca/atlantic-dartmouth/obituaries/preman-jeyaretnam-edwards/54459/</u> In lieu of flowers, kindly consider a donation to KidSport.

Preman was a kind soul with a big smile, who brought laughter and fun everywhere he went. He was an integral part of the NSTU staff and loved to bring staff together through numerous social events he helped organize. The NSTU will miss his presence profoundly and we extend our deepest condolences to his family and his many friends.

# What is your Financial Fitness plan?

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# Chaotic start to unprecedented school year

On September 8th students returned to classrooms for the first time since March, when COVID-19 restrictions were put in place.

In spite of months of promises from Government that it would ensure the safety of students, teachers and their families, the final back-to-school plan fell well short of the public health guidelines required in other workplaces across Nova Scotia.



Paul Wozney gets scrummed by the media following the announcement of the Back-to-School Plan on July 22.

While the NSTU was consulted in this process, President Paul Wozney says ultimately Government refused to take the advice of teachers on critical issues.

"The key to re-opening school safely is reducing class sizes so physical distancing is possible and also ensure adequate ventilation," says Wozney. "Unfortunately, Nova Scotia schools reopened without any of those elements in place and instead teachers are standing in front of stuffy, crowded classrooms, just like they were in February."

Since the release of the final back-to-school plan the NSTU, along with other unions and the Nova Scotia Parents for Public Education have been calling for drastic improvements.

At a press conference hosted by Federation of Labour Partners on August 19th, Nova Scotia Nurses' Union President Janet Hazelton said Nova Scotians worked hard to keep COVID-19 out of its hospitals, including the IWK, and suggested a similar approach should be taken in schools.

"It was taken very seriously in hospitals and for the most part we knew what was going on and we were assured that all of those things were happening," she said. "I'm not hearing that with the education system which is very unfortunate because even with all of that, the level of anxiety for hospital staff, the first month, was through the roof."

During the month of August the NSTU also launched a #SafeSeptemberNS campaign calling on Government to take the necessary steps to keep COVID-19 out of schools. These steps include:

- Smaller class sizes
- 2-meters of physical distancing for everyone
- Masks for all who can wear one
- Clear protocols for informing families in the event of an outbreak at a school
- Transparency about the epidemiological triggers for a return to remote learning (full or blended)
- Proper ventilation systems in schools

In early August Education and Early Childhood Development Minister Zach Churchill set off a firestorm of criticism when he suggested that classrooms lacking proper ventilation should just leave their windows open year-round, and turn up the heat in winter months. Wozney says this is just one of many examples of poor planning on the part of government.

"It's clear to teachers that schools are not prepared to handle a second wave of COVID-19 and that the government's current plan is just not sustainable. Ventilation checks have not been completed. Teachers and students with underlying health conditions have not been provided with proper PPE. There is a bus driver shortage that was not disclosed until after school resumed. And while it's not safe for MLAs to resume to work at Province House, students are crowded into classrooms with only a few inches of space between desks," says Wozney.

Prior to schools resuming the NSTU requested that PD days be reorganized and moved to the beginning of the school year to allow more time for preparation. This led to an angry reaction from Premier Stephen McNeil.



The NSTU president addresses media at a news conference hosted by the Nova Scotia Federation of Labour on August 19.



NSTU president Paul Wozney speaks at a joint news conference on August 27, with NS Parents for Public Education. With him are: Stacy Rudderham, Kirsty Money, Christine Emberley, and Adam Davies.

Says Wozney, "In the middle of a global pandemic it's unfortunate we reopened schools in manner that was rushed. It's the province's duty to ensure safe learning environments for students and their teachers. This currently just isn't the case and as a result we are asking teachers to bring all safety concerns to their school's Joint Occupational Health and Safety Committee. The NSTU will also be initiating a policy grievance over the government's unsafe backto-school plan."



Everywhere we go, Nova Scotians are physically distancing. And wearing masks to keep each other safe.

### Why should our schools be any different?

### We need:

- Smaller class sizes
- Two metres of physical distancing for everybody
- Masks for those who can wear them
- Proper ventilation

We all want our kids to be safe and stay in school.

### ActForEducation.ca Teachers Union

### continued from page 2

negotiator for the provincial negotiating team from 2015 to 2017, and was staff liaison to the member services, single tier bargaining, and substitute teacher committees among others.

Before working at the NSTU he was a Coordinator of Human Resources for the South Shore Regional School Board. Previously he was a teacher and vice-principal at Forest Heights Community School and began his teaching career at Park View Education Centre in 1996.

MacLeod also served as president of the Lunenburg County Local (2007-08), and was the Chair of the South Shore RRC.. He also served on the provincial school negotiating team (2005-06), Provincial Economic Welfare Committee (2004-05), Appeals Committee (2001-03). His BEd in secondary education is from Acadia University, where he also obtained a Bachelor of Science in Chemistry.

### JOURNÉE MONDIALE DES ENSEIGNANTES ET DES ENSEIGNANTS **05.10.2020**



### continued from page 1

the Virtual Annual Council a 45-minute question and answer period for candidates will take place. It will be moderated by Council's independent chair, Mary-Lou Donnelly. (This will be recorded and will be available online for all members to view at <u>nstu.ca</u>.)

https://nslabour.nationbuilder.com/paid\_sick\_day

Under the Teachers' Collective Bargaining Act all NSTU members employed on the designated voting day shall be eligible to vote, including members on maternity leave, parental leave, educational leave, deferred leave or sick leave as long as dues are paid for the school/work year. Reserve members and substitute teachers who are teaching on voting day may also vote.

Candidates running for NSTU president had to declare their intention by February 21, 2020 but due to COVID-19 and the shutdown of schools the official campaigning began on September 2. The campaign period ends on October 26. All candidates have their platforms posted on the NSTU website as well.

To become president of the NSTU you must win with a majority of votes (50 per cent plus one).

The next NSTU president elected will begin their term on February 1, 2021.



### First published August 23, 2020 in: THE CONVERSATION

# COVID-19's teaching challenges: 5 tips from pediatric care for teachers wearing masks

By Laura Sokal & Ellen Reimann

Some governments and school districts across Canada have mandated that teachers and students wear masks during teaching and learning. Concerns have been expressed about loss of learning opportunities for linguistically diverse students and for children who read lips. For kindergarten and primary teachers, teaching younger children while masked also presents challenges — specifically related to students' social-emotional learning.



Non-verbal cues carry up to 55 per cent of emotional content of messages. Without those cues, a lot of important information is missed.

Furthermore, the mouth and eyes are even more important than other facial features when interpreting expression. In contrast to adults who get most non-verbal social information from speakers' eyes, young children pay most attention to speakers' mouths. This elevates the challenge of clearly communicating emotions to children while wearing a mask.

Research has shown the "ability to encode, interpret and organize emotional and social information are skills needed to both engage in learning, and to develop self- and social awareness and make responsible decisions." These socialemotional skills are recognized as critical developmental skills in early childhood.

### **Clear communication of emotions**

There is broad consensus between experts that positive relationships are more likely to develop when people communicate clearly, feel understood and can understand others' feelings in safe environments. Positive student-teacher relationships result in greater pro-social behaviour, school engagement and academic success in students, and lower levels of burnout in teachers.

### Teachers experience additional risks

The potential emotional and social losses for both students and teachers presented by masking are further exacerbated by potential physical injury to teachers. Vocal strain is a significant occupational hazard in teaching, and the increased volume necessary to be understood when wearing a mask may contribute to this risk.

Wearing masks is now recommended in schools in Canada and the United States, for example, so it is imperative to look for solutions that mitigate the negative social, relational and physical effects on students and teachers. Teachers can learn from strategies developed by masked pediatric nurses to meet the shared teaching/nursing goals of expressing care, communicating clearly and promoting trusting relationships that foster a sense of safety.

- 1. Amplify verbal and visual cues to expression and meaning. Masked teachers can provide enhanced verbal and non-verbal cues when communicating with students by using exaggerated nodding, emphasizing eyebrow movement to enhance expression and frequently checking to ensure that students understand. Moreover, teachers can intentionally replace the smile behind the mask by intensifying statements of connection and encouragement, winks and other signs of emotion.
- 2. Teach children to watch for "happy crinkles." In addition to exaggerating expression, teaching children to use cues outside of those provided by mouths can help them interpret

emotions and meaning. Focus young children's attention on the "happy crinkles" that appear around the outer corners of eyes when adults smile. Experts recommend playing masked "guess the emotion" games as a fun way to cue children to identify emotions displayed by others, a strategy Laura used successfully as a child life therapist.

- 3. Consider the materials used to construct the masks. Some nurses have responded to the pandemic by using masks sewn from colourful and whimsical materials to create less clinical visual settings for children. Furthermore, psychologists have suggested the use of clear masks in order to ensure children continue to have access to the social and emotional information garnered from observing speakers' mouths.
- 4. Keep people, rather than roles, front and centre. Nurses during

the pandemic use two strategies to ensure that their identities as individuals are accessible to patients. One strategy is wearing photos of themselves unmasked and smiling outside of their protective equipment. In this way, pediatric patients can see them as individual people rather than as generic medical personnel. As a pediatric nurse, Ellen also finds it helpful to smile unmasked at pediatric patients through the window of their hospital room doors before masking and entering the room.

**5.** Use a microphone and rest your voice. Our final recommendation addresses the risk of voice strain exacerbated by the use of masks while teaching. Using a wireless microphone not only increases the volume while demanding no more than typical voice effort by teachers, but it also allows teachers to move

freely while teaching. Moreover, alternating teacher-led and studentled work will provide rest periods for teachers' voices, as well as allow for the differentiated instruction associated with improved student outcomes.

Many of the challenges teachers will face in classrooms will mirror the challenges of mask-wearing nurses who provide care to pediatric patients. Nurses can be a source of practical solutions for these barriers, based on their clinical practices. The strategies presented here can enhance the learning experiences of young students in the new world of COVID-19 aware classrooms.

Laura Sokal is Professor of Education at the University of Winnipeg.

Ellen Reimann is Clinical Education Facilitator – Faculty of Nursing, University of Manitoba.





Email your name, home address, and the name of your school with PL Giveaway in the subject line to theteacher@nstu.ca by October 7, 2020 to be eligible for the draw.

### *This Book is Anti-Racist* Written by Tiffany Jewell, illustrated by Aurélia Durand

Published by Frances Lincoln Children's Books, *This Book is Anti-Racist, 20 Lessons on How to Wake up Take Action and Do the Work* is for everyone, but written to empower young people to stand up to the adults in their lives. Readers learn about identities, true histories, and anti-racism work throughout its chapters. NSTU president Paul Wozney and the provincial executive have been reading and working through this book to



continue to address systemic anti-Black racism.

### **A GUİDE: NSTU JOHS Committee Members**



This is meant as a general summary of your role as a member of your school's Joint Occupational Health and Safety Committee. It is not intended as legal advice. The NSTU is here to assist Teachers with occupational health and safety matters. Teachers are encouraged to contact their NSTU Staff Officer for assistance if they are concerned about a health or safety hazard in the workplace. For a more comprehensive guide please visit: English: <u>https://bit.ly/3inpowE</u>; French <u>https://bit.ly/3ijKID4</u>.

### The JOHS Committee and your Employer's obligations:

- The JOHS Committee is responsible under Nova Scotia's Occupational Health and Safety Act for the "receipt, investigation and prompt disposition of matters and complaints with respect to workplace health and safety" (s.31(c)) and for "making recommendations to the employer, the employees and any person for the improvement of the health and safety of persons at the workplace" (s.31(f)).
  - As a JOHS Committee member, you should be aware of the Employer's obligations under the *Occupational Health and Safety Act*, some of which include:
  - o The Employer must take every precaution that is reasonable in the circumstances to ensure the health and safety of Teachers (s.13(1)(a)).
  - o The Employer must ensure that Teachers are made familiar with any health or safety hazards that may be met by them at the workplace (s.13(1)(d)).
  - The Employer has a duty to notify the JOHS
    Committee of the existence of reports of workplace
    occupational health or safety inspections,
    monitoring or tests, and upon request, must make
    such reports available to the Committee (s.35(1)).
  - The Employer must also provide reports of workplace occupational health or safety inspections, monitoring or tests to an employee who requests them (s.35(2)).
  - o The Employer must respond in writing within 21 days to a written request by the JOHS Committee for any information of a health or safety nature, and the response must either provide the information or give reasons for not providing the information (s.35(3)).
  - o The Employer must have a written occupational health and safety program that includes a hazard identification system providing for:
    - Evaluation of the workplace to identify potential hazards,
    - Procedures and schedules for regular inspections
    - Procedures for ensuring the reporting of hazards and the accountability of persons responsible for the correction of hazards (s.28(2)(e)).

### If a Teacher brings a concern about a workplace health or safety hazard to the JOHS Committee, you should:

- Ensure that the Committee interviews the Teacher.
- Ensure that the Employer is complying with its statutory obligations.
- Consider making specific recommendations, in writing, to the Employer to remedy the hazard. Upon receipt of written recommendations from the JOHS Committee and a request to respond, the Employer must respond within 21 days either indicating acceptance of the recommendations or providing reasons why the Employer disagrees with any of the recommendations (s.34(1)).
- If applicable, consider asking, in writing, that the Employer provide the Committee with any reports of workplace occupational health or safety inspections, monitoring or tests, or any other information relevant to the health or safety hazard (s.35(1) and (3)).
- If the JOHS Committee is not satisfied with the response of the Employer to any requests made by the Committee, the Committee should promptly report this fact to an Officer of the Occupational Health and Safety Division.

• If the Teacher feels that the JOHS Committee has not remedied the matter to their satisfaction, they have a right to:

- o Report the matter to an Officer of the Occupational Health and Safety Division.
- o A Division Officer has the power to:
  - Enter the workplace and take samples and conduct tests (s.47(a) and (f)).
  - Require the production of records (s.47(c)).
  - Question individuals (s.47(e)).
  - Order the Employer to conduct tests and obtain a report or assessment to determine whether any biological, chemical or physical agent or thing conforms with the Act or good professional practice (s.52).
  - Order the Employer to carry out any matter or thing regulated by or required by the *Act* (s.55(1)).
- The Teacher has the right to appeal the decision of the Division to the Director of the Occupational Health and Safety Division, and the right to appeal the decision of the Director to the Labour Board.

# A GUİDE: Teacher's Right to Refuse Unsafe Works s.43 Occupational Health and Safety Act

This is meant as a general summary of your right to refuse unsafe work. It is not intended as legal advice. The NSTU is here to assist Teachers with occupational health and safety matters. Teachers are encouraged to contact their NSTU Staff Officer for assistance if they are concerned about a health or safety hazard in the workplace. For a more comprehensive guide please visit: English: <u>https://bit.ly/3inpowE</u>; French <u>https://bit.ly/3ijKID4</u>..

Although you cannot refuse to work merely because of the Covid-19 pandemic, like every other employee in the Province of Nova Scotia, a Teacher has the right to refuse unsafe work if they have *reasonable grounds* to believe that their work is likely to endanger their health or safety or the health or safety of any other person. This is an individual right that is guaranteed under section 43 of Nova Scotia's *Occupational Health and Safety Act*.

### How do Teachers exercise this right?

In order to exercise this right a Teacher must proceed according to the following steps:



# ELECT ELISEZ COLLEEN SCOTT FOR NSTU PRESIDENT



### COMMITTED, CANDID, COLLEGIAL ENGAGÉE, CANDIDE, COLLÉGIALE

Together Let's Actively Work to:

- Make a direct impact on issues affecting teachers' working conditions
- ✓ Put an end to violence in the workplace
- Promote meaningful action on all matters pertaining to inclusion
- ✓ Enact a meaningful attendance policy
- ✓ Keep our specialists in our Union
- Ensure teacher performance appraisals are fair and justifiable
- ✓ Protect and advance members' rights
- ✓ Defend our benefits and pensions
- Highlight our profession and expertise
- Guarantee money allocated to education is being effectively invested
- ✓ Have a social justice union

### A voice for **ALL** members. Yours In Unionism

Ensemble travaillons activement pour:

- Avoir un impact direct sur les problèmes affectant les conditions de travail des enseignants
- ✓ Mettre fin à la violence au travail
- Promouvoir une action significative sur l'inclusion
- Adopter une politique d'assiduité significative
- ✓ Garder nos spécialistes dans notre syndicat
- Veiller à ce que les évaluations du rendement des enseignants soient justes et justifiables
- Protéger et faire progresser les droits des membres
- ✓ Défendre nos bénéfices et nos pensions
- ✓ Valoriser notre métier et notre expertise
- ✓ Garantir que l'argent alloué à l'éducation est effectivement investi
- ✓ Avoir un syndicat de justice sociale

### Une voix pour **TOUS** les membres. **Bien à vous dans le syndicalisme.**

- YoursInUnionism
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  - 902.635.3614
- in https://www.linkedin.com/in/colleen-scott-9a749971

### **Current Challenges:**

**Workload and Working Conditions** – In addition to large class sizes, split classes, and unrealistic class compositions, members face an increasing volume of planning, marking, administrative duties, and other non-teaching tasks. Our stance on assessment and class size needs to be reinforced. Salaries and the criteria used as a basis for increase are important aspects of teachers working conditions.

**Violence Against Members** – How do we balance inclusive education and safety? Not at the expense of teachers. While the number of reported incidents of violence against teachers is increasing, gaps in the data still exist. If we want to get serious about preventing violence, we need more data to allow for the development of targeted intervention strategies to eliminate it.

**Funding Inclusive Education** – Inclusive education values diversity and the unique contributions every student brings to the classroom. Inclusive education provides better opportunities for learning, but without adequate funding inclusive education exists in name only. Lacking adequate resources has been and continues to be an obstacle to true inclusive education.

**Performance Appraisals** – Performance appraisals are only as good as the evaluation tool being utilized. Teacher evaluations must be meaningful and encourage professional learning and growth. We do not need these to do anything other than foster development and identify opportunities for support when and where needed. Punitive scoring systems have no place in our profession and evaluations of our work efforts should be timely and succinct.

**Attendance Policy** – The purpose of an attendance policy is to highlight the importance of students being present. It is not to make unnecessary work for teachers with phone calls home and more data

entry. We need an attendance policy that makes sense and reduces administrative tasks downloaded onto teachers.

**Job Security** – Each and every one of us is a specialist — whether elementary, middle, or high school level teachers, guidance counsellors, speech language pathologists, social workers, or school psychologists – and we are all important in society because we prepare and influence subsequent generations. We must work to ensure our positions are safe guarded and maintain our professional designation.

**Benefits** – We must work to maintain or improve upon all that we have gained to-date. Pension, medical, salary increases and other benefits demonstrate that our employer is invested in our overall well-being as well as in our future and the future of our province. Any losses, in part or whole, impact us, our families and our communities.

**Highlight Our Profession** – Fully licensed teachers have all met the requirements of respective Education programs, with many continuing on to complete, often times multiple, certificate, advanced degree, or doctoral studies. If teachers are going to be held to a higher standard in society it is only right that we are treated as professionals, with our expertise taken into account and acted on for all issues within education.

**Effectively Allocated Funds** – Outcomes partially depend on the level of allocated resources. Similarly they depend how resources are combined, used, and managed. All too often money is thrown at an issue as opposed to being properly applied. Work needs to be done to ensure money is first received and then adequately utilized.

**Social Justice Union** – We deserve a union that serves all members; a union that puts equity and union values at the forefront, not individuals' personal agendas. Inequities diminish and destroy the lives of minority groups. More than lip service and facades are required. Real action is necessary in order for this to become our truth. Our union needs a voice for the voiceless.

### **NSTU Experience:**

### **PROVINCIAL**

### Positions

- Nova Scotia Federation of Labour Anti-Racism Human Rights Committee
- Provincial Executive Member
  NSTU Alternate Co-Chair, Nova Scotia Federation of Labour
- Delegate to Nova Scotia Federation of Labour Convention
- Annual Council, Voting Delegate
- Regional Electoral Officer

### Committees

- Political Action
- Resolutions
- Status of Women
- Governance & Policy
- Nominating

### Special Av

- Special AwardsPublic Relations
- Discipline Committee
- Discipline committee
  Chair, Annual Council Elections
- Committee
- Program Development Assistance Fund Committee

### **REGIONAL**

- Positions
  Chair, Regional Economic Welfare Committee (Regional Negotiations)
- Regional Representative Council (as First VP of
- Shelburne County Local) Regional Representative Council (Alternate

Representative)

### Committees

- Joint Occupational Health and Safety, Regional Representative Council Rep.
- Article 60/PD, Alternate
- Provincial Executive
- NominatingBoard/Teacher, Alternate

### **LOCAL**

- Positions
- First Vice President
- Secretary
- School Representative
- Equity Co-Chair and Chair
- Annual Council, Observer and Voting Delegate

### Committees

- Education Week
- Retirement
- Nominations

- Finance
- Local Constitution and Operational Procedures Review
- Awards (Scholarship)
- Resolutions

### NATIONAL

- Positions
- Canadian Teachers' Federation Delegate

### Other NSTU Involvement

- Many locally and provincially hosted professional development sessions
- NSTU Leadership Skills Development Institute (9 yrs)
- PAthways to PRogress
- Rep Retreat Attendee
- John Huntley Program Participant
- YOUR VOTE YOUR VOIGE VOTRE VOTE VOTRE VOIX YOURS IN UNIONISM

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

### amplify members' voice

Since 2018, dozens of NSTU members have been supported to speak firsthand to teacher issues because your stories change minds. Coupled with Paul's tireless writing, interviews and social media presence, we have reclaimed the public's attention and respect. Now, we set the narrative as the trusted voice on public education.







### solutions through *unity*

Two years ago, we were an island. Now, we're leaders in the Nova Scotia Federation of Labour and ongoing partners with Parents for Public Education. Engaging members on major shifts like collective bargaining, school reopening and structural reform mean we determine change together and act as a whole.

## **Re-elect Paul Wozney for NSTU President**

### leads positive growth

Bill 72.#BlackLivesMatter.COVID-19.Constant upheaval can paralyze an organization. Instead, we've channeled it to improve. We're pursuing organizational reform to better serve members. We're leading out on anti-Black racism and child poverty. We've evolved our communication and engagement with you. We're not driven by fear anymore. We have purpose and hope.





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 YogaInSchools.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



### **2020 REGIONAL ELECTION** INFORMATION FOR LOCALS

All regional elections will be conducted by electronic vote.

Area		Vote Day	
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		October 13	
Halifax City		October 13	
Halifax County	Shaun Doyle	Acclaimed	
Inverness-Richmond	Philip Samson	Acclaimed	
Lunenburg County-Queens	Byron Butt	Acclaimed3	
	as of September 14, 2020		



### Veterans Affairs Canada Teacher Resources

With a new school year is beginning, it is time again for Veterans Affairs Canada to offer its popular Veterans' Week learning products to help engage young people in remembrance.

All-new 2020 editions of the *Take Time to Remember* activity booklet (ages 5-7), as well as youth newspapers *Tales* of Animals in War (ages 5-11) and the Canada Remembers *Times* (ages 12-18) are now available. Our popular Postcards for Peace, bookmarks and posters are also back, as is the on-line Veterans' Week teacher's guide.

Explore these resources on our website and order your bilingual copies at absolutely no charge. We encourage you to do so as soon as possible to ensure you receive them in plenty of time for Veterans' Week.

www.veterans.gc.ca/eng/ remembrance/people-andstories/get-involved/learningresources

### Home Learning Corner

2020 marks the 75th anniversary of the end of the Second World War. To further support educators and students this fall, we are pleased to also offer an online "Home Learning Corner" about this important chapter in our history. It includes a variety of learning activities for youth of all ages that can be completed at home with the support of parents or teachers. Check it out today.

www.veterans.gc.ca/eng/ remembrance/classroom/homelearning-corner

### National Veterans Week Speakers Program

The Department of National Defence's National Veterans' Week Speakers Program will be adapting the program delivery this year in order to maintain the health and safety of its members, and Canadians, in light of COVID-19. Rather than in-person presentations, members of the Canadian Armed Forces have come together to produce a series of videos to share their story of Remembrance. To receive a copy of these videos, please submit a request via their website. Videos will be available by mid-October 2020.

http://Canada.ca/caf-veteransweek-speakers

### Royal Canadian Legion youth education resources for Remembrance Day

The Royal Canadian Legion offers opportunities for educators to engage youth in honouring and remembering Canada's Veterans. Download the educator's Teaching Guide to enrich your curriculum and promote Remembrance.

www.legion.ca/teaching-guide

Encourage students to honour Canada's Veterans through creative art and writing in the Legion's school-aged poster and literary contests. www.legion.ca/contests

### Valentines for Vets

Making sure our Veterans feel appreciated is not only important in the time around Remembrance Day. Each year, Veterans Affairs Canada invites schools, individuals and organizations to send us handmade "Valentines for Vets" that we then distribute to Veterans in long-term care facilities across the country in February. Why not get your students involved in this heartwarming initiative? www.veterans.gc.ca/eng/

<u>remembrance/classroom/</u> valentines-for-veterans



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

Online videos can be accessed from your gnspes landing page. Just click on the link for Learn360 and you're good to go. You also visit our website directly at *http://medialibrary.ednet. ns.ca* to access these and other digital classroom resources!

### Resources for the return to school

We have uploaded eight new IWK / EECD Wellness Webinars to our YouTube channel that may help you, your students and parents with the uncertainty surrounding this year's return to school. The playlist can be found here: <u>https:// bit.ly/2Dp87Ec</u>

The new "Back to School" webpage can be found here: <u>https://www.ednet.ns.ca/backtoschool</u> with information about Covid-19 Response Plans, a FAQ section and resources for parents.

The Curriculum webpage can be found here: <u>https://</u> <u>curriculum.novascotia.ca/</u> with course outlines and curriculum documents as well as additional online resources.

Once you've logged into your gnspes account, eLearning Support can be accessed here: <u>https://sites.google.com/gnspes.</u> <u>ca/elearning/home</u>. You'll find how-to tutorials, eLearning tips, Student Services resources, eResources, and Information for Assessment and Instruction.

Online learning resources and examples can be accessed from the Nova Scotia Virtual School launchpad page: <u>https://nsvs.</u> <u>ednet.ns.ca/</u>. Click on the large icon for Provincial eLearning at the bottom. You may need to re-log into Google Apps for Education to access this page. Here you will find examples of lessons and excerpts from online courses offered through NSVS that you can use with your students.

As always, online curriculum videos are available from Learn360, accessible from the GAFE landing page under Learning Resources, as well as professional learning videos from the EECD YouTube page (https://www.youtube.com/c/ EECDNS/videos).

# coming events

### **OCTOBER** 21 – 25

### Devour The Food Film Fest

### NSTU supports Devour! The Food Film Fest

The NSTU is a proud sponsor of the 10th edition of Devour! *The Food Film Fest* taking place October 21 to 25, in Wolfville, Kentville and Kings County and online. 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. The NSTU also promotes Nourish Food and Film about food. For more information visit: <u>devourfest.com</u>. Information about the Big Picture Program will go online on October 1. To find out more about booking a film for your class email Festival Executive Director Michael Howell at <u>michael@devourfest.com</u>.

### OCTOBER 26-30, 2020

### 15th Annual Media Literacy Week

Media Literacy Week is an annual national campaign hosted by MediaSmarts and the Canadian Teachers' Federation to promote digital and media literacy, with activities and events hosted by classrooms, libraries, museums and community groups from coast to coast to coast. The Nova Scotia Teachers Union is a proud long



standing sponsor of Media Literacy Week.

Whether you're a community organizer, educator or simply an engaged online citizen, join us from October 26-30, 2020 to spread the word about the importance of digital and media literacy and what it means to be a good digital citizen in our online world.

With misinformation at the forefront while we deal with COVID-19, digital and media literacy is more important than ever. Building on the success 2019's Break the Fake, the 15th installment of Medial Literacy Week will encourage Canadians to be good digital citizens and double-check news and information before sharing it online. Activities will be largely online-based, making programming even more accessible to everyone.

For the first time, we will also be providing teachers with an online learning resource hub with suggested activities for their classrooms that can be done in-person or online. To find out more about Media Literacy Week visit <u>mediasmarts.ca</u> and to get involved in our 2020 activities, please contact <u>mlw@mediasmarts.ca</u>.







Welcome back everyone! Although it was not the traditional summer in Atlantic Canada with COVID-19 halting most festivals and events as well as limited travel, the weather in July and August was fantastic and we hope all of you had a chance to get outside and soak in some sunshine and spend some quality time with your friends and families!

As schools open back up and we continue to adjust to our new way of working both at home and in the classroom, you may encounter challenges / difficulties that will impact both your physical and mental health. Your NSTU Group Insurance Trustees want to ensure that you are aware of the tools that are available to you as part of your benefits package.

As educators, we are constantly looking out and supporting others. Sometimes, we forget about ourselves. The Self-Care Starter Kit helps design a physical and mental health plan specifically for you by taking you through the following four steps:

- 1. Evaluating Your Coping Skills;
- 2. Identifying Your Self-Care Needs;
- 3. Barriers and Areas for Improvement;
- 4. Creating Your Self-Care Plan.

When it comes to self-care plans, there is no one-sizefits-all option. We each have different needs, strengths, and limitations. The above four-step process will help you to build a plan that's just right for you. The Self-Care Starter Kit does not just focus on mental health. Being physically active is extremely important to overall health and the Self-Care Starter Kit can help you find new and unique ways to ensure you are taking care of yourself and your family. A copy of the Self-Care Starter Kit can be found on the NSTU Group Insurance website at <u>www.</u> <u>nstuinsurance.ca/members/active/resilience</u> under the "Resources" header.

Like teachers in the classroom, other professions are navigating how they are best able to perform their duties at the highest level while keeping everyone safe and protected from COVID-19. Operating within the parameters of this new normal has created additional costs which has led to some additional charges in certain professional fields with dentists having the largest impact. Some dental offices will be charging additional fees for Personal Protective Equipment (PPE). These fees can vary depending on the dental office you visit and are not a covered benefit under the NSTU Group Insurance Plan at this time.

The reason why these charges can vary, anywhere from 0 - 60, is that the Canadian Dental Association (CDA) introduced these fees and established codes within the CDA system allowing dentists to formally charge fees related to PPE. However, the Nova Scotia Dental Association has not established a regulated fee structure for these codes at this time. Without the fee structure, each dental practice is able to charge what they feel they need to in order to cover their additional overhead with the average charge being roughly \$30.

Your NSTU Group Insurance Trustees will continue to monitor the impact charging these fees has on members and will advise of any further updates.

With the new school year upon us, we would also like to take this opportunity to remind all new teachers that you need to apply for your Total Care Medical and Total Care Dental Benefits as they are not automatic.

The Total Care Medical benefit will become effective the first of the month following receipt of your application at Johnson.

The Total Care Dental benefit must be submitted by specific dates in order to qualify for coverage in the 2020-2021 school year. New members who commence work prior to October 1st, must contact Johnson and enroll no later than October 15th. Coverage will take effect the first of the month following receipt of the application form or request for coverage. New members who commence work after October 1st, must enroll within 31 days of commencing work. Coverage to take effect the first of the month following receipt of application.

If you have any questions regarding the above, please call the Administrator, Johnson Inc., at (902) 453-9543 or 1-800-453-9543 (toll-free). Don't forget you can also access more information on these benefits, and all other benefits and programs available to you, by visiting the NSTU Group Insurance website at <u>www.nstuinsurance.ca</u>

### **Frequently Asked Questions:**

### NSED Travel Insurance



Travel has been challenging during the past few months due to borders closing, flight cancellations, and the uncertainty of when we will be able to get back to how it was before COVID-19.

The NSTU Group Insurance Trustees have decided to rebrand the name of their travel insurance from MEDOC<sup>®</sup> to **NSED Travel Insurance** effective September 1, 2020. To help you understand why, we have put together the following Frequently Asked Questions:

### Q: Why did the name of the policy change from MEDOC<sup>®</sup> to NSED Travel Insurance?

A: MEDOC<sup>®</sup> is a registered name for the Travel Insurance program of Johnson Insurance which is where this product was previously underwritten. A number of years ago, the underwriter was changed to Medavie Blue Cross and remains the same today. When COVID-19 shut travel down, having the same name for two different policies became confusing as the stances from each underwriter were different regarding when members needed to get home in order to avoid having coverage cancelled, who to contact to have inquiries answered, etc. Ensuring that the brand of our plan is easily identifiable is very important to us and this change to **NSED Travel Insurance** will ensure there is no further confusion. You will receive the same great coverage, just under a different name.

### Q: Will the name change have any impact to the premiums of the policies this year?

A: No, the rates will remain the same for this renewal as they were last year for each age band. We have paid an extremely large amount of claims since COVID-19 began and a rate hold is great news for the 2020-2021 year.

Remember, in renewing your policy, there is no proration of premium if you cancel and then repurchase at a later date. If you cancel and choose to repurchase, the 12 month premium will be split over the remaining months left in the policy year.

### Q: Is all of the contact information the same as it is was previously?

A: Yes, the contact information remains the same as it is on the ID card you currently have. The ID card you currently have will also remain valid. You will receive an updated ID card referencing this name change at a later date.

If you have any questions regarding your policy, would

like to make changes to trip dates, increase or decrease coverage, please call the Administrator, Johnson Inc., at (902) 453-9543 or 1-800-453-9543 (toll-free).

To make a claim against your Out of Province/ Canada Emergency Medical Plan or Trip Cancellation/ Interruption Plan, you or your representative must call Medavie Blue Cross' appointed travel assistance provider as soon as possible at one of the following numbers:

- From Canada or the United States 1-800-563-4444
- From anywhere else 1-506-854-2222 (collect) If calling collect is not possible, Medavie Blue Cross will reimburse the cost of the call.

### Q: The US and international borders remain closed, why do I still need travel insurance?

Your NSED Travel Insurance policy not only covers A: you for Out of Country trips but also for trips within Canada. For example, if you have a trip planned to New Brunswick that needs to be cancelled for an insurable reason, the Trip Cancellation / Interruption policy would cover you. Where there are different medical coverages in different provinces within Canada, the Emergency Medical Insurance Plan ensures you are covered for all insured losses under the plan and that you get the appropriate coverage you need. An example would be if you required an air ambulance in another province for an insurable accident. The NSED Travel Insurance plan would cover the cost of this where the provincial plans would not.

If you have any further questions regarding this name change, please contact the Administrator, Johnson Inc., at **(902) 453-9543** or **1-800-453-9543 (toll-free)**. You can also find more information regarding your NSED Travel Insurance plan and all of your other NSTU Group Insurance benefits by visiting <u>www.nstuinsurance.ca</u>.

## **ALWAYS BY YOUR SIDE.**

Plus, save up to 30%\* on your car insurance.

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

That's why NSTU members can depend on Johnson to help make things easier with great savings and benefits, caring and compassionate service, plus:

AIR MILES<sup>®</sup> Reward Miles<sup>±</sup>

24/7 Claims Service

### 1.855.616.6708 Johnson.ca/educator

Mention group code **62** for your preferred rates.

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). tNO 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/laptop



**HOME** · CAR

**CALL FOR A QUOTE** & BE ENTERED **1 OF 6** LAPTOPS!\*

First Claim Forgiveness



### executive highlights

### August 3, 2020

- Approved a recommendation that the tentative collective agreement reached between the NSTU and IAMAW Lodge 2797 be ratified, subject to the ratification of the agreement by the Professional Executive Staff Officers;
- Approved a recommendation that the NSTU fill a member services executive staff term position between August 12, 2020 through January 31, 2021.

### August 10, 2020

Approved a recommendation that the recommended candidate fill the member services executive staff term position between August 12, 2020 and January 31, 2021.

### **September 11, 2020**

- Filed the Table Officers Report;
- Approved the terms and conditions of employment for the Acting Executive Director as presented by the Personnel Committee;
- Approved a recommendation that the 2021 Leadership Conference be held at St. F. X. University;



### EXECUTIVE STAFF OFFICER - MEMBER SERVICES

PROBATIONARY POSITION LEADING TO PERMANENT CONTRACT

COMPETITION NO. 2020-01 APPOINTMENT

October 5, 2020

### DUTIES:

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

### APPLICANTS:

- Should include academic and professional qualifications, a summary of experience in areas noted above and references. Referees cannot be employees of the NSTU or elected officials of the Provincial Executive.
- Applicants must be eligible to hold a valid Nova Scotia teacher's professional number
- Should have a good working knowledge of the Nova Scotia educational system and the Nova Scotia Teachers Union.
- Should have experience and knowledge in the negotiation and administration of collective agreements, including employee benefits.
- Must have willingness to participate in necessary and ongoing professional development as required.
- 6. Frequent evenings and weekend work is a requirement and must be willing to travel.
- 7. Fluency in both official languages would be an asset.

### NOTE:

Applications are available at www.nstu.ca or can be obtained by contacting the NSTU at 1-800-565-6788 or nstu@nstu.ca.

### BENEFITS:

- As provided in the NSTU Executive Staff Agreement.
- Deadline for receipt of applications is Monday, September 21, 2020 at 12:00pm
- Applications should be forwarded to: Human Resources Nova Scotia Teachers Union

3106 Joseph Howe Drive Halifax, Nova Scotia B3L 4L7 hr@nstu.ca

NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS: "Equity for under-represented groups, in compliance with current language in the Nova Scotia Human Rights Act, must be considered in the hiring of staff, secondments, the formation of committees, and the Internship Program."

### Nova Scotia Teachers Union

### CADRE DE DIRECTION - SERVICES AUX MEMBRES

Poste de stagiaire menant à contrat permanent COMPETITION NO. 2020-1

### PÉRIODE D'AFFECTATION

Le 5 octobre 2020

FONCTIONS

Principalement dans le domaine des Services aux membres y compris interpréter les contrats, répondre aux demandes de renseignements des membres, gérer les négociations, les griefs, travailler avec les sections locales, les conseils de représentants régionaux et les comités et remplir les autres fonctions qui peuvent être assignées par le directeur exécutif.

### CANDIDATS

- Doit inclure les qualifications académiques et professionnelles, un résumé de l'expérience dans les domains mentionnés ci-dessus et des références. Les références ne peuvent pas être des employés du NSTU ou des élus de l'exécutif provincial.
- 2. Les candidats doivent être admissibles à détenir un numéro professionnel d'enseignant de la Nouvelle-Écosse valide
- Les candidats doivent avoir une bonne connaissance pratique du système d'enseignement de la Nouvelle-Écosse et du Nova Scotia Teachers Union.
- Les candidats doivent avoir de l'expérience et des connaissances en matière de négociations et d'administration des conventions collectives, y compris des avantages sociaux.
- Les candidats doivent être disposés à participer à la formation professionnelle continue et nécessaire au besoin.
- Ce poste nécessite de travailler fréquemment en fin de semaine et en soirée et les candidats doivent être disposés à faire des déplacements.
- La maitrise des deux langues officielles constituerait un atout.

### REMARQUE

Les formulaires de candidature sont disponibles sur le site www.nstu.ca ou peuvent être obtenus en contactant le NSTU au numéro 1-800-565-6788 ou à nstu@nstu.ca.

### AVANTAGES SOCIAUX

Tels que prévus dans la convention du personnel cadre du NSTU.

La date limite de réception des candidatures est le lundi 21 septembre 2020 à 12h00 Les candidatures doivent être envoyées au : Ressources Humaines Nova Scotia Teachers Union 3106, promenade Joseph Howe Halifax, Nouvelle-Écosse B3L 4L7 hr@nstu.ca

LA POLITIQUE DU NSTU SUR L'ÉQUITÉ ET LES MESURES ANTIDISCRIMINATOIRES STIPULE : « L'équité pour les groups sous-représentés, conformément au libellé actuel de la Nova Scotia Human Rights Act (loi néo-écossaise sur les droits de la personne) doit être prise en compte lors de l'embauche du personnel, des détachements, de la formation des comités et du programme de stages. »



### Stay in Nova Scotia!

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

General Description:

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:

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



### HOTEL HALIFAX

www.hotelhalifax.ca • 833.357.8155



### 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 guote "Education Employees" rate or use the link below:

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





### NOVA SCOTIA TEACHERS UNION 2020 – 2021 COMMITTEES



The NSTU Nominating Committee would like to thank the members who applied for NSTU Provincial Committees. The positions were filled based on a number of criteria including: regional representation; experience in Union activities; curriculum/grade level representation; and gender representation. The Committee encourages members to continue to apply for NSTU committees.

With the exception of the Resolutions Committee, the following list does not contain committees appointed at Annual Council or those members serving on external committees. This list is current as of September 4, 2020.

### **STANDING COMMITTEES**

### ADMINISTRATIVE

#### **FINANCE & PROPERTY COMMITTEE**

Wade Van Snick, Chair, Secretary-Treasurer; Shelley MacKenzie, Antigonish, 2021; Peter Day, Cape Breton District, 2022; Sunita Pinet, Halifax City, 2022; Richard MacLean, Executive Member; Simon Wilkin, Acting Executive Director, NSTU; Melanie Waye, Financial Officer.

#### **GOVERNANCE & POLICY COMMITTEE**

Paul Wozney, NSTU President; Jo-Leigh MacPhee, Annapolis Region; John White, Cape Breton Region; Doug Read, Chignecto Region; Mike Jamieson, Halifax Region; Ian Kent, South Shore Region; Phil Samson, Strait Region; Russell Comeau, Tri-County Region; Ian LeBlanc, CSANE; Mary Currie, APSEA; Simon Wilkin, Acting Executive Director; Louis Robitaille, Executive Staff Liaison.

#### **NOMINATING COMMITTEE**

Paul Wozney, NSTU President; Russell Comeau; Kathy Evans; Natalie MacIsaac; Duncan Cameron; Deena Jewers; Simon Wilkin, Acting Executive Director.

#### PERSONNEL COMMITTEE

Paul Wozney, NSTU President; Shaun Doyle, Chair, 2nd Vice-President; Doug Read; Russell Comeau; Jacqueline LeVert; Simon Wilkin, Acting Executive Director.

### PROGRAM

#### **COMITÉ DE PROGRAMMATION ACADIENNE**

Melanie Belliveau, Chair, 2021; Catherine Farrow, 2022; Collène Cyr, 2022; Marc-Andre Fournier, 2023; Phil Meuse, 2023; Jacqueline LeVert, Executive Member; Miguelle Légère, NSTU Staff Liaison.

#### **CURRICULUM COMMITTEE**

Nadine Palmizi, Chair, Northside-Victoria, 2021; Heather Mills, Halifax City, 2021; Lindsay Crossman, Cumberland, 2022; Sarah Hillier, Lunenburg County, 2022; Penny Auld, Halifax County, 2022; Shannon Roy, Executive Member; Pam Langille, NSTU Staff Liaison.

#### EQUITY COMMITTEE

Viviane Abdallah Khalil, Chair, Halifax County, 2021; Tasha Carpenter, Colchester-East Hants, 2021; Kelly Cooper, Kings, 2022; Drew Fournier, Halifax County, 2022; Virginia King-Tower, Cumberland, 2022; Juanita Romard, Northside-Victoria, 2022; Natalie MacIsaac, Executive Member; Miguelle Légère, NSTU Staff Liaison.

#### MEMBER SERVICES COMMITTEE

Thérèse Forsythe, Chair, 1st Vice President; Lori MacKinnon, Yarmouth, 2021; Sherrene Conrad, Lunenburg County, 2021; Charles Oliver, Cape Breton District, 2021; Melanie Kennedy, Halifax County, 2022; Mary Currie, Executive Member; Tim MacLeod, NSTU Staff Liaison.

#### **PENSION COMMITTEE**

Sherry Proffitt-MacLeod, Chair, Pictou, 2021; Maureen MacDonald, Richmond, 2021; Chad Hanrahan, Northside-Victoria, 2021; Paul Murphy, Halifax City, 2022; Steph Nagy, Kings, 2023; Mai-Ling Storm, Lunenburg County, 2022; Brian Noble, RTO Representative; Natalie MacIsaac, Executive Member; Jack MacLeod, NSTU Staff Liaison.

#### **POLITICAL ACTION COMMITTEE**

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#### **PROFESSIONAL DEVELOPMENT COMMITTEE**

Steve Bradford, Chair, Cumberland, 2021; Bernadette LeFrense, Northside-Victoria, 2021; Leigh-Anne Rizzo-Baker, Cape Breton District, 2021; Bruce Abriel, Dartmouth, 2022; Drew Moore, Colchester-East Hants, 2022; Trisha Munroe, Halifax County, 2022; Shannon Roy, Executive Member; Miguelle Légère, NSTU Staff Liaison.

#### **PUBLIC RELATIONS COMMITTEE**

Tanya Chislett, Chair, Cape Breton District, 2021; Jaylene Chase, Lunenburg County, 2022; Stephanie Deagle, Pictou, 2022; Ryan Lutes, Halifax City, 2022; Wade Van Snick, Executive Member; TBA, NSTU Staff Liaison; Angela Murray, Public Relations & Communications.

#### STATUS OF WOMEN COMMITTEE

Laura Fryday, Chair, Queens, 2021; Debbie Walker, Digby, 2021; Faye Arnfast, Colchester-East Hants, 2021; Stacey Barrie, Northside-Victoria, 2022; Heather Hiscock, Annapolis, 2022; Allison Stewart, Halifax City, 2022; Kathy Evans, Executive Member; Pam Langille, NSTU Staff Liaison.

#### SUBSTITUTE TEACHERS COMMITTEE

Andrea Heans, Chair, Halifax City, 2022; Milton Bonnar, Northside-Victoria, 2021; Bernard LeBlanc, Richmond, 2021; Matt Campbell, Cape Breton District, 2022; Leah Gillis, Halifax County, 2022; Duncan Cameron, Executive Member; Paul Boudreau, NSTU Staff Liaison.

### **OTHER COMMITTEES**

#### **INSURANCE TRUSTEES**

Sheila Hawley, Chair, Inverness, 2021; Jennifer Moriarty, Dartmouth, 2022; Nancy Doyle, Pictou, 2022; Roland Hannem, Yarmouth, 2022; Karen Nottage, Kings, 2024; Joel Chaisson, CSANE, 2025; Stacy Samson, NSTU Staff Liaison; Kyle Marryatt, NSTU Staff Liaison.

#### PDAF

Krista Moore, Digby, 2021; Theresa Jennings, Dartmouth, 2023; Lael Radkey, Dept. of Education; Roy Bourgeois, Dept. of Education; Miguelle Légère, NSTU Staff Liaison.

#### PROFESSIONAL ASSOCIATIONS COORDINATING COMMITTEE

Denise Boulton, SPAA, 2020; Natasha Yorke Phillip, PISA, 2021; Holly MacDonald, ATYA, 2021; Justin Oliver, TAPHE, 2021; Jill Lake Cutler, ATYA, 2021; Amanda Marchand, NSSCA, 2021; Phil Samson, Executive Member; Miguelle Légère, NSTU Staff Liaison.

#### **RESOLUTIONS COMMITTEE**

Mike Jamieson, Chair, Executive Member; Colleen Scott, Shelburne County, 2020; Stacia Evans, Inverness, 2020; Lynnette Babin, Antigonish, 2021; Donalda Westcott, Cape Breton District, 2021; Louis Robitaille, NSTU Staff Liaison.

### SHEONOROIL BOARD OF DIRECTORS

Simon Wilkin, Chair, Acting Executive Director; Bill Bruhm, Lunenburg, 2021; Jason Ralph, Halifax County, 2021; Angela Wisen, 2021; Elizabeth Kyle, Halifax City, 2022; Kerry Doucette, Colchester-East Hants, 2022; Anna Muise, Cape Breton District, 2022; John White, Executive Member; Paul Wozney, NSTU President; Miguelle Légère, Executive Staff Officer NSTU.

### DISTRIBUTED LEARNING COMMITTEE

Eliza Abbass, Pictou, 2021; Vince Jessome, Inverness, 2022; Andrea Small, Cumberland, 2023; Simon Wilkin, NSTU Staff Liaison.

### 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 October 7, 2020 to be eligible for the draw.

### From Where I Stand

Written by Jody Wilson-Raybould, foreward by The Honourable Murray Sinclair

From Where I Stand, Rebuilding Indigenous Nations for a Stronger Canada takes the inspiring prose of proud Indigenous Canadian Jody Wilson-Raybould, former Minister of Justice and Attorney General of Canada, over a ten-year period to outline the actions that must be taken to achieve true reconciliation in Canada. Published by Purich Books, an imprint of UBC Press, Sinclair says, this book makes an important contribution to the process of reconciliation in



helping to create a future together that best comes to terms with our past.



### 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 October 7, 2020 to be eligible for the draw.

### White Fragility

Written by Robin Diangelo, foreward by Michael Eric Dyson

This New York Times bestseller, published by Beacon Press, Boston explains the phenomenon of white fragility—defensive behaviour white people make when challenged racially. White Fragility, Why It's so Hard for White People to Talk About Racism explores how white fragility develops, how it protects racial inequality, how it prevents meaningful cross-racial dialogue, and what we can do to engage more constructively. This book is for all people invested in societal change.



### CONGRATULATIONS TO OUR JUNE BOOK WINNERS!

PRIDE — Jacquelyn Landry — HRCE Pride: The Story of Harvey Milk and the Rainbow Flag

KINEW — Christine Bigelow-Popowich — AVRCE Go Show the World: A Celebration of Indigenous Heroes

PL — Melanie Rodger — HRCE Culturally Responsive Teaching and the Brain

# 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** 

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

Permanent secondary teacher in CBVRCE interested in exchange with permanent teacher in HRCE for 2020-2021. Permanent exchange desired. If interested contact *chiassp@gnspes.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: hrcepe14@outlook.com



### 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