



NSTU says staffing challenges loom large as new school year begins

NSTU President Ryan Lutes is wishing Nova Scotia students a successful and happy year as they head back to school this week.

Lutes says as always, the province's more than 9,500 dedicated and compassionate teachers and specialists are excited about reconnecting with their students over the coming days. At the same time, he says "there exists some anxiousness about the lingering challenges that have been impacting classrooms recently" – most notably a worsening teacher recruitment and retention crisis.

"Families deserve safe, healthy and properly funded schools where children's needs are met," he says. "Unfortunately, rising enrollment has placed increasing strain on our system and often times qualified teachers aren't available to lead a classroom. Similarly, those tasked with supporting our most vulnerable students, such as school counsellors and resource teachers, are often being pulled away from

their primary focus, which means a child in crisis may not get the needed assistance in a timely manner."

The NSTU has been calling on the province to develop a recruitment and retention plan to address the shortage.

"Ensuring the needs of students are being met is critical to our province's future. We should take steps to address staffing challenges in our schools, as they are beginning to impact student achievement," says Lutes. "If we are going to address the current gaps in the system, we must become a more competitive jurisdiction when it comes to attracting teachers, so a recruitment and retention strategy is long overdue. As always, the NSTU is more than willing to engage with the Province on such a plan in the best interests of students and their teachers."

Dear Colleagues and Friends,

Welcome back to another school year!

I hope you enjoyed a well-deserved break this summer, filled your cup, and are recharged for the upcoming school year.

As is always the case in September, it's normal to be filled with some excitement, and some anxiousness, about what might lie ahead. Challenges are inevitable, but I hope you will all find moments of happiness and personal and professional satisfaction over the coming months.

Everyone deserves safe, healthy and properly funded schools where the resources are present to ensure the needs of all students are being met. On this front there is much work that needs to be done. Specifically, urgent action in the form of a provincial recruitment and retention plan to address the chronic teacher shortage, is long overdue.

We are also entering a school year in which your negotiating team will be busy negotiating a new collective agreement. We are committed to free and fair collective bargaining to produce an agreement in the best interests of the public education system.

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Chers collègues et amis,

Bon début de nouvelle année scolaire!

J'espère que vous avez pu profiter d'une pause bien méritée cet été, que vous avez rechargé vos batteries et que vous êtes prêts pour la prochaine année scolaire.

Comme c'est toujours le cas en septembre, il est normal de ressentir de la fébrilité et une certaine anxiété par rapport à ce qui peut arriver. Les défis sont inévitables, mais j'espère que vous trouverez tous des moments de bonheur ainsi que de satisfaction personnelle et professionnelle au cours des prochains mois.

Tout le monde mérite des écoles sûres, saines et financées de manière appropriée qui sont dotées de ressources pour répondre aux besoins de tous les élèves. À cet égard, il y a beaucoup de travail à faire. Je parle ici en particulier d'une action urgente sous la forme d'un plan provincial de recrutement et de rétention pour remédier à la pénurie chronique d'enseignants qui est attendu depuis longtemps.

Nous entamons également une année scolaire au cours de laquelle votre équipe de négociation sera occupée

Suite à la page 5



Ryan Lutes



people

Staff Announcements:

The NSTU welcomes two new executive staff members to its fold, Meg Ferguson, and Jeff Morse. Meg Ferguson is in a one-year term replacement for the vacancy created by the sabbatical leave of Pamela Langille, Executive staff Officer, Professional Learning. She began her term effective August 1. Jeff Morse is beginning in a new member services position, also effective August 1, which was created through a resolution to NSTU's Annual Council 2023.

Meg Ferguson

Meg Ferguson is a professional learning executive staff officer responsible for curriculum services, teacher certification, teacher referrals, and Inclusive Education. She is the staff liaison to the Curriculum Committee and Local Presidents/RRC conferences, and will also be working with other executive staff officers on research, Provincial Professional Development Day, Leadership Development Institute and the John Huntley Memorial Internship Program.

Ferguson is also NSTU's representative on external committees including: Professional Learning Framework, Special Education Program and Services, Minister's Advisory Committee on Teacher Certification (MACTC), BEd steering committee, and Teacher Retention and Recruitment.

A teacher for 27 years, she is currently a music educator/program director at Georges P. Vanier High School, and spent 11+ years at Auburn Drive High School teaching music—Band, Choral and Drumline, and other subjects including Sociology, Entrepreneurship, English, and Math Essentials. She also taught music, French and Fine Arts at A.J. Smeltzer Junior High and its feeder schools, and has been a freelance percussionist, clinician and adjudicator for 35 years.

Her NSTU involvement is varied and long-serving at the



Jeff Morse

Jeff Morse is a member services' executive staff officer and will be providing support to members who work for the Strait Regional Centre for Education, for the Antigonish, Guysborough County, Inverness, and Richmond Locals, and members who work for the Tri-County Regional Centre for Education, the Digby, Shelburne County, and Yarmouth Locals. He is also the staff liaison to NSTU's Health & Safety committee.

A teacher for 15 years, Morse was most recently the Science Department Head for seven years at Dartmouth High School where he taught French Immersion and English program Sciences, Advanced Biology and Physics. Prior to that he was a French Immersion science and social studies teacher at Prince Arthur Junior High and a French and English science, biology and chemistry teacher at J. L. Ilsley High School. He also taught French and English science at Citadel High, Auburn Drive High and Halifax West High.

Morse's union involvement includes serving as an NSTU School representative for four years, and various positions for the Dartmouth Local including its treasurer, Member-at-Large, and member of its Finance, PD and Resolutions Committees. He most recently served on the NSTU provincial executive as representing the Dartmouth Local for the 2022-23 school year



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

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Eight unions still battling anti-worker legislation (Bill 148) imposed by former Premier Stephen McNeil

Since Stephen McNeil's Liberal government proclaimed Bill 148 – the Public Services Sustainability Act, eight unions impacted by the Bill have been working diligently to have this dangerous piece of anti-worker legislation repealed as a breach of Section 2(d) of the Canadian Charter of Rights and Freedoms.

The unions involved, including the Nova Scotia Teachers Union, are: Canadian Union of Public Employees, Canadian Union of Public Employees, Local 1867, Canadian Union of Postal Workers, Nova Scotia Government and General Employees Union, Nova Scotia Nurses' Union, Service Employees' International Union Local 2, Unifor, and International Union of Operating Engineers Local 727

The unions knew that pursuing legal action would be a slow process, and that continues to be true. There was some reason for optimism in 2021 when Tim Houston and the Progressive Conservatives (PCs) formed government. In a survey sent to NSGEU, the PCs committed to repealing Bill 148 if elected.

Once in government Finance Minister Allan McMaster did a

U-turn on this commitment and said the legislation is redundant and does not need to be repealed. This forced the unions to continue the court process.

At the end of August, the Court made two important decisions related to the unions' case. It decided the case can continue as an application and did not need to be converted into an action. This prevented any further delays needed to convert the case into an action.

Secondly, the Court set dates for the hearing and the various procedural steps that must take place. The hearing is scheduled for June 2 to 5, 2025. It also includes a number of deadlines over the next 22 months for disclosures, affidavits, expert reports, rebuttal reports and briefs. This is without question a long process.

However, it is a process and fight worth having. Bill 148 cannot be allowed to create a precedent for future governments to use as leverage against working people.

As you will recall Bill 148 did three things that directly interfered with the right to full, free, collective bargaining:

1. It imposed a non-negotiated wage pattern on the entire public sector (0%, 0%, 1.0%, 1.5% & an additional 0.5% on the last day of the agreement);
2. It removed long-standing articles from the Civil Service master agreement (ending the retirement allowance/public service award as of April 1, 2015); and
3. It prohibited an arbitrator from awarding anything above the above-noted wage pattern.

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Get Plugged in ELECTRIC VEHICLE FINANCING

TEACHER WISH LIST GRANT

Teachers Plus Credit Union wants to support teachers in the purchase of Wish List items for the 2023-2024 school year. The Teachers Plus Credit Union will be awarding 40 Wish List Grants of \$300 to purchase items you need or want for your classroom- what is on your wish list for this school year? Grant applications will open on September 18th—watch our social media accounts for updates, or visit www.teachersplus.ca for more information.

Rates starting at 4.99 fixed.*
For more details visit
www.teachersplus.ca


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Leadership 2023

The 2023 NSTU Leadership Skills Development Institute, took place August 16 to 18 at St. FX. University in Antigonish. This is the second year in row the Institute was back in Antigonish since 2016. COVID-19 prevented the 2020 and 2021 events and budget cuts prevented the institute in 2019. In 2017 and 2018 different versions took place in Halifax.

This year's "Leadership" involved some 140 attendees including 50+ new delegates. The Institute helps NSTU volunteers, including provincial executive members, Local presidents, Regional Representative Council chairs, Professional Association presidents and NSTU Local executive members expand and improve their leadership skills through presentations, workshops and networking.

NSTU first vice-president Jo-Leigh MacPhee brought greetings on behalf of NSTU president Ryan Lutes, who was unable to attend because he was sick with Covid. "Ryan has asked me to bring his best wishes for a productive and enjoyable institute, and to thank you all for giving up a bit of the precious summer holiday time remaining to learn, network, and collaborate in the name of building solidarity and capacity as we start the school year," she said.

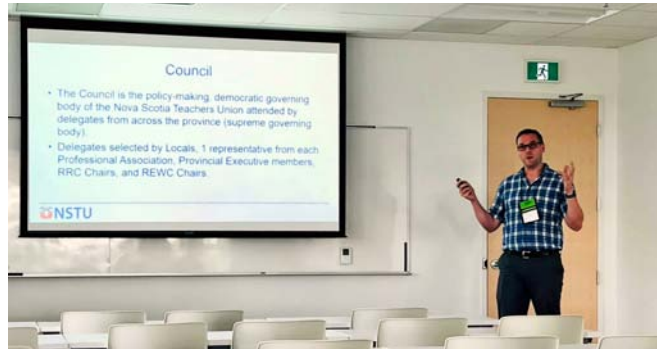


First vice-president Jo-Leigh MacPhee brought opening remarks for Leadership 2023.

The opening night session Do You Believe in Magic?, featured corporate magician Bill Peterson, who wowed the audience with his interactive, magic effects and unique close-up stage show.

This is the 14th summer that the three-day conference was held at St FX. The conference enables NSTU members to participate in sessions relative to their individual leadership requirements. The PD for NSTU leaders is a curriculum-based program that focuses on providing training that enhances members' volunteer roles within the NSTU.

Based on feedback from the 2022 Institute, new this year, was concurrent meet-by-role networking sessions with vice presidents of professional development, communications + PA/PR, Local secretaries, treasurers, professional association presidents, and Local presidents & RRC Chairs. These leaders had the opportunity to



Member services staff officer Jeff Morse



Professional Learning executive staff officer Meg Ferguson (left) is shown with provincial executive members Taunya Pynn Crowe (Colchester-East Hants), second vice-president Natalie MacIsaac (Annapolis-West Hants-Kings), and Crystal Sampson (Cape Breton District).

share their responsibilities, challenges and proud accomplishments with one another facilitated by respective NSTU staff. This was helpful for new NSTU members in leadership roles.

This year's Institute featured 20 concurrent workshops along with seven concurrent networking sessions. These included: NSTU Structure and Legislative Framework presented by member services staff officer Jeff Morse; Budgeting & Investing, presented by NSTU's financial officer Melanie Waye; Interpersonal Skills & Boundary Setting for Today's Leaders, presented by NSTU counsellor Sandra Murray; Cultivating Inclusive Spaces, presented by NSTU's professional learning staff officers Wendie Wilson and Amanda O'Regan-Marchand; and, Employee/Member Discipline, presented by member services staff officers Tim MacLeod and Wally Fiander.



Members of the APSEA local who attended Leadership 2023 are shown (l – r): provincial executive member Andrew McCara, an APSEA Resource Room Teacher, Student and Family Counsellor, and APSEA Consultant for Students who are Deaf with Additional Disabilities and Deafblind in Halifax; Christime Kim, who teaches children who are deaf and hard of hearing in Saint John, New Brunswick schools; APSEA Local president Lisa Brett who teaches children who are blind or visually impaired (BVI) in the Halifax area; and Beth Button who teaches BVI children in Saint John, New Brunswick schools.

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Please know that the NSTU will continue to strongly advocate for the needs and rights of Nova Scotia's teachers, educational specialists and students.

Our students are fortunate to have such a dedicated group of caring teachers. I know that you will do your best for our students, but I also encourage you to do it right by yourself, and your friends and family.

We are here to help. We have countless NSTU leaders and staff that are here to support you. Please don't hesitate to reach out for help and advice and contact us if there is an issue you feel needs to be addressed. Please take a moment and visit www.nstu.ca to discover what services are available to you as a member. Similarly, I encourage you to sign up for an NSTU web mail account, if you haven't already. Here is where you can find out how to do that: <https://nstu.ca/the-nstu/communications/nstu-web-account>.

As your NSTU President I continue to be extremely proud to be part of this organization and look forward to continuing to serve you. I know that if we pull together with collaboration and compassion there is no obstacle we can't collectively overcome.

Again, welcome back and have a great year.

The deadline for the October issue of *The Teacher* is October 7

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

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à négocier une nouvelle convention collective. Nous sommes engagés en faveur de négociations collectives libres et équitables pour produire un accord dans l'intérêt supérieur du système d'éducation publique.

Sachez que le NSTU continuera à défendre vigoureusement les besoins et les droits des enseignants, des spécialistes de l'éducation et des élèves de la Nouvelle-Écosse.

Nos étudiants ont la chance d'avoir un groupe dévoué d'enseignants bienveillants. Je sais que vous donnerez le meilleur de vous-même à nos élèves, mais je vous encourage aussi à le faire en pensant à vous, à vos amis et à votre famille.

Nous sommes là pour vous aider. De nombreux membres de la direction et du personnel du NSTU peuvent vous appuyer. N'hésitez pas à demander de l'aide et des conseils. Communiquez avec nous si vous pensez qu'un problème doit être résolu. Veuillez prendre un moment pour consulter le site www.nstu.ca et découvrir les services disponibles pour vous en tant que membre. De même, je vous encourage à vous inscrire à un compte de courriel Web du NSTU, si ce n'est pas déjà fait. Voici où trouver comment le faire : <https://nstu.ca/the-nstu/communications/nstu-web-account>.

En tant que président du NSTU, je suis toujours extrêmement fier de faire partie de cette organisation et j'ai hâte de continuer à vous servir. Je sais que si nous nous unissons en faisant preuve de collaboration et de compassion, il n'y a aucun obstacle que nous ne puissions surmonter ensemble.

À nouveau, bonne rentrée et bonne année!

Planting
the Seeds of
Knowledge



Semer
les graines de
l'éducation



NSTU Member Engagement Day
Wednesday, October 5, 2023

Artificial Intelligence is Transforming Education

By Meg Ferguson, Executive Staff Officer, Professional Learning

Whether nervous or excited to have artificial intelligence infiltrate your classroom, “AI in Lesson Planning and Content Creation (is) the co-teacher you deserve,” declares Abigail McKeag, in *An Educator’s Guide to AI in the Classroom*.

After attending tech workshops this summer and hearing great debate about the pros and cons of AI at the NSTU Leadership Institute, my fears turned more to anticipation. The takeaway about the use of artificial intelligence in education, is that it be used as an idea generator to be critically analysed, added to, and edited to suit your needs and better represent your voice. These tools come with concerns, however, the benefits, including saving time, further engaging students, providing new ideas and approaches, and skill development, can outweigh the cautions.

Saves time + broadens programming

A new subject listed on a Notice of Assignment often means additional hours of work, but now there are sites/apps that can help alleviate your entire workload, by doing the following:

- Creating a foundation for programming for a unit, a lesson, an activity
- Inclusive Education: Suggestions for accommodations and individualized plans
- Assessment: Providing feedback for or from assessments
- Design time: Saves formatting time by creating slideshows or games
- Communications: Create newsletters, tweets, email to parents
- Field trips: Ask for itinerary suggestions for specific town/city
- Language translation apps to communicate with students and families

Artificial Intelligence tools can support teachers not only through data analysis, but provide diverse, new strategies for student learning, planning for unfamiliar courses, aid communication, and so much more, freeing up time to focus on student learning and ultimately improve work/life balance.

Potential challenges + warnings

- Intellectual property – if you are having AI review your essay /research/work, does it belong to you any more?
- Privacy: Ensure student data and privacy are protected
- Dependence
- Ethical concerns, misuse of AI for cheating
- Accuracy of information
- Social justice through accessibility

Addressing these concerns should be done through responsible AI implementation, ethical guidelines, and professional learning

opportunities, not to mention time to explore the tools with personnel to advise. Banning students from using AI is not the answer. “It’s time to rewrite the rulebook, to better prepare our students to capitalize on the potential of AI, while reserving the principles of integrity and fairness in their learning experiences,” continues McKeag.

Student uses of AI for learning

- Accessibility Tools: help students who experience barriers to communicate ideas and outcomes
- Study tool: reviews, analyse weaknesses; teach information in a new way
- Extra Help: tutoring systems for complex concept explanations, virtual assistants to answer questions
- Language translation apps to support communication with peers

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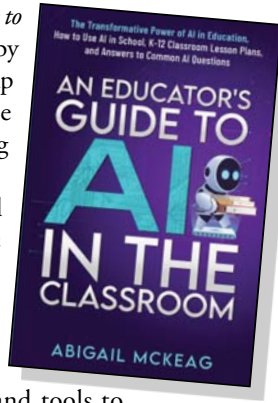
pathways
FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with PL in the subject line to theteacher@nstu.ca by October 10, 2023 to be eligible for the draw.

AI in The Classroom
by Abigail McKeag

An Educator’s Guide to AI in the Classroom: The Transformative Power of AI in Education, How to Use AI in School, K-12 Classroom Lesson Plans, and Answers to Common AI Questions (published by ViaNova Productions is a roadmap for teachers looking to utilize the potential of AI in their teaching practices.)

Using current research and practical insights, this guide offers a holistic approach to incorporating AI in schools. From understanding AI’s broad impact to its practical applications, this book covers it all. It offers valuable strategies and tools to personalize instruction, and engage students.



fresh

Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH English** or **FRESH French** in the subject line to theteacher@nstu.ca by **October 10, 2023** to be eligible for the draw.

To Do Daily Planner

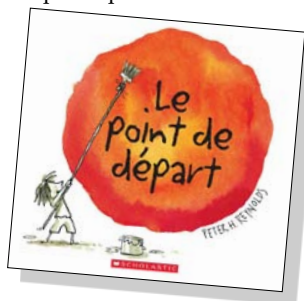
The NSTU has a Lonely Oak To Do Daily Planner for giveaway.



Le point de départ

par Peter H. Reynolds
Publié par Scholastic

Avez-vous déjà pensé que vous n'étiez pas capable de faire quelque chose? Que c'était trop difficile, titanesque et que vous n'étiez tout simplement pas à la hauteur? C'est exactement ce que ressent Vashti, un jour, alors qu'elle est en classe d'art. À la fin du cours, une page blanche repose sur son bureau. Son enseignant lui demande de faire une marque, ou n'importe quel autre signe, puis de signer.



EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **October 10, 2023** to be eligible for the draw.

Bienvenue! Un livre sur l'inclusion

par Alexandra Penfold and Suzanne Kaufman
Publié par Scholastic

Rejoignez un groupe d'élèves pour une journée à l'école, où tout le monde est le bienvenu peu importe son appartenance ethnique, sa couleur ou sa religion... Une école où il est normal de porter un hijab, d'apprendre une danse vietnamienne ou d'assister à la danse du dragon pour le Nouvel An chinois...

Un endroit où la diversité et la communauté sont non seulement protégées, mais célébrées! Cet album adorable témoigne des bienfaits de la diversité culturelle.



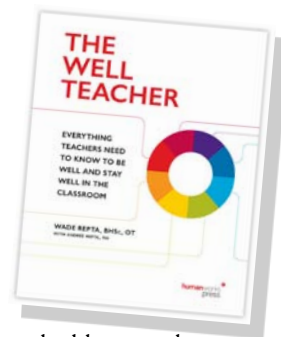
the well teacher

Email your name, home address, and the name of your school with **WELL TEACHER English** or **WELL TEACHER French** in the subject line to theteacher@nstu.ca by **October 10, 2023** to be eligible for the draw.

The Well Teacher

by Wade Repta, BHSc, OT
with Andree Repta, MA

The Well Teacher, Everything Teachers Need to Know to be Well and Stay Well in the Classroom published by Humanworks Press, provides teachers with valuable tips, tools, and information on how to improve personal well-being and address teacher wellness barriers. It equips teachers with the skills they need to become more resilient, happy, and healthy in and out of the classroom.



Journal de gratitude

Fabriqué par Amazon

A l'aide de ce journal, apprenez à semer les graines de la gratitude pour cultiver votre joie de vivre. Ce journal vous guidera dans votre pratique personnelle en vous permettant de consigner vos réflexions quotidiennes.



CONGRATULATIONS To Our June Book Winners!

EQUITY

Danielle Quinlan — TCRCE

FRESH

Diane Lewis — CBVRCE

PATHWAYS 4 PL

Colin E. MacKenzie — AVRCE

THE WELL TEACHER French

Pascale Landry — CSANE

THE WELL TEACHER English

Sylvia Bezanson — CCRCE

Setting yourself up for a successful school year

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

After a relaxing summer, September means it's time to head back to school. The transition back into the routine of school can be challenging on your body. For teachers, the start of the school year often means long periods of time on your feet and in your office chair. Poor ergonomics in the workplace is often a contributing factor to musculoskeletal disorders, such as muscle strain or joint inflammation. Luckily, there are changes you can make to your classroom, workstation, and work habits to prevent the onset or aggravation of these conditions. Here are some tips to consider to support your physical health at work.

When seated at your computer

- Ensure your chair height is adjusted so that when your elbows are bent to 90 degrees, they are level with your desk.
- When sitting in your office chair, your legs should be uncrossed and both feet should be planted firmly on the ground. Your hips, knees, and ankles should be 90 degrees or slightly more. If your feet don't fully touch the floor, a footrest should be used.
- Ensure you are seated back in your chair, with your back supported by your chair's backrest and your shoulders relaxed.
- The top of your computer screen should be at eye level and your monitor should be positioned directly in front of you so that you don't have to turn your head to see the screen. Your screen should be approximately an arm's length from your body. This allows the screen to be close enough to prevent the need to lean forward to see but far enough away to prevent eye strain. If you find you are struggling to see text on your screen, adjusting the text size or screen brightness may help.

When spending time on your feet

- Wear comfortable footwear and consider the use of insoles or orthotics. Supportive footwear provides protection to your joints against the hard tile floors of the classroom.
- Remember to shift your weight frequently. You may find it beneficial to walk periodically or take a couple of steps forward and backward rather than standing in one place. If you are standing in one place, resting one foot on a slightly elevated surface, such as a low step stool, can alleviate pressure in the lower back. Make sure you alternate which foot is elevated regularly.
- When possible, avoid long durations of standing. Alternating between sitting and standing is best.

When working with students

- Refrain from bending over students' desks to help them, as this causes awkward positioning which can contribute to back pain. Instead, pull up a stool or chair to the student's desk or have the student come to your desk.
- If working with students at a horseshoe workstation, adjust the table height or your chair height so that your legs fit under the table. This will bring you closer to your work, preventing the need to lean forward over your lap.

Organizing your desk

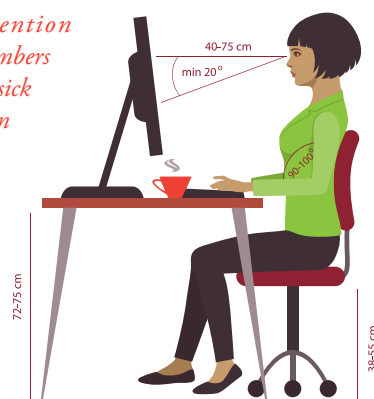
- Items you use most frequently should be placed closest to you on your desk. This may include your keyboard, mouse, or any work being marked. Ideally, you will not have to move your elbows away from your body to access these items. Keeping these frequently used items close to you will help you to maintain good posture by preventing the need to hunch forward over your work.
- Items you use less frequently should be the next closest to you. This may include a water bottle, notepad, or planner. You should be able to reach these items with an extended arm.
- Items that are rarely used can be positioned further from you on the desk, or off your desk entirely. By placing these items further away from you, you will reduce the frequency of leaning and reaching, which can cause strain if done repeatedly.

Organizing your classroom

- Storage spaces such as cupboards, shelves, and filing cabinets should be arranged such that supplies that are used most frequently are closest to elbow height to reduce the amount of bending and reaching required during your workday.
- Heavy items should also be placed on elbow-height shelves to reduce the need for bending or reaching while holding a heavy load.

Keep in mind that even with the right set-up and proper posture, our bodies are not designed to sit or stand for long periods of time. By maintaining good posture and frequently alternating positions throughout the workday, you can increase your comfort at work.

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



Calling All Teachers!

Do you know any students who could benefit from the TELUS Tech for Good™ program?



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CURRICULUM-ALIGNED



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PROFESSIONAL LEARNING

Take part in workshops that help educators bring cross-curricular climate learning into the classroom.



FUNDING OPPORTUNITIES

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PROGRAM
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educateengage@cleanfoundation.ca



“

We enjoyed how applicable the material was to our curriculum, and to the conversations we were already having in our own classrooms!

”

- Nichole, Grade 8 teacher

“

This was such a fun and engaging show to reinforce my science lessons.

”

- Jennifer, Grade 3 teacher

Foundation
Clean

notices

Applications are open for the 2024 Loran Award, and we need your help to find the next cohort of scholars!

We are offering up to 36 Loran Awards to graduating high school students entering university in the fall of 2024.

The only award of its kind in Canada, the **Loran Award** (www.loranscholar.ca) is valued at more than \$100,000 over four years of university undergraduate studies, including an annual stipend, matching tuition waivers, mentorship, funding for summer work experiences, and participation in an extensive network of past and present Loran Scholars. Selected on the basis of **character**, commitment to **service**, and the potential for **leadership**, Loran Scholars are young people who are humble, inquisitive, and thoughtful; who shun the status quo and pursue unique paths; who collaborate and bring others along; and who will act in the face of injustices to build a better future for all.

Last year, we selected 36 exceptional young people from across the country, including Nova Scotia's **Braydon Hunter from Riverview Rural High School**— we would love your support in selecting even more exceptional young people from your area!

Teachers are integral to the identification of these amazing young people, who often don't self-identify as 'scholarship material'. One of Loran's first scholars, who went on to lead the foundation for 13 years, fully credits a teacher for tapping her on the shoulder and insisting she apply. This is a story we hear time and again.

In addition to the 2024 Loran Awards, we will grant up to \$400,000 in additional awards to 124 Finalists and Provincial & Territorial recipients (\$6,000 or \$2,000 each, respectively) to

promising candidates. Because there are so many opportunities for young people to succeed in our selection process, applying is always worth the effort!

Please use our [communications toolkit of ready-to-publish promotional materials](#) to share our call for applications directly with your community. Many organizations feature this opportunity via their:

- Website
- School and school board portals
- Social media channels
- Community events and gatherings
- Digital screens
- Newsletters
- One-to-one conversations
- Local news

Deadline for applications: October 11, 2023, before 8PM EST
HELPFUL LINKS:

- [Eligibility Criteria](#)
- [Our Awards](#)
- [How & Where To Apply](#)
- [FAQs for Applicants](#)
- [Upcoming webinars for educators & students interested in learning more about the Loran Award](#)

Sign up for our [newsletter](#) and follow us on social media (links below) for all the latest news and announcements.

If you have any questions, someone from our team would be happy to speak with you or any interested students/community members over the phone (416.646.2120) or by email (info@loranscholar.ca).

Trans Canada Trail and Peace by Chocolate Join Forces to Support Trails Impacted by Severe Weather

Following the devastating floods in Nova Scotia, Peace by Chocolate will direct proceeds from their *One Trail, One Love* chocolate bars to Trans Canada Trail's Climate Emergency Support Fund.

Launched last spring, the *One Trail, One Love* invites Canadians to support Trans Canada Trail. In light of recent climate events that severely damaged trails, Trans Canada Trail and Peace by Chocolate are reinvigorating that campaign by inviting people from Nova Scotia and beyond to contribute to trail clean-up efforts.

Trail groups can apply for funding through Trans Canada Trail's Climate Emergency Support Fund (<https://tctrail.ca>), which helps trail groups that are facing unprecedented damage to the Trail from flooding, fire or other climate events.

For every bar sold, a portion of proceeds will be designated to trail groups in Nova Scotia working to rebuild or repair sections of the Trail that were impacted by climate events. Together, Trans Canada Trail and Peace by Chocolate invite Nova Scotians and trail enthusiasts from across the country to support trails in their community by purchasing one of four trail-themed bars, available in store or online. <https://tctrail.ca/chocolate/>. More info: Allison Leonard, Director of Communications, Trans Canada Trail, aleonard@tctrail.ca, 519-722-6537.

**APPLICATIONS ARE OPEN FOR
THE 2024 LORAN AWARD.**



**Dare to build a better world. Become a Loran Scholar.
Commit to creating positive change.**

Deadline : October 11, 2023 before 8PM ET
www.loranscholar.ca

Fondation Boursiers
LOLAN
Scholars Foundation

2023 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 27



Online Registration

Opens – Thursday, Sept 7

Closes – Friday, October 13

(no refunds after October 13)

For registration and conference details go to **www.nstu.ca**

While we encourage members to have a NSTU web account, please be advised that one is **NOT** required to register for a conference. A member may register utilizing any email address.

Association des enseignantes et enseignants acadiens (AEA)

Theme *Revenons à la base!*
Location Virtual
Fees NSTU Members: \$90.00;
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Other: \$50.00
Contact Stephanie MacLean: stephaniemaclean@nstu.ca

Association of Science Teachers (AST)

Theme *Time for Science*
Location Halifax West High School
Fees NSTU Members: \$100.00
 Substitutes: \$40.00
 Pre-Service: \$40.00
Contact Jessica Gora: jmaddg902@gmail.com

Art Teachers Association (ATA)

Theme *Art, Community, and Wellness*
Location Sackville High School and Cape Breton Centre for Craft and Design
Fees NSTU Members: \$100.00
 Substitutes: \$60.00
 Pre-Service: \$60.00
 Retirees: \$60.00
 Other: \$60.00
Contact Jonathan Church: jchurchnstu@nstu.ca

Association of Teachers of Exceptional Children (ATEC)

Theme *Reforming our Classroom Perspective*
Location Cineplex Cinemas - Dartmouth Crossing
Keynote Dr. Shelley Moore
Fees NSTU Members: \$100.00
 Substitutes: \$80.00
 Pre-Service: \$65.00
 Retirees: \$80.00
 Other: \$100.00
Contact Amy Barron: barronamym@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme *Micro Mentor Texts: Using Short Passages from Great Books to Teach Writer's Craft*
Location Lighthouse Arts Centre, Halifax
Keynote Penny Little
Fees NSTU Members: \$100.00
 Substitutes: \$75.00
 Pre-Service: \$75.00
 Retirees: \$100.00
 Other: \$100.00
Contact Liam Timmons: ltimmons@nstu.ca

Association of Teachers of Young Adolescents (ATYA)

Theme *Celebrating Our Differences*
Location Riverside Educational Center, Milford
Keynote Dr. Cynthia Bruce
Fees NSTU Members: \$95.00
 Substitutes/Pre-Service: \$85.00
 Retirees: \$95.00
 Other: \$95.00
Contact Dawn Chapman: adchapman@nstu.ca

Business Education Teachers Association (BETA)

Theme *Business on a Big Scale*
Location Hotel Halifax
Fees NSTU Members: \$85.00
 Substitutes: \$75.00
 Pre-Service: \$75.00
 Retirees: \$75.00
Contact Danielle LeBlanc: danleblanc@nstu.ca

Education Drama Association of Nova Scotia (EDANS)

Theme *Brave Spaces*
Location Woodlawn High School
Keynote Bill Wood
Fees NSTU Members: \$90.00
 Substitutes: \$45.00

Pre-Service: \$45.00
 Retirees: \$45.00
Contact Jonathan Grady: jkgrady@nstu.ca

Family Studies Teachers Association (FSTA)

Theme *Knowing Your Roots*
Location Dr. John Hugh Gillis High School, Antigonish
Fees NSTU Members: \$85.00
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Other: \$50.00
Contact Stacey Purdy: slgbain@nstu.ca

Mathematics Teachers Association (MTA)

Theme *Mathematics E2 – Engagement and Equity*
Location Charles P. Allen High, Bedford
Fees NSTU Members: \$90.00
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Others: \$90.00
Contact Erick Lee: eplee@nstu.ca

Nova Scotia Association of Teachers for Equity in Education (NSATEE)

Theme *Safe Schools, Not Safe Spaces: from Performative to Authentic 2SLGBTQ Allyship*
Location Kings County Academy, Kentville
Keynote Chris Cochrane ("Elle Noire")
Fees NSTU Members: \$85.00
 Substitutes: \$45.00
 Pre-Service: \$45.00
 Retirees: \$45.00
 Others: \$85.00
Contact Quinn Kloppenburg: gkloppenburg@nstu.ca

NO ONSITE REGISTRATION
Register Early!

2023 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 27



Online Registration

Opens – Thursday, Sept 7

Closes – Friday, October 13

(no refunds after October 13)

For registration and conference details go to www.nstu.ca

While we encourage members to have a NSTU web account, please be advised that one is **NOT** required to register for a conference. A member may register utilizing any email address.

Nova Scotia Language Teachers Association (NSLTA)

Theme *Smiling is THE Universal Language!*

Location Evangeline Middle School, 9387 Commercial St New Minas

Keynote Hughie Batherson

Fees NSTU Members: \$70.00

Substitutes: \$50.00

Pre-Service: \$50.00

Retirees: \$50.00

Others: \$70.00

Contact Leijsa Squires: leijsaschiasson@nstu.ca

Nova Scotia Music Educators Association (NSMEA)

Theme *Building Joyful Musicians*

Location Avon View High School, Windsor

Fees NSTU Members: \$100.00

Substitutes: \$60.00

Pre-Service: \$15.00

Retirees: \$60.00

Contact Tammy Landry: tammylandry@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme *Bridging the Gaps*

Location Citadel High School, Halifax

Keynote Tyler Simmonds and Sheryl Boswell

Fees NSTU Members: \$95.00

Outside participants: \$95.00

Substitutes: \$55.00

Pre-Service: \$55.00

Retirees: \$55.00

Other: \$55.00

Contact Andrew Gosney: wagosney@nstu.ca

Nova Scotia Teachers Association for Literacy and Language (NSTALL)

Theme *Living Literacies: Beyond Reading*

Location Cobequid Educational Centre, Truro

Fees NSTU Members: \$85.00

Substitutes: \$45.00

Pre-Service: \$45.00

Retirees: \$45.00

Other: \$45.00

Contact Mikel Legere: nstall@nstu.ca

Nova Scotia Technology Education Association (NSTEA)

Theme *Careers and Opportunities*

Location Best Western Glengarry, Truro

Fees NSTU Members: \$110.00

Substitutes: \$40.00

Pre-Service: \$40.00

Retirees: \$40.00

Contact Andrew Seymour: agseymour@nstu.ca

Primary Elementary Teachers Association (PETA)

Theme *Building Foundational Skills with Shared Reading and Laughing Through Hilarious Tales of the Classroom*

Location Cedar Event Centre, 111 Clayton Park Drive

Keynote Maria Walther and Steve Brinder

Fees NSTU Members: \$100.00

Substitutes: \$80.00

Pre-Service: \$80.00

Retirees: \$80.00

Other: \$80.00

Contact Jennifer Eisener: petaconference@nstu.ca

Psychologists in Schools Association (PISA)

Theme *Early Prevention and Intervention of Reading Difficulties*

Location Mount Saint Vincent University

Keynote Dr. George Georgiou

Fees NSTU Members: \$100.00

Substitutes: \$80.00

Pre-Service: \$80.00

Retirees: \$80.00

Others: \$100.00

Contact Chantal LeBlanc: lebchantal@nstu.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme *Developmental Language Disorder*

Location Best Western Plus, Dartmouth

Keynote Lisa Archibald

Fees NSTU Members: \$100.00

Substitutes: \$80.00

Pre-Service: \$80.00

Retirees: \$80.00

Other: \$80.00

Contact Jenny Slauenwhite:

jennyslauenwhite@nstu.ca

Social Studies Teachers Association (SSTA)

Theme *A Place for Social Studies*

Location Saint Mary's University

Keynote Connie Wyatt Anderson

Fees NSTU Members: \$100.00

Substitutes: \$50.00

Pre-Service: \$50.00

Retirees: \$50.00

Other: \$50.00

Contact John MacKenzie: jcmackenzie@nstu.ca

Teachers Association for Physical and Health Education (TAPHE)

Theme *Cultural Connections: Culturally Responsive Physical & Health Education in Cape Breton*

Location Shipyard Elementary, Sydney

Fees NSTU Members: \$85.00

Substitutes: \$35.00

Pre-Service: \$35.00

Retirees: \$35.00

Other: \$35.00

Contact David Macnutt: da.macnutt@gmail.com

NO ONSITE REGISTRATION
Register Early!

continued from page 6

- Testing their own reading out loud, getting feedback, striving for higher scores
- Generate ideas to launch their work

More and more students are struggling to get started on their work, AI can combat inertia. By providing examples of how to use these tools effectively and responsibly in class, students can gain not only skills but more confidence in their academic career.

Using AI in the classroom

- Class vs AI: one teacher had the class write haiku poems anonymously, plus one or two computer-generated ones, read them aloud, had students vote. First round, AI won, next round, AI came in 4th
- Real-time language translation
- AI generated content like discussion prompts, polls, quick group quizzes
- Classroom management systems
- AI Chatbots for students to seek clarification on the topic of the day
- After using AI for a few activities, have students share how AI supports their learning

These tools can create a more interactive, novel (while it's still new) learning experience for students.

Questions to consider

- How can I assess an outcome and make it un-AI-able?
- How can I include AI during a lesson to make it more dynamic?

- How can I have students compete against AI?
- How can I include the use of AI as a support tool in their work?

While we ride this new evolution in education, it is worth investing the time to learn its uses and take advantage of valuable time saved, not to mention raise student engagement. New concerns will most likely surface and be dealt with as we go. Connect with colleagues and find professional learning experiences that can provide invaluable guidance on leveraging AI tools for the benefit of both educators and students.

Please share with colleagues how you are using AI so others can learn even more uses!

Resources

McKeag, A. (2023). *An Educator's guide to AI in the classroom: The Transformative Power of AI in Education, How to Use AI in School, K-12 Classroom Lesson Plans, and Answers to Common AI Questions.*

Murphy Kelly, S. (2023). Teachers are adapting to concerns about a powerful AI tool. *CNN Business*. <https://www.cnn.com/2023/01/19/tech/chatgpt-teachers-adjusting/index.html>

Sharma, S. (2023). Guiding students to assess the merits of artificial intelligence tools. *Edutopia*. <https://www.edutopia.org/article/teaching-students-use-ai-tools/>

HOTEL HALIFAX

www.hotelhalifax.ca • 833.357.8155



THE BARRINGTON HOTEL

www.thebarringtonhotel.ca • 833.357.8155

NSTU LEISURE RATE

\$104.00 Leisure rate to include a \$12.00 discounted self-parking rate (when forecasting less than 95% occupancy) Between November-April.

\$129.00 Leisure rate to include a \$12.00 discounted self-parking rate (when forecasting less than 95% occupancy) Between May- October.

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

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

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

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

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

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

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



BUILD CONFIDENCE, STRENGTH & DISCIPLINE



VIRTUAL **ACCEPTING NEW MEMBERS**

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ALL PROGRAMS**

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APPLY TODAY!**

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902-222-2882



continued from page 2

Meg Ferguson *(continued)*

provincial, regional, and Local level. She served as the Halifax County Local President from 2012 to 2016, was serving a term as one of two Halifax County Local representatives on the Provincial Executive before joining the NSTU staff, and also did same from 2006-2008. She has served on numerous provincial committees as a member and as a provincial executive liaison including: Professional Development; Substitute Teacher; Provincial Association Coordination; Governance & Policy; Personnel; Resolutions; and Equity, and was elected as one of NSTU's Canadian Teachers' Federation Representatives from 2012 to 2014.

Her involvement with the Halifax County Local is too numerous to list but includes First Vice President, Vice President Communications, Secretary and numerous committees including Professional Development, Public Relations & Public Affairs, and Women in Education. The Local has recognized her leadership through an NSTU Local Service Award in 2019 and an Inspire Award in 2016.

Ferguson has also been involved in Nova Scotia Music Educators' Association member, a professional association of the NSTU, since 1993, including serving on its Executive from 2016 to 2019 as Member-at-Large (Communications) and Secretary, and on the NSMEA Conference Committee.

She holds a Master of Education (Foundations) – Educational Leadership from Mount Saint Vincent, a Bachelor of Music Education and Bachelor of Music – Major in Education & Percussion from Acadia University, and certificates in Français Langue Seconde (Université Sainte-Anne), and Engaging Stakeholders & Leading Change (Saint Mary's University).

continued from page 2

Jeff Morse *(continued)*

and as Chair of NSTU's Resolutions Committee.

He holds a Master's in Educational Administration from Memorial University, Diploma in Instructional Leadership (NS Educational Leadership Consortium), a BEd in Science and Social Studies (St. F. X University), BSc in Biology and History (Dalhousie University), and Certificate in Intensive French (Université Sainte-Anne). Morse is currently working towards a Diploma in Educational Technology (Cape Breton University).

Other staff changes/additions:

Tim MacLeod began a 16-month term in April 2023 providing extra support in member services and filling in for a one-year term effective August 1 for a member services position available due to the deferred salary leave of NSTU's Assistant Executive Director Janine Kerr. MacLeod had previously worked as a member services staff officer for the NSTU during the 2021-22 school year.

MacLeod is responsible for providing member services for the Chignecto RRC which includes members in the Colchester-East Hants, Cumberland and Pictou Locals. He is also responsible for the Member Services Committee ad conference and the Substitute Teacher committee and is secondary on MACTC.

Simon Wilkin is Acting Assistant Executive Director for the 2023-24 school year.

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



REGISTER NOW

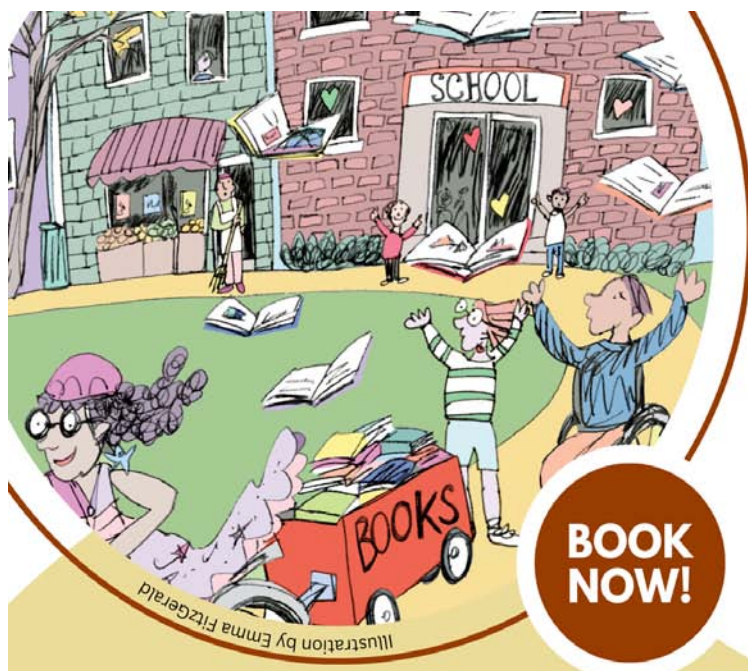
**Get your students writing for
the Meaning of Home contest!**

JANUARY 8 TO FEBRUARY 23, 2024

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



Meaning of Home



Book a writer or illustrator for an in-person or virtual classroom visit through the Writers in the Schools program. Visit writers.ns.ca/wits or contact Linda at the Writers' Fed of Nova Scotia, wits@writers.ns.ca



Writers in the Schools

PRIX LITTÉRAIRE - LE CHOIX DES JEUNES HACKMATAACK CHILDREN'S CHOICE BOOK AWARD

Readers choose the winners!

English fiction & nonfiction

Register now!



Les lecteurs choisissent les lauréats !

Documentaire & roman français

Inscris-toi !

HACKMATAACK.CA

Hackmataack is a literary program that connects readers in grades 4-6 with great Canadian books and authors. 20 shortlisted English books!

Hackmataack est un programme littéraire qui connecte les lecteurs de la 4e à la 6e année avec des bons livres et auteurs canadiens. 20 livres français finalistes !



NSTU continues partnership with Mi'kma'ki Strong

In celebration of National Truth & Reconciliation Day on September 30, and ongoing reconciliation, the NSTU is continuing its partnership with Mi'kma'ki Strong to co-develop an #Every Child Matters Orange Shirt to elevate awareness of the impact of residential schools in Nova Scotia. This will be the third year in which shirts have been distributed to NSTU Locals around the province and available for order at Mi'kma'ki Strong's online store: <https://mikmakistrong.com>

This year's shirt design is new, and includes statistics about Indian Residential Schools. "As a descendant of a survivor, creating pieces like these can be emotional and triggering," says Jonathan Beadle, founder of Mi'kma'ki Strong and member of Pictou Landing First Nation. "I want to spread this message with statistics for everyone to see when worn. Numbers are just numbers when they are only mentioned once in a while."

A portion of shirt sales go to support programs benefitting residential school survivors delivered by Mi'kmaq providers.

ABOUT MI'KMA'KI STRONG'S ORANGE SHIRT

NSTU's partnership with Mi'kma'ki Strong: The NSTU is proud to continue its work with Mi'kma'ki Strong through an Orange Shirt campaign that elevates awareness of the impact of residential schools in Nova Scotia. By partnering with Mi'kma'ki Strong, the NSTU can play a part in Truth and Reconciliation and engage teachers and students to be a part of the healing process. This project ties into Mi'kma'ki Strong's philosophy of creating awareness for the survivors and descendants affected by residential schools while sharing a message where peace and friendship are honoured.

Shirt design: The design of the shirt was created by Jonathan Beadle, a member of Pictou Landing First Nation and founder of Mi'kma'ki Strong Clothing and Apparel. It reflects input from survivors of the Shubenacadie School. The shirt was printed locally at Pro Design Cresting, in Truro.



Jonathan Beadle explains his design: The numbers on the back include the Day of Truth, September 30 and statistics about Indian Residential Schools. As a descendant of a survivor, creating pieces like these can be emotional and triggering. I want to spread this message with statistics for everyone to see when worn: 1867 – 1996, the length of time IRS existed, 140 institutions involved, and 150,000 children affected. Numbers are just numbers when they are only mentioned once in a while. I am hopeful this project will lead to many important discussions and teaching in Nova Scotia schools.

Where to find shirt: You can order this homegrown Orange Shirt through Mi'kma'ki Strong's online store.

[HTTPS://MIKMAKISTRONG.COM/](https://mikmakistrong.com/)

A portion of shirt sales will go to support programs benefitting Shubenacadie School survivors delivered by Mi'kmaq providers.



So many sports, so little time!

OCTOBER 11 - 13

BMO SOCCER CENTRE, HALIFAX

VISIT: sportnova.scotia.ca

Master of Education in Curriculum Studies
with a focus in:

Music Education

*Join our next two-year, part-time cohort
beginning in January 2024.*

The Master of Education in Curriculum Studies with a focus in Music Education is a two-year, part-time program that will help you transform your teaching practice and the music programs that you lead.

Music education has changed significantly, and our program will prepare you with the skills and confidence to meet the needs of all learners in both traditional and non-traditional settings. Our courses reflect inclusive teaching and learning practices, model effective ways of building learning communities, and create strong connections between theory and practice.

This upcoming cohort program, our eighth, begins in January 2024. You'll study in synchronous and asynchronous online courses throughout fall, winter, and spring, and join us on campus for in-person classes in July 2024 and 2025.

We encourage you to attend our information session on October 1 (online, Zoom) to learn more.



Information session

October 1 (Zoom)

Applications

Expressions of interest due October 6

Applications open October 11 — November 24

Learn more at: med.acadiau.ca/music



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SCHOOL OF
EDUCATION

NSTU Research Repository

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

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



Members should contact
our Professional Learning
department via

appl@nstu.ca



resources

Calling all teachers! Media Literacy Week is coming this fall

Planning is underway for the upcoming school year and MediaSmarts has new resources available to help your classroom take part in the 18th annual [Media Literacy Week](#), taking place October 23 to 27, 2023, including:

Two new **printable activity sheets**:

- [A Princess Story](#) (ages 7-12)
- [Just a Joke?](#) (ages 8-13)

A new **plug and play video lesson** led by Matthew Johnson, MediaSmarts' Director of Education:

- [Thinking About Hate](#) (Grades 8-10)

Visit the [Teachers' Hub](#) for more lessons, games and activities to use for each day of Media Literacy Week from K-12.



continued from page 3

Even before government proclaimed the Bill into force, the threat of legislation hobbled the unions' bargaining power and prevented them from being able to freely conclude the collective bargaining process, because it took away the leverage of wages and monetary items like the service award off the table. After a significant amount of time with very little progress in bargaining at any major tables, the NSGEU announced in late summer 2017 that it would apply to the Labour Board to appoint an Interest Arbitration Board to settle the Civil Service Master Agreement, as is a right under the legislation that applied. Government proclaimed the legislation to prevent the interest arbitrator from awarding any monetary increases that were higher than was set out in the legislation.

The unions' argument is that Bill 148 breaches Section 2(d) of the Charter, which guarantees Canadians' Freedom of Association and protects the right to collective bargaining and the right to strike.

HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?

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

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

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

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

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

FOUNDATION
SHEONORAIL

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

DEADLINES
November 10, 2023
April 12, 2024

**SHEONORAIL
FOUNDATION**

PROUD TO BE A 2023 DEVOUR! SPONSOR FRENCH CUISINE ET CULTURE

**EXPLORING THE
INTERSECTION OF
ACADIAN, CAJUN
& FRENCH CUISINE
& CULTURE**

**OCTOBER 23-29, 2023
WOLFVILLE NOVA SCOTIA**

**VOYAGEZ AU
CŒUR DES CUISINES
ET DES CULTURES
ACADIENNES, CAJUNES
ET FRANÇAISES**

**23-29 OCTOBRE 2023
WOLFVILLE, NOUVELLE-ÉCOSSE**

DEVOUR!
THE FOOD FILM FEST

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



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THROUGH THE GENEROUS DONATIONS OF
JASON ROTH AND
CHERYL STEADMAN ROTH

Labour Day Parade



Shown are members of the Dartmouth Local of the NSTU and their families with NSTU president Ryan Lutes at this year's Labour Day parade and celebration, which took place on September 4. The March to the Peace and Friendship Park was organized by the Halifax-Dartmouth and District Labour Council. NSTU members were encouraged to participate in Labour Day activities around the province, in the Annapolis Valley, on the South Shore, and in Cape Breton.

NSTU continues its support of Pride

NSTU members gathered to march in Pride Parades throughout the province this summer in to raise awareness of sexual minority issues in education. NSTU members, staff and their families celebrated and showed solidarity for the sexual minority community at Cumberland Pride on June 4, Truro Pride on June 24, Annapolis Pride on July 8, and Cape Breton Pride in Sydney on August 5. The Halifax Pride march and parade, scheduled for July 23, was cancelled because of the floods in the city. Banners, and rainbow pencils, lanyards, and t-shirts ensured that the NSTU presence was recognized at Pride Celebrations throughout the province.



Shown in the photo are members of the Cape Breton District Local and with NSTU's first vice-president Jo-Leigh MacPhee (right) during the Cape Breton Pride parade on August 5.

Atlantic Jewish Council's

20th Annual Holocaust Education Week

STUDENT PROGRAM:

Thursday, November 2 | 10:00am (AT)
Junior High and High School (Elementary School TBD)
Holocaust Survivor, speaker TBA
In-person (Venue TBA) and Livestreamed in Nova Scotia

- Each student to receive a copy of the survivor's memoirs.
- Educators to receive educator resources.

Mailed directly to each school compliments of the Azrieli Foundation.



REGISTRATION REQUIRED:

Edna LeVine, Director of Community Engagement, Atlantic Jewish Council:
engagement@theajc.ca

Best practices in Holocaust education: a workshop for educators – is your school/association interested in participating or hosting a workshop?

For additional information please contact:

Edna LeVine, Director of Community Engagement, Atlantic Jewish Council:
engagement@theajc.ca





Welcome back everyone! We hope that you had a great summer and had a chance to spend some quality time with your friends and families!

With the 2023-2024 school year upon us, your NSTU Group Insurance Trustees would 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.

Total Care Medical

The Total Care Medical plan is a comprehensive supplementary health care plan available to all active contract Public School Members, PSAANS and APSEA Members. This plan provides prescription drug coverage under age 65, a 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 that is provided on the Johnson “My Insurance” website or contact Johnson Inc. directly.
- The premium is paid 100% by the employer.
- You may apply for this benefit plan at any time provided you are under contract, actively at work, and it will become effective the first of the month following receipt of your application at Johnson Inc.

Total Care Dental

The Total Care Dental plan provides comprehensive dental care coverage to all active contract 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 that is provided on the Johnson “My Insurance” website or contact Johnson Inc. directly.
- 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.
- New members who commence work prior to October 1st must contact Johnson Inc. and enroll no later than October 15th.
- 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 do not enroll before the applicable above deadline, coverage will not be processed until the following September.

Total Care Dental Premium:

	MONTHLY PREMIUM	MEMBER MONTHLY COST
Single	\$48.85	\$21.36
Family	\$103.36	\$45.24

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 that you can also access more information on these and all other benefits and programs available to you by visiting the NSTU Group Insurance Trust website at www.nstuinsurance.ca.

Student Mental Health and Wellness Grant

Frequently Asked Questions



The NSTU Group Insurance Trustees, with support from Johnson Inc., have established a grant for members to support innovative initiatives that promote the mental health and well-being of students in the schools across Nova Scotia.

Q: What is the purpose of the Student Mental Health and Wellness Grant?

A: The NSTU Group Insurance Trustees will fund projects that support and promote the mental health and well-being of children and youth in the schools across the province. This could consist of programs in classrooms, schools, or communities. The ultimate goal is to help our students in coping with the pressures of growing up in today's world.

Q: Who is eligible to apply for the Student Mental Health and Wellness Grant?

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

Q: How do I apply for the grant?

A: You can apply for the grant by going to the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/grants/student-mental-health-and-wellness-grant/> and clicking the application link. The NSTU Group Insurance Trustees will be awarding grants valued at up to \$600 once per year. The criteria will include the project description, innovation, creativity, impacts on students, materials and budget, and overall impression. **Please be advised that not all applications will be awarded grants and incomplete applications will not be considered.**

Q: What is the deadline to apply for the Student Mental Health and Wellness Grant?

A: Applications must be submitted on/or before **11:59 pm on October 15th**. Completed projects are due no later than May 31st.

For more information on the Student Mental Health and Wellness Grant or any of the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>.



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NOVA SCOTIA TEACHERS UNION

2023 – 2024 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 August 16, 2023.**

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Peter Day, Chair, Secretary-Treasurer; **Nick Wilson**, Digby, 2024; **Jodie MacIreith**, Halifax County, 2024; **Thérèse Forsythe**, Kings, 2025; **Sharon Midwinter**, Executive Member; **Steve Brooks**, Executive Director, NSTU; **Simon Wilkin**, Acting Assistant Executive Director, NSTU; **Melanie Waye**, Financial Officer, NSTU

GOVERNANCE & POLICY COMMITTEE

Ryan Lutes, NSTU President; **Melissa Deveau**, Annapolis Region; **Kim Dunning**, Cape Breton Region; **Taunya Pynn Crowe**, Chignecto Region; **Sarah Tutty**, South Shore Region; **Phil Samson**, Strait Region; **John MacKinnon**, Tri-County Region; **Line Murphy**, CSANE; **Andrew McCara**, APSEA; **TBA**, Halifax Region; **Steve Brooks**, Executive Director; **Louis Robitaille**, Executive Staff Liaison

NOMINATING COMMITTEE

Ryan Lutes, NSTU President; **Duncan Cameron**; **Taunya Pynn Crowe**; **Phil Samson**; **Myla Borden**; **Vera Ryan**; **Steve Brooks**, Executive Director

PERSONNEL COMMITTEE

Ryan Lutes, NSTU President; **Natalie MacIsaac**, Chair, 2nd Vice-President; **Peter Day**; **Duncan Cameron**; **Sarah Tutty**; **Steve Brooks**, Executive Director

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Mindy Boudreau, Chair, 2025; **Anne d'Entremont**, 2024; **Ian LeBlanc**, 2025; **TBA**, 2026; **TBA**, 2026; **Georgette Samson**, Executive Member; **Amanda O'Regan-Marchand**, NSTU Staff Liaison

CURRICULUM COMMITTEE

Darlene Bereta, Chair, Northside-Victoria, 2024; **Jason Petrie**, Halifax, City, 2024; **Steve Bradford**, Cumberland, 2024; **Stephanie Nagy**, Kings, 2025; **Michael Carrigan**, Cape Breton District, 2025; **Georgette Samson**, Executive Member; **Meg Ferguson**, NSTU Staff Liaison

EQUITY COMMITTEE

Laura Fryday, Chair, Queens, 2024; **Kassie Rose**, Halifax County, 2024; **Denise Stone**, Yarmouth, 2024; **Crystal Randell**, Colchester-East Hants, 2025; **Kimberly Turner**, Cape Breton District, 2025; **Myla Borden**, Executive Member; **Wendie Wilson**, NSTU Staff Liaison

HEALTH AND SAFETY COMMITTEE

Randy Lucas, Chair, Northside-Victoria, 2024; **Denise Palmer**, Colchester-East Hants, 2025; **Emily Atkinson**, Halifax City, 2025; **Paul Murphy**, Halifax City, 2025; **Melissa Deveau**, Executive Member; **Simon Wilkin**, Acting Assistant Executive Member; **Jeff Morse**, NSTU Staff Liaison

MEMBER SERVICES COMMITTEE

Jo-Leigh MacPhee, Chair, 1st Vice President; **Terry Ryan**, Yarmouth, 2024; **Stacey Barrie**, Northside-Victoria, 2025; **Yolanda Aubrecht**, Cape Breton District, 2025; **Krista Moore**, Digby, 2025; **Andrew McCara**, Executive Member; **Tim MacLeod**, NSTU Staff Liaison

PENSION COMMITTEE

Eliza Abbass, Chair, Pictou, 2024; **TBA**, (1-year term replacement), Cape Breton District, 2024; **Danielle O'Brien**, Richmond, 2024; **Joey MacIsaac**, Halifax County, 2025; **Laura McCulley**, Kings, 2026; **Glenys Stephenson**, Yarmouth, 2026; **Brian Noble**, RTO Representative; **Grant Frost**, Executive Member; **Jack MacLeod**, NSTU Staff Liaison; **Kyle Marryatt**, NSTU Staff Liaison

POLITICAL ACTION COMMITTEE

TBA, (Two 1-year term replacements), 2024; **Kasi Humber**, Colchester-East Hants, 2024; **Carol Ann MacMaster**, Cape Breton District, 2025; **Shelly Bembridge**, Halifax County, 2025; **Melissa Deveau**, Executive Member; **Line Murphy**, Executive Member; **Janet O'Brien**, Executive Member; **Sarah Tutty**, Executive Member; **Mark Laventure**, NSTU Staff Liaison

PROFESSIONAL DEVELOPMENT COMMITTEE

Dawn Spracklin, Chair, Cape Breton District, 2024; **Liam Timmons**, Colchester-East Hants, 2024; **Debbie Walker**, Digby, 2024; **Deidra Peverill**, Halifax County, 2025; **Marilyn MacDougall**, Northside-Victoria, 2025; **Jennifer Moriarty**, Halifax County, 2025; **Janet O'Brien**, Executive Member; **Amanda O'Regan-Marchand**, NSTU Staff Liaison

PUBLIC RELATIONS COMMITTEE

Adam Martin, Cape Breton District, Chair, 2024; **Julie McVicar**, Antigonish, 2024; **Suzanne Rohland**, Halifax County, 2024; **Curt Crane**, Colchester-East Hants, 2025; **Janet O'Brien**, Executive Member; **Angela Murray**, NSTU Staff Liaison

STATUS OF WOMEN COMMITTEE

Michelle Pinaud, Chair, Northside-Victoria, 2024; **Karlee Perry**, Annapolis, 2024; **Danielle Quinlan**, Digby, 2024; **Alicia Tingley**, Colchester-East Hants, 2025; **Christine Emberley**, Dartmouth, 2025; **Sunita Pinet**, Halifax City, 2025; **Nancie de la Chevotière**, Executive Member; **Wendie Wilson**, NSTU Staff Liaison

SUBSTITUTE TEACHERS COMMITTEE

Lloyd Francis, Chair, Cape Breton District, 2024; **Cindy Ng-Ivanoff**, Halifax County, 2024; **Crystal Ellington**, Halifax City, 2024; **Sean McLennon**, Colchester-East Hants, 2025; **Tim Cress**, Guysborough County, 2025; **Ben Sichel**, Executive Member; **Tim MacLeod**, NSTU Staff Liaison

OTHER COMMITTEES

DISCIPLINE COMMITTEE

Michelle Goreham, Shelburne County, 2024; **Jiselle LeBlanc**, Antigonish, 2024 (1-year term replacement); **Vivianne Abdallah**, Dartmouth, 2025; **Tara Arseneau**, Dartmouth, 2026; **Ben Drew**, Yarmouth, 2026; **Louis Robitaille**, NSTU Staff Liaison

DISTRIBUTED LEARNING COMMITTEE

Colleen Scott, Chair, Colchester-East Hants, 2025; **Ian Kent**, Queens, 2024; **Claire Patrice Neville-Martin**, Cape Breton District, 2026; **Jack MacLeod**, NSTU Staff Liaison

INSURANCE TRUSTEES

Karen Nottage, Kings, 2024; **Joël Chaisson**, CSANE, 2025; **Janie Lumsden**, Antigonish, 2026; **Byron Butt**, Lunenburg County, 2027; **Wade Van Snick**, Cumberland, 2027; **Krissy Brewer**, Halifax City, 2028; **Paul Boudreau**, NSTU Staff Liaison; **Kyle Marryatt**, NSTU Staff Liaison

PROFESSIONAL ASSOCIATIONS COORDINATING COMMITTEE

Stephanie Deagle, NSTALL, 2024; **Andrew Clarey**, AST, 2024; **TBA**, (1-year replacement); **Jennifer Eisner**, PETA, 2025; **Dionne Reid**, BETA, 2026; **Scott McKinnon**, ATYA, 2026; **Crystal Sampson**, Executive Member; **Amanda O'Regan-Marchand**, NSTU Staff Liaison

PROFESSIONAL COMMITTEE

Elizabeth Thomas, Digby, 2024; **Allie Coulter**, Cumberland, 2024; **Heather Coulter**, Pictou, 2025; **Paula Landry**, Richmond, 2025; **Collen Scott**, Colchester-East Hants, 2026; **Kent Fraser**, CSANE, 2026; **Louis Robitaille**, NSTU Staff Liaison

PDAP

Katrina Murphy, Colchester-East Hants, 2024; **Jyl Boyle**, Antigonish, 2026; **Lael Radkey**, EECD; **Roy Bourgeois**, EECD; **Amanda O'Regan-Marchand**, NSTU Staff Liaison

RESOLUTIONS COMMITTEE

TBA, Chair, Executive Member; **Lynnette Babin**, Antigonish, 2024; **Drew Moore**, Colchester-East Hants, 2024; **Sarah Hillier**, Lunenburg County, 2025; **Jason Jennings**, Halifax County, 2025; **Louis Robitaille**, NSTU Staff Liaison

SHEONORAIL BOARD OF DIRECTORS

Steve Brooks, Chair, Executive Director; **Shelley Morse**, Retired Member, 2024; **Tracy Power**, Cape Breton District, 2024; **Jenn Barro Ralph**, Dartmouth, 2024; **Nicole d'Eon**, Yarmouth, 2025; **Kenna MacLean**, Cape Breton District, 2025; **Shelly Luddington**, Halifax County, 2025; **Vera Ryan**, Executive Member; **Ryan Lutes**, NSTU President; **Wendie Wilson**, NSTU Staff Liaison

AD HOC COMMITTEE ON NSTU GOVERNANCE – 6 Month Terms (October 2023)

Line Murphy, Chair, Executive Member; **Joanne Richardson-Landry**, Kings (Annapolis); **Marilyn MacDougall**, Northside-Victoria (Cape Breton-Victoria); **Shannon Roy**, Colchester-East Hants (Chignecto Central); **Sue Larivière-Jenkins**, (CSANE); **Andrea Heans**, Halifax City (Halifax); **Mai-Ling Storm**, Lunenburg County (South Shore); **Alicia Mills**, Guysborough (Strait); **TBA**, Digby (Tri-County); **Phil Samson**, Executive Member; **Andrew McCara**, Executive Member; **Louis Robitaille**, NSTU Staff Liaison

BARGAINING COMMITTEES

PROVINCIAL NEGOTIATING TEAM

Ryan Lutes, Chair, President, NSTU; **Jo-Leigh MacPhee**, 1st Vice President; **Lynnette Babin**, Antigonish; **Mike Jamieson**, Dartmouth; **Steve Brooks**, Executive Director, NSTU; **Wally Fiander**, Executive Staff Officer, NSTU; **Simon Wilkin**, Acting Assistant Executive Director, NSTU

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2023-2024 NSTU Retirement Seminars SCHEDULE



DATES	REGION	LOCATION
October 4-5, 2023 (Wed. & Thurs.)	CCRCE	Amherst <i>Community Credit Union Business Innovation Centre</i>
October 11-12, 2023 (Wed. & Thurs.)	SRCE	Port Hawkesbury <i>Port Hawkesbury Civic Centre</i>
October 18-19, 2023 (Wed. & Thurs.)	CBVRCE	Sydney <i>Holiday Inn Waterfront</i>
October 25-26, 2023 (Wed. & Thurs.)	CCRCE	New Glasgow <i>Summer Street Industries</i>
November 7-8, 2023 (Tues. & Wed.)	AVRCE	Greenwich <i>Old Orchard Inn</i>
November 22-23, 2023 (Wed. & Thurs.)	TCRCE	Yarmouth <i>Tru by Hilton</i>
November 29-30, 2023 (Wed. & Thurs.)	HRCE	Halifax <i>Holiday Inn Express Bedford</i>
December 6-7, 2023 (Wed. & Thurs.)	SSRCE	Bridgewater <i>Best Western Plus</i>
January 9-10, 2024 (Tues. & Wed.)	CCRCE	Truro <i>Hampton Inn</i>
February 13-14, 2024 (Tues. & Wed.)	HRCE	Halifax <i>Nova Scotia Teachers Union</i>
February 21-22, 2024 (Wed. & Thurs.)	HRCE	Halifax <i>Nova Scotia Teachers Union</i>
March 6-7, 2024 (Wed. & Thurs.)	HRCE	Halifax <i>Dartmouth Courtyard Marriott</i>



Teaching and administrative opportunities in the Nova Scotia International Programs

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For a list of opportunities see:
www.internationalprograms.ednet.ns.ca

The John Huntley Memorial Internship Program

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

October 1, 2023.

*Applications for active NSTU members are available
through your NSTU rep,
on the NSTU website at www.nstu.ca or
at Central Office 477-5621 or 1-800-565-6788.
The internship provides members with an opportunity
to learn more about the NSTU.*

Nova Scotia Teachers Union

*The March John Huntley session will take place in
May, 2021. New delegates chosen will be for the
session following the October 1, 2021 deadline.*