

New School Year New President

New NSTU President Peter Day says his is the first time in more than four decades that he isn't heading back to school in September. "While I'm thrilled to start my new role as NSTU President, I have to admit, I am missing the back-to-school butterflies," said Day in a video message to members. Day's term as NSTU President officially began on August 1st. Since then, he's hit the ground running with numerous media requests on a range of issues.

On September 9th he spoke to CBC about concerns of teachers being reassigned to new positions with little notice to address unfilled vacancies in the system.

"When teachers are reassigned, it tends to be the resource teacher or a specialized teacher. These are the teachers who provide the more individualized supports for students and their families," Day said. "If that teacher is being pulled from that position to cover other areas, then the students who are most in need end up not getting the supports that they truly deserve."

On a more positive note, Day is cautiously optimistic about the new cell phone policy introduced this year.

On September 11th, he told the Hawk 101.5: "You know, teachers are reporting to me that engagement is up in their classroom. They have students who don't have earbuds in or staring at a phone in

their lap instead of paying attention or being part of a lesson that's being presented."

Since assuming office, Day has had the opportunity to meet with Becky Druhan, Minister of Education and Early Childhood Development as well as Premier Tim Houston. Day hopes to build a constructive and productive relationship with the Province but that won't stop him from speaking out about the challenges teachers and their students face in the classroom.



One area where urgent action is needed, according to Day, is addressing rising levels of school violence. On August 29th, Day told the Coast: "Every single individual has the right to safe working conditions, and sometimes that gets brushed over [for teachers] because it's a school and our kids are the most important thing to our teachers—I can say that with honesty. But we need to ensure our working environment is safe because we know that students' learning conditions are teachers' teaching conditions."

Dear Colleagues,

Welcome to the start of another school year!

I am honoured to serve as your new president and proud to be part of this incredible organization.

This time of year, always brings a sense of excitement and anticipation. There's something special about reconnecting with friends and colleagues after the summer break.

But I know that, unfortunately for some, the beginning of the school year can also bring feelings of anxiety for students, teachers, and families alike. Over the past few years, chronic challenges in our classrooms have gone unaddressed, and that weighs heavily on all of us.

Schools are more complex than ever, and more needs to be done to ensure every child has the support they need to thrive. That means taking concrete action to retain and recruit more teachers, as well as making sure our schools are safe and healthy environments for all of us.

Continued on page 4

Cher-ère collègue,

Bon début de nouvelle année scolaire!

Je suis honoré d'être votre nouveau président et je suis fier de faire partie de cette formidable organisation.

Cette période de l'année apporte toujours un sentiment d'excitation et d'anticipation. Il y a quelque chose de spécial dans le fait de retrouver ses amis et collègues après la pause estivale.

Je sais toutefois que, malheureusement pour certains, le début de l'année scolaire peut également susciter de l'anxiété chez les élèves, les enseignants et les familles. Au cours des dernières années, aucune solution n'a été trouvée aux problèmes chroniques dans nos classes, et cela pèse lourdement sur nous tous.

Les écoles sont plus complexes que jamais, et il est nécessaire de faire davantage pour que chaque enfant ait le soutien dont il a besoin pour s'épanouir. Cela signifie prendre des mesures concrètes pour recruter et maintenir en poste plus d'enseignants, ainsi que veiller à ce que nos écoles

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people

New Contract Signed

The new collective agreement, which was ratified on April 26, was officially signed on June 27, 2024 at the offices of the Department of Education and Early Childhood Development. After the signing, the agreement was released online. Highlights include: a salary increase of nearly 12 per cent over three years, retroactive to August 1, 2023; a salary increase of 12 per cent for substitute teachers and shorter qualification period to becoming full-time teachers; an increase for marking and preparation now at 15 per cent of instructional time per semester/term; and a promise to increase the number of school counsellors across the province.



Shown (left to right) are: NSTU Executive Director Steve Brooks, NSTU (past) president Ryan Lutes; Becky Druhan, Minister of Education and Early Childhood Development; and Elwin LeRoux, Deputy Minister, Education and Early Childhood Development.

Shelley Morse Elected to Education International Executive Board



On August 2, 2024 the Canadian Teachers' Federation (CTF/FCE) announced that Shelley L. Morse had been elected to the Education International (EI) Executive Board, North America-Caribbean regional seat. The election took place at the 10th Education International World Congress which took place in Buenos Aires, Argentina, July 29 to August 2.

"Congratulations to NSTU Past President Shelley Morse," says NSTU president Peter Day. "This is a major accomplishment and it's only the second time a former NSTU President has been selected for this role. We were proud to endorse her as NSTU's nominee as CTF's representative."

The [Executive Board](#) is comprised of 27 members, who are responsible for running [Education International](#) and implementing the decisions taken at World Congress. Shelley joins the Executive Board in one of two seats for the North America-Caribbean Region, following the highly impactful two-term service of Dianne Woloschuk (also of CTF/FCE).

Continued on page 3

Education Research Award presentation

NSTU's second vice-president Sarry Tutty (Lunenburg-Queens) presented Isaac Rafuse with his NSTU Education Research Award certificate during a Queens Local end of school year celebration on June 28. Rafuse, who received his award for his research, *Hands on Social Emotional Learning Inclusive Education*, Acadia University,

was one of five teachers to receive awards in the 2023-24 school year. In 2020, Rafuse received an Education Research Award for his research entitled *Universal Design & Equitable Access*. He is a resource teacher, currently working as a Primary/Grade 1

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ISSUE	DEADLINE
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October	October 11
December	November 29
Jan/Feb	January 24
March	February 28
April	April 11
May	May 9
June	June 13

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

© Nova Scotia Teachers Union 2024

continued from page 2 Shelley Morse Elected...

“I am humbled to have the opportunity to join the distinguished group of leaders on the EI Executive Board,” says Morse. “Together we will lead the global trade union movement across the world. As the voice of teachers and education support personnel, we will mobilize for free, quality, inclusive public education across the world, defend and promote democracy, peace, social justice and human rights, and advocate for equity in society. I am a proud NSTU member, and I appreciate the ongoing support of both the NSTU and the CTF/FCE member organizations.”

Shelley has had a successful career in education, demonstrating a strong commitment to advocacy for quality, inclusive publicly funded public education and labour rights. She served as NSTU’s 43rd president from 2012 to 2016. She also served as a First-Vice-President of the NSTU, and president of the Kings Local, among other local, regional and provincial NSTU involvement. During her 35-year teaching career she taught in the classroom for 31 years and was also a vice-principal for 10 years resigning from that role in 2018 when the McNeil Government removed administrators from the union. She returned to teaching for her final year.

She served as the president of CTF/FCE from 2019 to 2021. In 2018-2019 Morse served as a CTF/FCE Vice-President, Chair of the Advisory Committee on Diversity and Human Rights and was also a Trust Fund trustee. Prior to these roles, Morse undertook various leadership opportunities at both the CTF/FCE and the NSTU. Her extensive executive history at the CTF/FCE includes being a CTF/FCE VP in 2014-15 and 2016-17, an appointed NSTU delegate at several CTF/FCE AGMs and Chair of the CTF/FCE Advisory Committee on the Status of Women in 2014 and 2016.

Shelley currently serves as a Member-at-Large on the RTO executive, and is a substitute teacher.

continued from page 2 Education Research...

Transition teacher at Dr. John C. Wickwire Academy.

Since 2003 the NSTU has recognized teachers for completed education research. An annual fund of \$3,500 encourages and assists education research, with no individual award exceeding \$500. To be eligible individuals must be active members of the NSTU. Recipients are chosen through a peer assessment review by members of NSTU’s professional development committee. The deadline for this year’s applications is December 4, 2024 by 4:00 p.m. For more information on this award and others check this link: <https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>.



Shown left to right: Queens Local First Vice-President, Sarah Baldwin Penney, Isaac Rafuse, and Sarah Tutty.

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 **CREDIT UNION**
TEACHERS PLUS

continued from page 1

This can't happen without a united effort. Everyone in our public education system needs to work together—with purpose and compassion.

We are committed to continuing our advocacy for students and teachers. We're ready to collaborate with decision-makers to ensure positive reforms that benefit kids, and their families, are achieved.

In my role as NSTU President, I will continue to shine a light on the challenges facing students, teachers, and specialists, and push for the reforms we deserve. While some progress has been made, there is still more that needs to be done to ensure that our schools reflect the high standards we all strive for.

Please know that your union is here to provide advice and assistance. We have countless NSTU leaders and staff who are here to support you. Please don't hesitate to reach out. Contact us if there is an issue you feel needs to be addressed. Take a moment and visit www.nstu.ca to discover what services are available to you as a member. Talk to your school NSTU rep, Local president or Provincial Executive member, they are here to help you navigate the programs and services your Union provides. Follow our social channels to learn more about the NSTU.

I'm honoured to begin this journey with you, and I hope that this school year brings you both joy and fulfillment in your work.

Thank you and have a wonderful and rewarding year ahead.



NSTU president Peter Day is shown with Mi'kma'ki Strong's Jonathan Beadle, donning this year's Orange Shirt.

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soient des milieux sûrs et sains pour nous tous.

Cela ne peut se faire sans un effort collectif. Tous les acteurs de notre système d'éducation publique doivent travailler ensemble à l'atteinte d'un objectif commun en faisant preuve de compassion.

Nous nous engageons à continuer à défendre les intérêts des élèves et des enseignants. Nous sommes prêts à collaborer avec les décideurs pour garantir que des réformes positives, bénéfiques pour les enfants et leurs familles, soient mises en œuvre.

En tant que président du NSTU, je continuerai à mettre en lumière les défis auxquels font face les élèves, les enseignants et les spécialistes, et à plaider pour les réformes que nous méritons. Bien que nous ayons réalisé des progrès, il reste encore du travail à faire pour que nos écoles répondent aux normes élevées que nous recherchons tous.

Sachez que votre syndicat est là pour vous donner des conseils et vous aider. De nombreux membres de la direction et du personnel du NSTU peuvent vous appuyer. N'hésitez pas à communiquer avec eux. Communiquez avec nous si vous pensez qu'un problème doit être abordé. Prenez un moment pour consulter le site www.nstu.ca et découvrir les services qui vous sont offerts en tant que membre. Parlez au/à la représentant-e du NSTU de votre école, au/à la président-e de votre section locale ou à un-e membre du Comité exécutif provincial; ces personnes sont là pour vous aider à vous y retrouver dans les programmes et services offerts par votre syndicat. Suivez nos réseaux sociaux pour en savoir plus sur le NSTU.

Je suis honoré de commencer cette aventure avec vous, et j'espère que cette année scolaire vous apportera à la fois joie et épanouissement dans votre travail.

Merci et passez une merveilleuse et enrichissante année.

executive highlights

August 14, 2024

- Approved amendments to Operational Procedure 13 – President's Benefits, as of August 1, 2024;
- Update was provided on efforts taken regarding the delay in payroll salary increases and retro pay from the new Teachers' Provincial Agreement;
- Approved a recommendation that the NSTU Provincial Executive approve the tentative agreement reached with the International Association of Machinist (IAM) on behalf of the Executive Staff on June 13, 2024 pending ratification by that bargaining group.

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We Remember Jim MacKay August 12, 1941 to July 17, 2024

The NSTU was saddened to hear about the loss of Honourary Member and former NSTU executive director James (Winslow) McKay. Jim joined the NSTU executive staff in August 1987 after 12 years as Director, Staff Development Services with the Prince Edward Island Teachers' Federation. During his time with the NSTU he served as Coordinator, Staff Development Services, Assistant Executive Director and Acting Executive Director before being named to the position of Executive Director in December 1994. He remained in this role until his retirement in 2001. During Annual Council 2003, he was elected Honourary Member for his outstanding contribution to the teaching profession of Nova Scotia. This is the highest award the NSTU bestows on any individual.

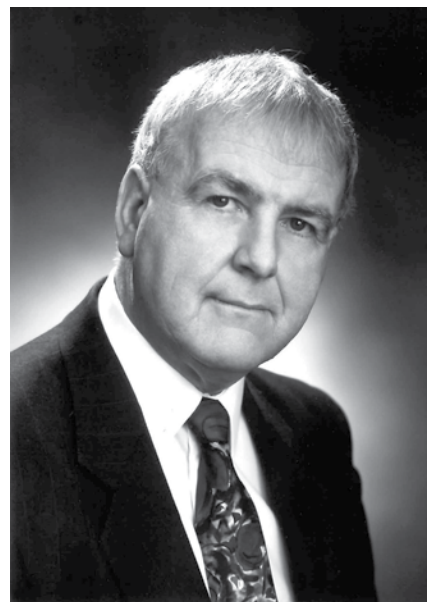
During his career with the NSTU, he spent much of his time promoting the concept of collaborative planning in schools and districts across Nova Scotia and wrote a series of articles on school-based staff development. His expertise

in organizational development, and the change and planning processes resulted in numerous invitations to speak at conferences at both the national and international level. Jim also worked with school administrators helping them develop leadership skills.

Born and raised in Shelburne, Jim completed his undergraduate and graduate studies in Physical Education and Education at the University of New Brunswick. He was a physical and health education teacher for nine years before his work with teacher organizations. He studied at Acadia University as an assistant in the Department of Physical Education, and also served as EA to the Hon. Harold Huskison, former Minister of Social Services in Nova Scotia.

On retirement, Jim was recruited to become COO of Cox & Palmer and served as president within the Community Development and Recreation where he lived in Chester, improving the facilities and the community infrastructure for residents.

He will be missed by members of his NSTU family, and we send condolences to his friends and family. In lieu of flowers, donations can be made to Parkinson Canada, or a charity of choice. On-line condolences may be left for the family at www.huskilson.net.



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NSTU LEISURE RATE

\$114.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate Between January-April.
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\$169.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between July-September.
\$119.00* Leisure rate (Room with 1 Queen bed or 2 Double beds, excludes Harbourview) to include a \$15.00 discounted self-parking rate between October-December.

*The rates quoted above are net non-commissionable and do not include the current 3% Halifax Regional Municipality Marketing Levy nor 15% HST. In high occupancy periods, a multiple night booking may be required.
*Please note that only one room per NSTU member can be booked per night which includes one NSTU parking pass.

Hotel Halifax <https://reservations.travelclick.com/108084?RatePlanId=6674807>
The Barrington Hotel <https://reservations.travelclick.com/108025?RatePlanId=3546305>
*NSTU23 – Rate code under 'Rate Access/Corporate Code'



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pathways

FOR PROFESSIONAL LEARNING



PROFESSIONAL LEARNING

Growing with the NSTU



21 Professional associations made up of teachers and volunteers who plan Professional Learning for their colleagues that is next to none! Consider attending the association's AGM during conference day to learn about how you can get involved!

Grants and opportunities:

- Conference Grants (\$600 each/2-year period)
- Travel Fellowship (\$3000/3 year period)
- Education Research Award (\$500/3 year period)
- Full Time Study Grant (\$2000/3 year period)
- PDAF (up to \$5000/one-year period)
- Sheonoroil (up to \$2000)
- Project Overseas
- John Huntley Internship (2 days at the NSTU)
- Group Insurance Trustee Grants (Student Mental Health & Wellness and EduWellness Grants)



Learning that comes to your Local/region:

NSTU Membership	Equity and inclusion	Wellness and growth
Benefits of Membership Get your Grant On! NSTU Olympics	Gender Diversity in our Learning Spaces Cultivating Inclusive (Learning) Spaces Women in Leadership	Teacher Wellness Unleashing Unity: Strategies for Engaging & Empowering Members

This is a growing list and will have sessions added as they are developed

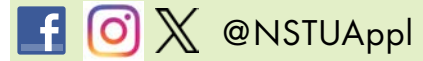


CONTACT (Conference On New Techniques in Classroom Teaching):

Annual conference that invites teachers from all four Atlantic provinces to gather and share their experience and enthusiasm for their subject area/area of interest with their colleagues. Hosted on a rotational basis: NSTU, PEITF, NLTA, NBTA. To attend on behalf of the NSTU, please CONTACT your Local president or the president of your professional association. **There are 5 seats for independent delegates. If registering for one of these spaces, you must secure funding prior to registering (article 60 and/or Local PD grants).**

Team of Enthusiasts!! Are you interested in offering your experience to upcoming projects with the EECD? Email your name, RCE and description of your area(s) of interest to team@nstu.ca.

International Collaboration for Education (formerly Project Overseas) are you interested in volunteering your time and talents to offer professional development in-service programs in partnership with teacher organizations in developing countries? Each year, over 50 Canadian teachers are chosen to volunteer on CTF/FCE's PO in countries throughout Africa and the Caribbean. The in-service projects take place in July. Applications open in late fall each year. Please contact the PL team at the NSTU for more information. Also, watch for advertisements in *The Teacher!*



IMPORTANT DATES

AUGUST

- 1st PDAF applications due
- 1st week: CONTACT, NBTA (2025)

SEPTEMBER

- Second full week: Registration for PA conferences opens

OCTOBER

- 1st PDAF & John Huntley
- First Wednesday @ 4pm: conference grants,
- 15th: Student Mental Health and Wellness Grants (Insurance Trustees)
- 4th Friday: PA Conference Day!

NOVEMBER

- Biennial PD Conference (2024)
- 2nd Friday: Sheonoroil Fall Application
- International Collaboration for Education application opens

DECEMBER

- 1st: PDAF & John Huntley

First Wednesday @ 4pm: Education Research Award JANUARY

- 15th: EduWellness Grants for
- Member wellbeing (Insurance Trustees)
- International Collaboration for Education participants notified

FEBRUARY

- 1st: PDAF & John Huntley applications due

MARCH

- 3rd week: John Huntley session

APRIL

- 1st PDAF & John Huntley
- 2nd Wednesday: Full Time Study Grant;
- 2nd Friday: Sheonoroil Spring Application

MAY

- **NEW** First Wednesday @ 4pm: conference grants; Johnsons Travel Fellowship
- Registration for CONTACT opens; NBTA hosting!!
- 31st: Student Mental Health and Wellness Project reports due

JUNE

- 1st PDAF applications due
- CONTACT Registration closes

JULY:

NSTU Office Annual shutdown

Who to CONTACT:

Pamela Langille,
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Amanda O'Regan-Marchand,
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Wendie Wilson,
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Janice MacKenzie,
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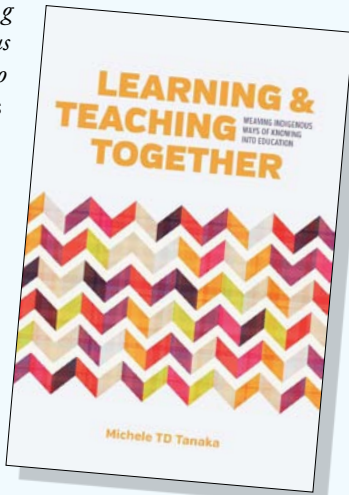
Email your name, home address, and the name of your school with **PL** in the subject line to theteacher@nstu.ca by **October 10, 2024** to be eligible for the draw.

Learning and Teaching Together

by Michele TD Tanaka

Published by: UBC Press

Learning and Teaching Together: Weaving Indigenous Ways of Knowing into Education introduces teachers of all levels to an indigenist approach to education. By sharing how one group of non-indigenous teachers learned to privilege indigenous ways of knowing in the classroom, Tanaka opens a path for teachers to nurture indigenist crosscultural understanding in their own classrooms.



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SALTWIRE NETWORK

The Roots of Self-Care

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

Welcome to September and all the new beginnings it brings! Your PL team here at the NSTU hope that you had an enjoyable summer and that your September startup is as successful as possible.

Last year, we shared the September calendar from www.actionforhappiness.org. The calendars are the same each year and focus on the theme of self-care for September. We all recognize that this term is in our common vernacular these days. Have you ever wondered about the origin of the term? Did you know the term self-care is deeply rooted in African American History?

An [article](#) in Teen Vogue from 2021 written by [Lenora E. Houseworth](#), describes the history of self-care. It was an integral movement towards agency for and of one's own wellness in times of great injustice during the struggle for justice and equality for African Americans that took place mainly in the 1950s and 1960s. The toll taken on the physical and mental health of protesters, activists and their allies during the American Civil Rights Movement was overpowering, resulting in numerous compounding challenges during an already tumultuous time.

In her article, Houseworth speaks to the process of unlearning that young Black women had to accept and engage in to challenge and overcome the messages they received, telling them they were not strong or powerful. Working through these messages and redefining their sense of self by incorporating practices like

mindfulness, yoga and self-defence, saw self-care grow to become a wholistic practice of intentional work to develop and maintain a standard of wellbeing for, "Black, non-binary, and gender-nonconforming youth as well."

When we decide to focus our energy inward and make time for our wellness, it requires conscious and intentional effort, in which we often feel we do not have time. When we are bombarded with messages and advertisements for what is now a ten-billion dollar a year business, let us acknowledge and honour the roots of this industry at the, "intersectionality of self-care and civil rights".

As we make a conscious effort to dedicate time to our own wellness, another author referenced in Houseworth's article, Audre Lorde reminds us that, "Self-preservation is foundational for community building." We have often heard that we cannot give all of ourselves to others without taking care of ourselves. So, with this balance in mind, as we work to heal parts of ourselves that have not received enough of our time or energy, let us all make a conscious decision and effort to also dedicate time to others by doing our part to speak up for those whose voices are not present.

Let us work on building our relationship with ourselves and others so our communities can be stronger than they were before.



fresh

Putting new members in the KNOW!

Email your name, home address, and the name of your school with **FRESH** or **FRESH FRENCH** in the subject line to theteacher@nstu.ca by **October 10, 2024** to be eligible for the draw.

All Are Welcome!
Bienvenue! Un livre sur l'inclusion
by Alexandra Penfold,
illustrations by Suzanne Kaufman
published by Scholastic



This warm, welcoming book celebrates diversity by following a group of children through a day in their school, where everyone is welcomed with open arms. This is a place where students grow and learn from each other's traditions as the community gathers to celebrate the Lunar New Year.

Deals & Discounts

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

CONGRATULATIONS To Our June Book Winners!

EQUITY

Lesley Taylor — HRCE

FRESH

Nicole Maillet — CSAP

THE WELL TEACHER

Mary Webber-Cook — CCRCE

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, 2024** to be eligible for the draw.

Les Conseils de Grand Père: Quelques leçons essentielles pour bien réussir sa vie

Livre par W. James Weese, PhD
Illustré par Kayla MacInnes
Adaptation française par
Sabryna M. Brooks & Fabrice Szabo, PhD



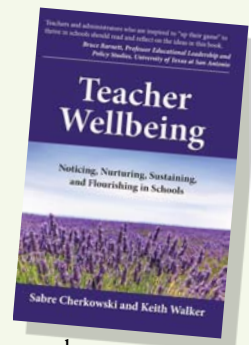
Le célèbre érudit en leadership, Dr. Jim Weese, auteur de *The 5C Leader: Exceptional leadership practices for extraordinary times* et *The leadership lifecycle: How to Prepare? How to Excel? When (and How) to Effectively Exit?*,

a intégré les dernières réflexions sur le leadership et le développement des leaders pour préparer un livre intemporel. Il a adopté la perspective d'un nouveau grand-père et a créé un chef-d'œuvre, rempli de précieuses leçons qu'il a apprises au cours de sa carrière et en tant qu'expert en leadership. Les jeunes lecteurs, diplômés des écoles primaires, secondaires et postsecondaires, ainsi que les nouveaux parents et grands-parents, apprécieront et bénéficieront du contenu de ce livre.

the well teacher

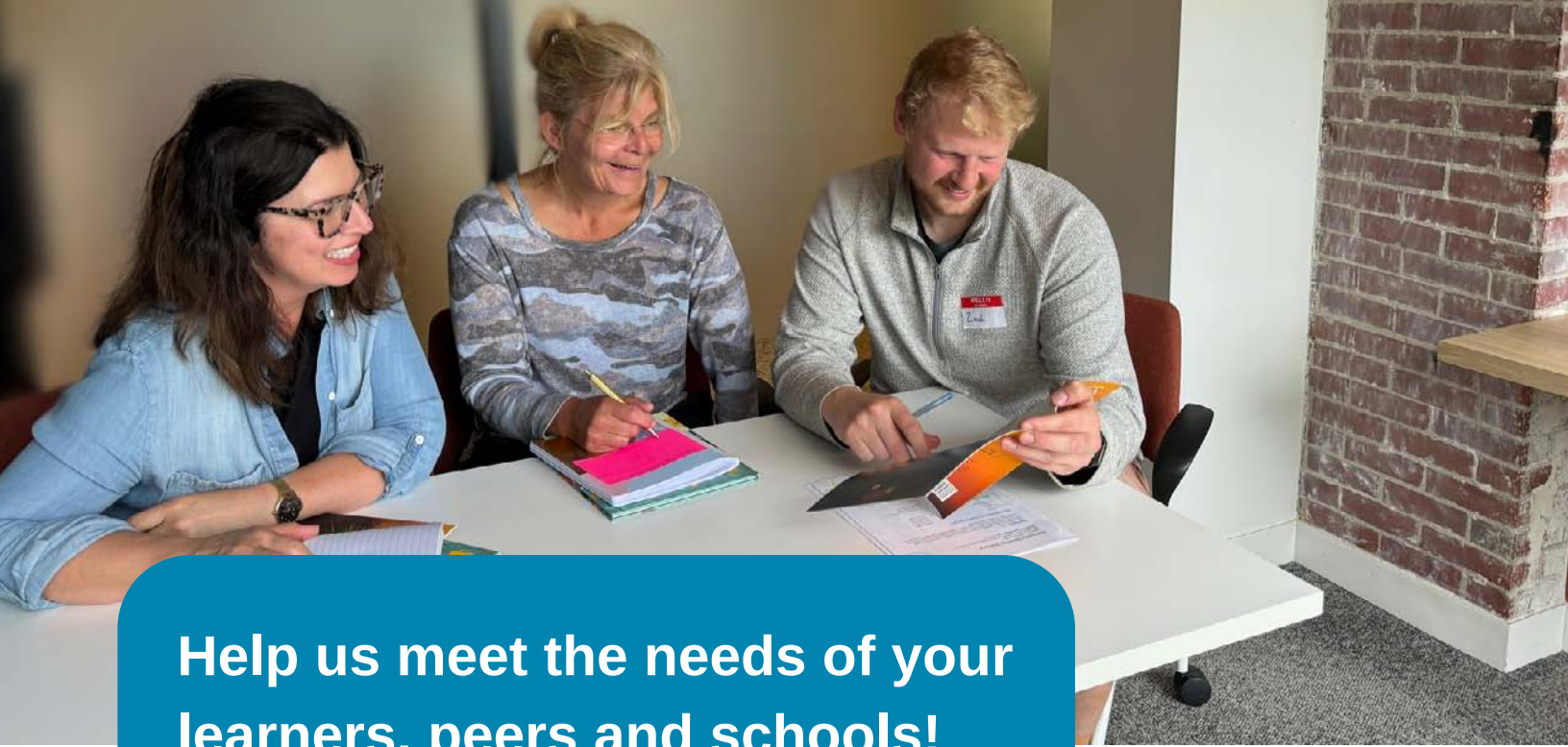
Email your name, home address, and the name of your school with **WELL TEACHER FRENCH** in the subject line to theteacher@nstu.ca by **October 10, 2024** to be eligible for the draw.

Teacher Wellbeing
by Sabre Cherkowski and
Keith Walker
Published by: Word & Deed
Publishing Inc.






Offering a blend of theory and practice, *Teacher Wellbeing: Noticing, Nurturing, Sustaining, and Flourishing in Schools* engages teachers, groups of teachers, and school leaders in conversations that help make sense of the overwhelming demands in teaching and their impacts on teachers' wellbeing. As teachers foster the wellbeing of their students, they must remember to do the same for themselves.

Be a part of the Nova Scotia **TEACHER ADVISORY COMMITTEE**



**Help us meet the needs of your
learners, peers and schools!**

We're looking for ten educators from schools across Nova Scotia at all levels, subjects and specialties to be part of our Teacher Advisory Committee. This committee will support the development of Clean's current education programs and resources, as well as identify opportunities for future programming.

-  **Virtual meetings and independent material review.**
-  **Maximum 15 hours between Sept and June.**
-  **Participant honorarium available.**



 **INTERESTED IN JOINING?**

cleanfoundation.ca/education

EducateEngage@cleanfoundation.ca



NSTU supports Pride

NSTU members gathered to march in Pride Parades throughout the province this summer to raise awareness of sexual minority issues in education and continue to work for change in creating and developing a safe learning environment for our members and the students they serve. Since 2004, NSTU policy has advocated for an educational system that is safe, welcoming, inclusive and affirming for people of all sexual orientations and gender identities.



NSTU president Peter Day joined the parade with NSTU members and their families.

NSTU members, staff and their families celebrated and showed solidarity for the sexual minority community at Truro Pride on June 22, Cumberland Pride on June 30, South Shore Pride on July 7, Annapolis Pride on July 13, Halifax Pride on July 20, and Cape Breton Pride in Sydney on August 3. Banners, and rainbow pencils, lanyards, and t-shirts ensured that the NSTU presence was recognized at Pride Celebrations throughout the province. The NSTU was a proud Gold Sponsor of Pride Cape Breton's this year.



Labour Day Parade

Shown are members of the NSTU and their families with NSTU president Peter Day at this year's Labour Day parade and celebration in HRM, which took place on September 2. The March to the Peace and Friendship Park was organized by the Halifax-Dartmouth and District Labour Council. Labour Day activities took place around the province, in the Annapolis Valley, on the South Shore, and in Cape Breton.



NSTU shows solidarity with Library Workers

NSTU president Peter Day visited the picket lines of members of NSUPE Local 14 on August 27 and 28 to show solidarity and support for these Library workers in the HRM. NSUPE Local 14's 340 Library workers are seeking fair wages and working conditions that match the current economic and social climate.



BIG NEWS!



Earlier this year the federal government announced the 2024 federal budget, and it will impact teachers and educators in a big way. **While there are several items that will affect teachers, the CTF/FCE wants to highlight one item we feel our members absolutely need to know about: the federal student loan forgiveness for teachers and early childhood educators who work in rural or remote communities.**

The federal government previously offered federal loan forgiveness to nurses and doctors who opted to work in rural and remote communities. The CTF/FCE was compelled to push for similar treatment for teachers and educators. We are proud to say that our advocacy to have this program expanded, has led to change. We are thrilled to report that teachers will be included in the loan forgiveness initiative soon. This is one step that directly helps alleviate the retention and recruitment crisis while helping with the cost of living for teachers, educators, and their families, See below from the federal government's budget document:

Budget 2024 announces the government's intent to introduce amendments to the Canada Student Financial Assistance Act and the Canada Student Loans Act to permanently expand the reach of the Canada Student Loan Forgiveness Program to more health care and social services professionals working in rural and remote communities:

Dentists;

Dental hygienists;

Pharmacists;

Midwives;

Teachers;

Social workers;

Personal support workers;

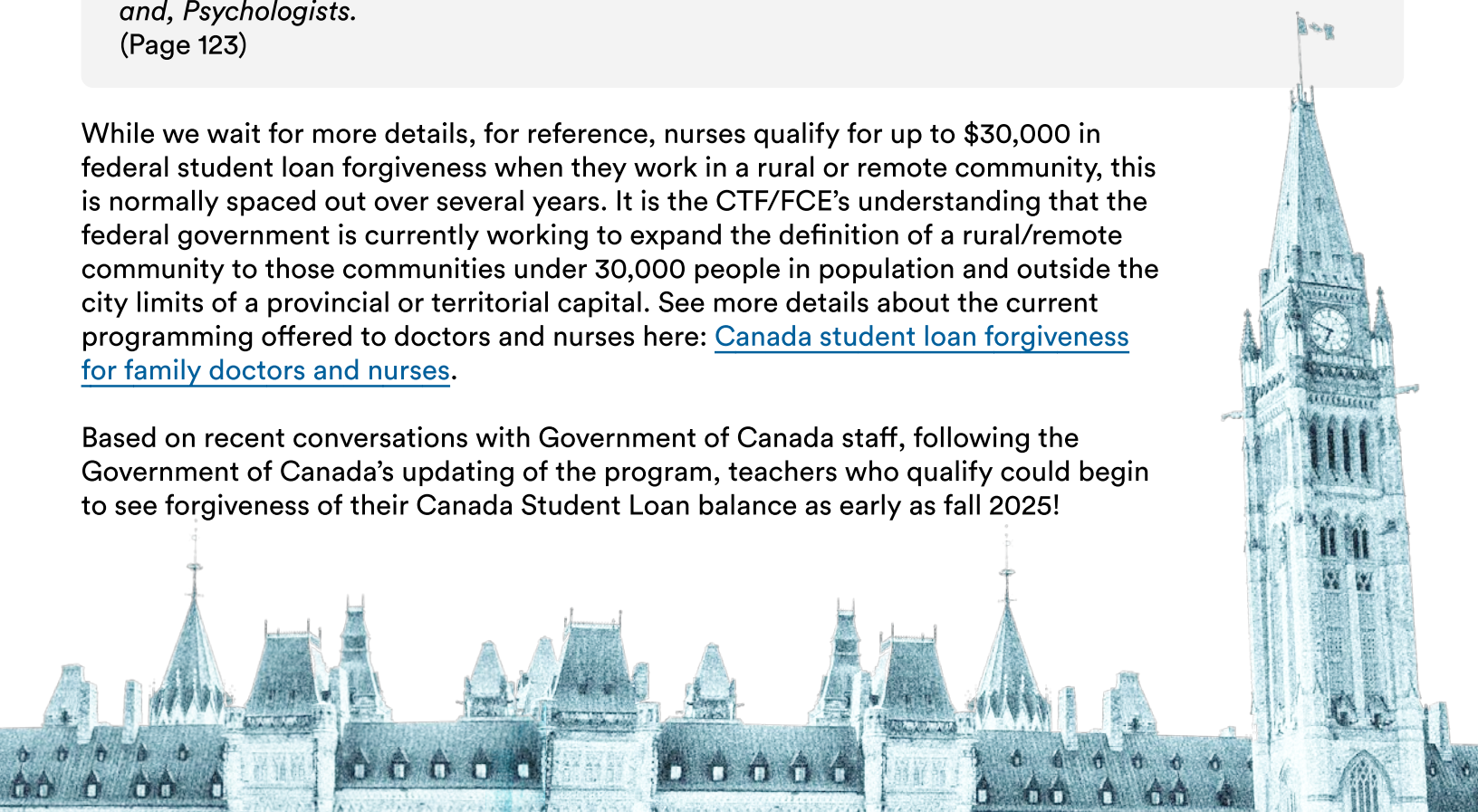
Physiotherapists;

and, Psychologists.

(Page 123)

While we wait for more details, for reference, nurses qualify for up to \$30,000 in federal student loan forgiveness when they work in a rural or remote community, this is normally spaced out over several years. It is the CTF/FCE's understanding that the federal government is currently working to expand the definition of a rural/remote community to those communities under 30,000 people in population and outside the city limits of a provincial or territorial capital. See more details about the current programming offered to doctors and nurses here: [Canada student loan forgiveness for family doctors and nurses](#).

Based on recent conversations with Government of Canada staff, following the Government of Canada's updating of the program, teachers who qualify could begin to see forgiveness of their Canada Student Loan balance as early as fall 2025!



resources

Media Literacy Week Resources

Media Literacy Week 2024 takes place October 21 to 25. This annual national event hosted by [MediaSmarts](#) promotes digital media literacy, with activities and events taking place in classrooms, libraries, museums and community groups from coast to coast to coast.

The Media Literacy Week Teachers' Hub is a new space designed to provide you with plug and play lessons and resources on digital media literacy topics. [Visit the Teachers' Hub here.](#)

Access featured educational resources:

Printable activities

- [A Princess Story \(ages 7-12\)](#): This activity helps kids recognize and ask questions about gender stereotypes. Working with a friend or family member, kids fill in the blanks of a princess story.
- [Just a Joke? \(ages 8-13\)](#): In this activity, kids learn how emojis can be used to show people how they feel when communicating online.

Plug and play lesson

- [Thinking About Hate](#) (Grades 8-10): In this lesson, students develop their critical thinking skills by learning to recognize various types of bad faith arguments, including those that are used by hate mongers to spread misinformation and fuel hatred and intolerance.

The NSTU is a proud supporter of Media Literacy Week.



The Collection Y.E.O.

The Collection is a website resource that showcases over 100+ enrichment opportunities available to high school students across Canada, such as camps, programs, competitions, forums etc.

Our opportunities are high quality, outside of the ordinary, youth tested once in the lifetime experiences. The website is divided into eight categories and provides information on each opportunity such as cost, dates, website, eligibility and location.

Founded by Grade 11 High School Student Ray-Ray Gingras, his hope is that students can use The Collection to find opportunities that fosters learning, enrichment, and community involvement.

The no-cost website is: collectionyeo.com. For more information contact: thecollectionstaff@gmail.com.



CHECK OUT 100+ HIGH SCHOOL ENRICHMENT OPPORTUNITIES

CAMPS | PROGRAMS | INTERNSHIPS | CONTESTS | GRANTS | FORUMS



collectionyeo.com

Leadership 2024 Builds Capacity

The 2024 NSTU Leadership Skills Development Institute, which took place August 14 to 16 at St. F.X. University in Antigonish, provided NSTU leaders an opportunity to learn more about their Union and their respective roles while improving their leadership skills. This is the third year in a row the Institute was held in Antigonish since 2016.

This year's "Leadership" was themed *Building Capacity* and involved some 136 attendees including 45+ 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 hone their leadership ability through presentations, workshops and networking. The curriculum-based program focuses on providing training that enhances members' volunteer roles within the NSTU.



Halifax County Local Executive members Jason Jennings and Suzanne Robland relayed their Local's mobilization rally as part of the Engaging Your Members to ACT for Education session presented by professional services staff officers Angela Murray and Mark Laventure.

New NSTU president Peter Day addressed delegates during the opening session on August 14. "Over the next two days, we'll be sharing, learning, and growing together, not just for our own benefit, but for the benefit of our entire membership—because each and every one of you in this room is a leader in our organization. The NSTU simply wouldn't function without individuals like you who step up to lead," he says.

The opening night session featured a presentation by retired St. F.X. Faculty of Education professor, Joanne Tompkins.



Tompkins was a teacher and principal in Nunavut before her quarter-century career in teacher education at St.FX. She comes from a family steeped in the Antigonish movement, and her father, Ronald Tompkins, was an active NSTU member and former Executive Assistant to Dr. Tom Parker, who was NSTU's Executive Director from 1954 to 1970.

Her presentation, *Growing Leadership Capacity: Embracing Shared Models for Enhanced Inclusivity and Equity* showed delegates NSTU's cultural capacity and cultural competence with a view to continue developing a collaborative organizational culture. "Equity, diversity, inclusion and social justice education have been continuously threaded through my teaching, research and service to the wider community," she says.



Leah Kutcher and Pam Langille are shown presenting a workshop on solidarity in unionism.

A highlight of this year's Leadership Institute was the IDEA (inclusion, diversity, equity, accessibility) Panel with NSTU's executive staff officer, BIPOC Engagement and Advocacy, Wendie Wilson and legal counsel Leah Kutcher.

Their discussion highlighted supporting members by prioritizing equity, diversity, and inclusion. Through a sharing of their own stories and life experiences, they delved into cultural awareness in member representation, advocating for fairness for equity-deserving groups, and addressing systemic barriers to fair access and opportunities.



Leah Kutcher and Wendie Wilson comprised the IDEA Panel

"EDI [equity, diversity, & inclusion] is not transactional, it's transformative," says Kutcher. "We have to disrupt our current systems in order to grow—we need to uproot the status quo."

"Equity is not a destination—it's a journey," says Wilson. "If we think about equity as a place that we actually get to, then we stop doing the work—and this work is messy and can be uncomfortable."

In discussing the dismantling of systemic racism, Wilson reiterates that change needs to come from the inside out. "That's how we change, and we need to have patience to listen to other people's stories, along the way."

Both talked about the importance of authentic diversity, equity and inclusion.

MI'KMA'KI STRONG & NSTU

NSTU's partnership with Mi'kma'ki Strong: Since 2021 the NSTU has worked with Mi'kma'ki Strong through an Orange Shirt Day campaign that elevates awareness of the impact of residential schools in Nova Scotia. By partnering with Mi'kma'ki Strong, the NSTU is playing a part in the Truth and Reconciliation process while engaging 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 shirt was designed by Jonathan Beadle from Pictou Landing First Nation and founder of Mi'kma'ki Strong. The shirt is printed at Pro Design Cresting, in Truro.

Jonathan Beadle explains the thinking behind this year's design: Most of what I knew about Orange Shirt Day was simple—"wear the trending orange shirt to show support." When thinking of this year's design I realized the process could be more about why we show support. While the core of the Orange Shirt Day message is built around the victims of Residential Schools, the origin is equally important. Phyllis Webstad wore an orange shirt to school one day and was stripped of it, Phyllis never got her clothes back, she instead began to believe no one cared—that day would impact Phyllis for life. On September 30th in Phyllis' honour along with the thousands of others—we wear orange because we care. The front of the shirt shows people walking to show support for Orange Shirt Day, the back shares the message that we all care. The front also includes #orangeshirtday to encourage supporters to create awareness on social media.



Where to order: Through Mi'kma'ki Strong:

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

A portion of shirt sales goes to support Sipekne'katik School survivors.

Pewatm'g wantaqo'ti



NSTU & Mi'kma'ki Strong

In celebration of National Truth & Reconciliation Day on September 30, and ongoing reconciliation, the NSTU partners 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 fourth 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://mikumakistrong.com/>

This year's shirt highlights the importance of the origin of Orange Shirt Day. "Phyllis Webstad wore an orange shirt to school one day and was stripped of it, Phyllis never got her clothes back, she instead began to believe no one cared—that day would impact Phyllis for life. On September 30th in Phyllis' honour along with the thousands of others—we wear orange because we care," says Jonathan Beadle, Founder and CEO of Mi'kma'ki Strong. "As a descendant of a survivor, creating pieces like these can be emotional."

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

Tag [#orangeshirtday](#) and [#Mi'kma'kiStrong](#) in your social media feeds on September 30.

"Ultimately it's about allowing people in our spaces as themselves—who they really are," adds Wilson.

"We need to have relationships with people with different perspectives and believe people when they tell us how things are—and actually care," says Kutcher.



NSTU Counsellor Sandra Murray presents her Challenging Conversations workshop.

This is the 15th three-day conference held at St.FX. The Institute enables NSTU members to participate in sessions relative to their individual leadership requirements. Concurrent meet-by-role networking sessions with vice presidents of professional development, communications/PA/PR, secretaries, treasurers, professional association presidents, and Local presidents & RRC Chairs, provided a sharing of responsibilities, challenges and accomplishments with one another facilitated by respective NSTU staff.

This year's Institute, organized by professional learning staff officer Amanda O'Regan-Marchand, featured 14 workshops along with seven networking sessions. These included: Capacity Building/How to run your PA presented by Amanda O'Regan-Marchand, The Culture of the Collective with NSTU legal counsel

Leah Kutcher and professional learning staff officer Pam Langille, and The Path to a TPA with member services staff officer Wally Fiander.



NSTU president Peter Day is shown with Executive Staff Officer Wendie Wilson at the Sheonoroil 50-50 booth at Leadership 2024.

World Teachers' Day

Teachers are the **heartbeat**
of public education

OCTOBER 5, 2024



Journée mondiale des enseignant·es

Le personnel enseignant, **force vitale**
de l'éducation publique

5 OCTOBRE 2024



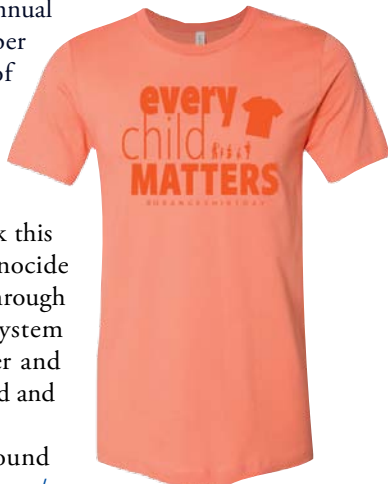
Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

coming events

SEPTEMBER 30

National Day for Truth & Reconciliation

Orange Shirt Day is an annual event held each September 30th in remembrance of the Canadian Residential School system and the impact of this government policy on First Nations. As we mark this day we reflect on the genocide of Indigenous children through the residential school system in Canada and remember and honour those who survived and those who did not.



Some resources are found here: <https://orangeshirtday.org/reconciliation-hub/resources/>

OCTOBER 3

World Teachers' Day Event

In celebration of World Teachers' Day, which takes place yearly on October 5, The Canadian Teachers' Federation (CTF/FCE) invites you to celebrate World Teachers' Day 2024 with a special event on Thursday, October 3, 2024. This event will celebrate, honour and uplift teachers, while also raising public awareness regarding some of the challenges teachers face every day and mobilizing educators and the wider community on these issues.

Event Details:

Date: October 3, 2024

Format: In person and online

Time: 17:00 – 21:30 (ET)

Join CTF/FCE to honour and show appreciation for **the heartbeat of public education – teachers.**

Stay tuned for more details about the event. If you have any questions, please contact CTF/FCE Meeting and Event Planner Cheryl Dourian at cdour@ctf-fce.ca.

OCTOBER

Marine Month

Canadian Geographic Education, in partnership with the Canadian Marine Careers Foundation (CMCF) and its Imagine Marine campaign presents the 2nd annual Marine Month in Canada in October 2024. This national initiative brings marine careers and real-world STEM (science, technology, engineering, and math) field applications to the classroom, celebrating Canada's rich maritime heritage. Marine Month informed and engaged students and educators from coast to coast through live online events, classroom resources and lessons and a \$500 prize contest for participating teachers.

This year's program has been adapted for students in Grades 5 through 12, featuring participating speakers from across the country and the industry, including live virtual presentations and fireside chats. Additionally, an interactive *Kahoot!* game after each presentation reinforces learning and encourages further interest in marine opportunities.

Teachers and school counsellors will have access to interactive resources such as videos, quizzes and online lessons to explore different types of careers, skill sets, responsibilities, and training options with their students before or after the Live Events.

Curriculum-based classroom activities aimed at Grades 5-8 connect science, math, communications, environment, and economics.

Marine Month 2024 introduces a new \$500 cash prize contest for classrooms. Teachers may submit one entry per live event they attend with students, up to three entries total. A randomly selected winner will receive a cheque payable to their school, which can be used to support classroom resources.

For more information on how to participate and to access resources, visit <https://cangeoeducation.ca/en/marine-month> or contact info@cangeoeducation.ca.



Presidential Candidates Expenses — Spring 2024 Election

Candidate Name	Travel (e.g. kilometrage, meals, accommodations etc.)	Other (e.g. printing, promotional)	Total Spent	Maximum Allowable	Total Reimbursed
Peter Day	\$5,831.98	\$888.86	\$6,720.84	\$7,000	\$4,000
Nancie de la Chevotière	\$3,227.83	\$1,009.70	\$4,237.53	\$5,000	\$3,000
Grant Frost	\$2,195.08	\$2,354.61	\$4,549.69	\$5,000	\$3,000
Shawn Hanifen	\$5,390.23	\$1,461.21	\$6,851.44	\$7,000	\$4,000
Michael Kelly	\$4,788.54	\$0	\$4,788.54	\$5,000	\$1,050



nourish FOOD & FILM CHALLENGE

Devour! The Food Film Fest is back! As part of the festival, Nourish Nova Scotia is leading the 2024 Food & Film Challenge. This year's festival theme is:

GAME CHANGERS CHANGEMAKING VISIONARIES

What would you like to see changed with food in the world around you?

Who are the food champions inspiring you?

Are you or someone you know changing the game for food?



Show us what you've got in a short video!



FILMS MUST BE

- Made by children and youth
- Filmed horizontally
- 1-3 minutes in length
- On theme
- Submitted by **October 14 by 5pm**



Head to our website for resources, more information, and to submit your film!

nourishns.ca/filmchallenge



THE BIG PICTURE PROGRAM

Devour! The Food Film Fest, October 21-23, 2024

For the past nine years, Devour! The Food Film Fest and Nourish Nova Scotia have collaborated to bring you THE BIG PICTURE PROGRAM. This educational series of films, designed with schools in mind, sheds light on important topics such as sugar, food waste, and climate change for students of all ages in Nova Scotia. Nearly 4,000 youth in Nova Scotia have attended live in-theatre screenings and engaged in learning activities following the films since the program's inception. Last year, over 500 students participated in this impactful program, which included films and cooking classes.

This year, THE BIG PICTURE PROGRAM will once again be offered at Devour! Studios, featuring a combination of films, post-screening discussions, and hands-on cooking classes to provide a meaningful, activity-based learning experience for students (two hours in duration). The Nourish NS team will facilitate the films, while workshops will be led by Chefs Peter Dewar and Paul Thimot, along with students from the Nova Scotia Community College, as well as Chefs John Higgins and Dario Tomaselli, and students from George Brown Culinary School in Toronto. Sessions with Peter Dewar and John Higgins will be conducted in English, while classes with Paul Thimot will be offered in French.

THE BIG PICTURE PROGRAM is sponsored by Nova Scotia Teachers Union, Nourish Nova Scotia, Nova Scotia Office of Acadian Affairs and Francophonie, Telefilm Canada and NSCC.

The following programs are available:

Program One: *RESPONSIBLE: There Is No Business to Be Done on a Broken Planet*

Recommended for Grades 9-12, offered in French

Session 1: Monday, Oct. 21, Devour! Studios at 360 Main Street, 9:30 a.m. – 11:30 a.m.

Session 2: Tuesday, Oct. 22, Devour! Studios at 360 Main Street, 12:00 p.m. – 2:00 p.m.

Program Two: *The Root of It All*

Recommended for Grades 6-12

Session 1: Monday, Oct. 21, Devour! Studios at 360 Main Street, 12:00 p.m. – 2:00 p.m.

Session 2: Tuesday, Oct. 22, Devour! Studios at 360 Main Street, 9:30 a.m. – 11:30 a.m.

Program Three: *Fungi: Web of Life*

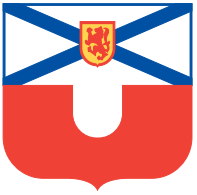
Recommended for Grades 7-12

Devour! Studios at 360 Main Street, 9:30 a.m. – 11:30 a.m.

TO BOOK:

Please note that each session can only accommodate 60 students. The ticket price for the Film & Workshop Bundle is \$5.00 per student. Spaces will fill up quickly, so secure your class soon. Please contact Riley Myers at riley@devourfest.com to make a booking. For further information about these offerings visit:





Collective Agreement Information

The NSTU has successfully negotiated a number of important contractual improvements. New collective agreement language requires us all to be aware and vigilant. Please share this information widely with your colleagues and school administrators.

Time For Organizational Purposes (Article 25.05(i))

Beginning August 2024, teachers are entitled to a minimum of 240 minutes each school year to organize themselves and their classrooms in preparation for the school year. This time must be provided prior to the first instructional day for students and it must be uninterrupted, but not necessarily consecutive. In other words, the employer may schedule the 240 minutes over the 2 workdays that precede students' arrival. Teachers are entitled to determine what professional duties they undertake during this time and the employer cannot mandate meetings or the performance of any particular task.

Two school days for Teachers' professional use (Article 25.05(v))

Beginning this school year, teachers will be scheduled for 2 days per school year to complete professional duties as determined by the teacher, including but not limited to marking, preparation and professional collaboration. Teachers are entitled to determine what professional duties they undertake during this time and the employer cannot mandate meetings or the performance of any particular task. At the beginning of the year teachers should ensure that this time is scheduled into their schools' calendar. These days can be scheduled as half days.

Length of Instructional Day (Letter of Understanding 8)

The employer has agreed not to increase the length of the instructional day during the life of this Teachers' Provincial Agreement. In other words, a school's daily instructional minutes cannot increase (as compared to the school's 2023-24 instructional day) during the life of this collective agreement which expires July 31, 2026.

The NSTU needs teachers to be attentive in monitoring instructional minutes, particularly at the beginning of the school year and at any time where the instructional day may change. **Please immediately report any issue to the NSTU.**

Marking and Preparation Time (Article 59)

How much time should I receive?

The new collective agreement provides that every teacher will receive 15% of their scheduled instructional minutes for time to mark and prepare for classes. To calculate your marking and preparation time, first determine your school's daily number of instructional minutes. Then, multiply the daily instructional minutes by the number of days in one cycle at your school. When you have the total instructional minutes in a cycle, multiply by fifteen percent (0.15) to determine how many minutes of marking and preparation time you should be scheduled for each cycle.

For example, a 5-day cycle with 312 instructional minutes per day has 1 560 instructional minutes per cycle. When 1 560 is multiplied by .15, the result is 234 minutes of marking and preparation time required per cycle.

When can Marking and Preparation time be scheduled?

Marking and Preparation Time can only be scheduled during instructional minutes. It cannot include the 20 minutes prior to the start of the instructional day, your students' lunch break nor the twenty minutes following the end of the instructional day. Marking and preparation time must be scheduled in blocks of at least 30 minutes*. (*Itinerant teachers may have marking and preparation time scheduled in blocks shorter than 30 minutes where the employer has made all reasonable efforts but is unable to schedule it in blocks of at least 30 minutes.)

What can the employer assign me during my Marking and Preparation time?

Teachers are entitled to use their professional judgement as to what work they undertake at school during marking preparation time. The employer cannot schedule meetings or direct that any particular tasks be done during marking and preparation time.

What happens if I lose my Marking and Preparation time?

Where a substitute teacher has not been hired to replace an absent teacher, another teacher can be required to temporarily give up scheduled marking and preparation time to cover. However, the covering teacher and principal should closely keep track when this occurs. Once a teacher has covered for absent teachers for a total of 150 minutes, they can then schedule themselves, in consultation with the principal, to have a half day of marking and preparation time, above and beyond their regularly scheduled marking and preparation time. (Consultation with the principal is for operational reasons to ensure that a substitute is arranged.)

One Day Paid Leave (Article 31.12)

Beginning this school year Article 31- Other Absences provides each teacher with 1 day of paid leave each school year for personal use. A teacher accessing this leave is not required to justify the need for the day or identify what activities they have planned. Teachers are required to appropriately plan for a substitute teacher to work with their students for any day they access this leave. This leave may be denied by the employer, but only where that teacher's presence is an operational requirement for that day. The employer cannot arbitrarily deny the leave, nor can it deny the leave without being able to demonstrate that the teacher's presence would be an operational necessity. Unused personal leave days cannot be carried over to the following school year.

Changes for Substitute teachers Effective August 1, 2024 (Article 32)

The new daily rate for substitute teachers is 75% of an ITC/TC5 Step One divided by 195. For the 2024- 2025 school year that amounts to \$240.06 per school day worked. The number of consecutive days teaching (to replace the same teacher) required for a substitute teacher to be classified as a "regular teacher" has been reduced from 18 days to 10 days.

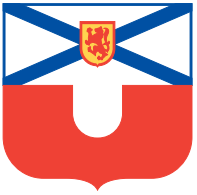
Once classified as a "regular teacher", a substitute teacher;

- is paid the full daily rate corresponding to the substitute teacher's certificate level and experience. This full daily rate is paid retroactive to the first of the 10 consecutive days.
- accumulates paid sick days at the rate of 1 paid sick day for each 10 days taught.
- may access some leave provisions under Article 31- Other Absences.

When a substitute teacher is hired for an anticipated duration of at least 10 days, the substitute teacher is designated as a "regular teacher" and paid at their full rate beginning on the first day.

The employer must take all reasonable steps to ensure that on any given day, no fully qualified substitute teacher is available for work before hiring a non-certified substitute teacher.

Please share this information widely and please contact NSTU (1-800-565-6788) if you have questions or require support in implementing the collective agreements.



Renseignements sur la convention collective

Le NSTU a négocié avec succès plusieurs améliorations importantes à la convention. La nouvelle formulation de la convention collective exige de nous tous d'en être informés et de faire preuve de vigilance. Veuillez diffuser cette information à vos collègues et à vos administrateurs scolaires.

Temps à utiliser à des fins d'organisation (alinéa 25.05(i))

À compter d'août 2024, les enseignants ont droit à un minimum de 240 minutes chaque année scolaire pour s'organiser ainsi que leurs classes dans le cadre de la préparation pour l'année. Ce temps doit être accordé avant la première journée d'enseignement pour les élèves et être ininterrompu, mais pas nécessairement de façon consécutive. En d'autres mots, l'employeur peut planifier ces 240 minutes sur les deux jours de travail qui précèdent l'arrivée des élèves. Les enseignants ont le droit de déterminer les tâches professionnelles qu'ils accompliront durant cette période et l'employeur ne peut exiger d'eux la présence à des réunions obligatoires ni aucune tâche particulière.

Deux (2) journées d'école réservées à l'usage professionnel des enseignants (alinéa 25.05(v))

À compter de la présente année scolaire, deux (2) journées par année scolaire seront prévues pour que les enseignants puissent effectuer des tâches professionnelles qu'ils définissent eux-mêmes, y compris, mais sans s'y limiter, la correction, la préparation et la collaboration professionnelle. Les enseignants ont le droit de déterminer les tâches professionnelles qu'ils accompliront durant cette période et l'employeur ne peut exiger d'eux la présence à des réunions obligatoires ni aucune tâche particulière. Au début de l'année, les enseignants devraient veiller à ce que ces journées soient prévues dans leur calendrier. On peut planifier ces journées à raison de demi-journées.

Durée de la journée d'enseignement (lettre d'entente 8)

L'employeur a convenu de ne pas augmenter la longueur de la journée d'enseignement pendant la durée de Convention collective provinciale des enseignants. En d'autres mots, le nombre quotidien de minutes d'enseignement d'une école ne peut pas augmenter (comparativement à la journée d'enseignement de l'année scolaire 2023-2024) pendant la durée de cette convention collective, qui expire le 31 juillet 2026.

Le NSTU demande aux enseignants de porter attention à leurs minutes d'enseignement, surtout au début de l'année scolaire et à toute période de l'année où la journée d'enseignement est susceptible d'être modifiée. Veuillez signaler sans délai toute problématique au NSTU.

Temps pour la préparation et la correction (article 59)

Combien de temps devrait m'être accordé?

La nouvelle convention collective stipule que tous les enseignants obtiendront 15 % de leurs minutes d'enseignement planifiées en temps accordé aux fins de correction et de préparation pour leurs classes. Afin de calculer votre temps pour la préparation et la correction, commencez par établir le nombre quotidien de minutes d'enseignement dans votre école. Puis, multipliez le nombre quotidien de minutes d'enseignement par le nombre de jours dans un cycle à votre école. Lorsque vous aurez obtenu le nombre total de minutes d'enseignement par cycle, multipliez ce nombre par 15 % (0,15) afin d'établir le nombre de minutes qu'on doit planifier pour la préparation et la correction à chaque cycle.

Par exemple, un cycle de cinq (5) jours comptant 312 minutes d'enseignement par jour correspond à 1 560 minutes d'enseignement par cycle. Lorsqu'on multiplie 1 560 par 0,15, on obtient 234 minutes pour la préparation et la correction par cycle.

Quand peut-on planifier le temps pour la préparation et la correction?

On peut uniquement planifier le temps pour la préparation et la correction durant les minutes d'enseignement. Cela ne peut pas comprendre les 20 minutes qui précèdent le début de la journée d'enseignement, ni la période de repas de vos élèves, ni les 20 minutes qui suivent la fin de la journée d'enseignement. On doit prévoir à l'horaire le temps pour la préparation et la correction par blocs d'au moins 30 minutes*. (*Les enseignants itinérants peuvent disposer de blocs planifiés de moins de 30 minutes pour leur préparation et leur correction lorsque l'employeur a fait tous les efforts raisonnables et n'est pas en mesure de planifier des blocs d'au moins 30 minutes.)

Quelles tâches l'employeur peut-il m'attribuer durant mon temps pour la préparation et la correction?

Les enseignants ont le droit d'utiliser leur jugement professionnel par rapport aux tâches qu'ils accomplissent durant le temps pour la préparation et la correction. L'employeur ne peut pas planifier de réunions ni demander l'exécution de toute tâche en particulier durant le temps pour la préparation et la correction.

Que se passe-t-il si je perds mon temps pour la préparation et la correction?

Lorsqu'on n'embauche pas d'enseignant-e suppléant-e pour remplacer un-e enseignant-e absent-e, un-e autre enseignant-e peut être tenu-e de renoncer temporairement à une période prévue de préparation et de correction afin d'assumer ses fonctions. Cependant, l'enseignant-e qui procède au remplacement et le/la directeur-trice devraient prendre bonne note d'une telle situation. Lorsqu'un-e enseignant-e a remplacé des enseignants absents pendant un total de 150 minutes, il/elle peut planifier, en consultation avec le/la directeur-trice, une demi-journée à consacrer à de la préparation et à de la correction, en sus et au-delà de sa période habituellement prévue pour ces tâches. (Pour des raisons opérationnelles, dans le but de prévoir une suppléance, on doit consulter le/la directeur-trice.)

Un jour de congé payé (paragraphe 31.12)

À compter de la présente année scolaire, l'article 31 – Autres absences accorde à chaque enseignant-e un (1) jour de congé payé par année scolaire pour usage personnel. L'enseignant-e qui se prévaut de ce congé n'est pas tenu-e d'en justifier la raison ni d'indiquer les activités qu'il/elle a prévues. Les enseignants sont tenus de procéder à la planification adéquate relative au travail d'un-e enseignant-e suppléant-e avec leurs élèves pour toute journée durant laquelle ils prennent ce congé. L'employeur peut refuser ce congé, mais seulement lorsque les besoins opérationnels pour cette journée-là exigent la présence de l'enseignant-e. L'employeur ne peut pas refuser arbitrairement la demande de congé ni la refuser sans être en mesure de prouver la nécessité opérationnelle de la présence de cet-te enseignant-e. Les jours de congé personnel inutilisés ne peuvent pas être reportés à l'année scolaire suivante.

Modifications relatives aux enseignants suppléants entrant en vigueur le 1^{er} août 2024 (article 32)

Le nouveau taux d'une pleine journée pour les enseignants suppléants correspond à 75 % du montant de l'échelon 1 des classes salariales CAP1/CAP5 divisé par 195. Pour l'année scolaire 2024-2025, cela équivaut à 240,06 \$ par journée d'école travaillée. On a réduit de 18 jours à 10 jours le nombre de jours d'enseignement consécutifs (pour remplacer le/la même enseignant-e) exigé pour qu'on classe un-e enseignant-e suppléant-e comme un-e « enseignant-e régulier-ère ».

Lorsqu'un-e enseignant-e suppléant-e obtient la classification d'« enseignant-e régulier-ère », il/elle :

- est rémunéré-e au taux d'une pleine journée qui correspond à son niveau de certification et à son expérience. Cette rémunération au taux d'une pleine journée est versée de façon rétroactive dès la première des dix journées consécutives;
- cumule des jours de congé de maladie correspondant à un jour de congé de maladie payé par dix jours enseignés;
- peut se prévaloir de certaines des dispositions relatives aux congés de l'article 31 – Autres absences.

Lorsqu'un-e enseignant-e suppléant-e est embauché-e pour une période prévue d'au moins dix jours, il/elle est désigné-e comme un-e « enseignant-e régulier-ère » et est rémunéré-e au taux d'une pleine journée dès le premier jour.

L'employeur doit prendre toutes les mesures raisonnables pour s'assurer qu'aucun-e enseignant-e suppléant-e pleinement qualifié-e n'est disponible avant de procéder à l'embauche d'un-e enseignant-e suppléant-e non certifié-e.

Veillez diffuser à grande échelle cette information et communiquer avec le NSTU (1-800-565-6788) pour toute question ou demande d'aide relatives à la mise en œuvre des conventions collectives.

2024 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 25



Online Registration

Opens – Monday, Sept 16

Closes – Friday, October 11

(no refunds after October 11)

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

An NSTU email address is NOT required for registration. Members may register utilizing any email address. (NSTU Webmail accounts will be retired and active only until July 18, 2025)

Association des enseignantes et enseignants acadiens (AEA)

Theme *La résilience : un pilier incontournable*
Location École secondaire de Par-en-Bas et virtuel
Fees NSTU Members: \$100.00
 Substitutes: \$60.00
 Pre-Service Teachers: \$50.00
 Retirees: \$60.00
 Affiliates/Other: \$75.00
Contact Stephanie MacLean
 aeaconference@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
 Retirees: \$40.00
 Affiliates/Other: \$40.00
Contact Jessica Gooara
 jamaddison@nstu.ca

Art Teachers Association (ATA)

Theme *Artful Minds*
Location Halifax: Sackville High School;
 Cape Breton: Centre for Craft & Design
Fees NSTU Members: \$100.00
 Substitutes: \$60.00
 Pre-Service: \$60.00
 Retirees: \$60.00
 Affiliates/Other: \$60.00
Contact Jessie Tasker
 ATA.NSTU@gmail.com

Association of Teachers of Exceptional Children (ATEC)

Theme *Teaching the Whole Child*
Location Scotiabank Theatre Halifax (Bayers Lake)
Fees NSTU Members: \$100.00
 Substitutes: \$80.00
 Pre-Service: \$60.00
 Retirees: \$80.00
 Affiliates/Other: \$100.00
Contact Evan Critchley
 atecconference@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme *How to Make A Non-Readers Obsolete! & Strategies that Foster Independence and Boost Stamina*
Location Lighthouse Art Center
Keynote Two 1/2 day sessions with Berit Gordon
Fees NSTU Members: \$100.00
 Substitutes: \$75.00
 Pre-Service: \$75.00
 Retirees: \$75.00
 Affiliates/Other: \$100.00
Contact Liam Timmons
 atensconference@nstu.ca

Association of Teachers of Young Adolescents (ATYA)

Theme *ATYA Best!*
Location Riverside Education Centre, 6 Riverside Drive, Milford, NS, B0N1Y0
Keynote Lee Anne Arseneault
Fees NSTU Members: \$95.00
 Substitutes: \$85.00
 Pre-Service: \$85.00
 Retirees: \$95.00
 Affiliates/Other: \$95.00
Contact Mary Barrington George
 atyapresident@gmail.com

Business Education Teachers Association (BETA)

Theme *Pulling back the curtain: The Business of Entertainment!*
Location Yuk Yuk's Halifax, Basement of the Shoe Shop
Keynote Francois Weber: Owner Yuk Yuk's comedy club/Fine Arts Teacher HRCE
Fees NSTU Members: \$100.00
 Substitutes: \$100.00
 Pre-Service: \$80.00
 Retirees: \$80.00
 Affiliates/Other: \$100.00
Contact Danielle LeBlanc beta@nstu.ca

Career & Technology Educators Association of NS (CTEANS)

Theme *Growing Trades and Careers*
Location West Bedford High School
Keynote Instead of a Keynote, we will be having

a trades showcase with vendors and organizations from across Nova Scotia setting up booths!
Fees NSTU Members: \$100.00
 Substitutes: \$20.00
 Pre-Service: \$20.00
 Retirees: \$20.00
 Affiliates/Other: \$20.00
Contact Andrew Seymour
 agseymour@nstu.ca

Education Drama Association of Nova Scotia (EDANS)

Theme *Dramatize me!*
Location Woodlawn High School, 31 Woodlawn Rd, Dartmouth, NS B2W 2R7
Keynote Daniel MacIvor, acclaimed Nova Scotian artist and Governor General's award winner
Fees NSTU Members: \$85.00
 Substitutes: \$55.00
 Pre-Service: \$55.00
 Retirees: \$45.00
 Affiliates/Other: \$85.00
Contact Jenn Priddle
 jennpriddle@nstu.ca

Family Studies Teachers Association (FSTA)

Theme *Back to Basics*
Location Northeast Kings Education Centre
Fees NSTU Members: \$85.00
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Affiliates/Other: \$50.00
Contact Kyla Fudge fstaconference@nstu.ca

Mathematics Teachers Association (MTA)

Theme *Mathematics Illuminated*
Location Charles P. Allen High School
Keynote Keynote Speakers: Dr. Jennifer Bay-Williams and Dr. John Irving
Fees NSTU Members: \$90.00
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Affiliates/Other: \$90.00
Contact Erick Lee mtaconference@nstu.ca

NO ONSITE REGISTRATION
Register Early!

2024 NSTU Professional Associations Conferences

FRIDAY, OCTOBER 25



Online Registration

Opens – Monday, Sept 16

Closes – Friday, October 11

(no refunds after October 11)

Please bookmark this page for reference



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

Theme *Disability Justice*
Location JL Ilsley High School
Keynote A panel of disabled teachers, students, and community members
Fees NSTU Members: \$85.00
 Substitutes: \$45.00
 Pre-Service: \$45.00
 Retirees: \$45.00
 Affiliates/Other: \$85.00
Contact Quinn Kloppenburg
 qkloppenburg@nstu.ca

Nova Scotia Language Teachers Association (NSLTA)

Theme *The Language of Reconciliation*
Location Malcom Munroe Memorial Middle School, 35 Phillip St, Sydney River, NS B1S 1M8
Keynote Dr. Erin Keith (she/her) is an Assistant Professor at Cape Breton University
Fees NSTU Members: \$90.00
 Substitutes: \$50.00
 Pre-Service: \$70.00
 Retirees: \$50.00
 Affiliates/Other: \$90.00
Contact Caroline Higgins
 nsltaconference@nstu.ca

Nova Scotia Music Educators Association (NSMEA)

Theme *Empowering Musicians*
Location Lockview High School
Keynote Crys Matthews
Fees NSTU Members: \$100.00
 Substitutes: \$60.00
 Pre-Service: \$15.00
 Retirees: \$60.00
 Affiliates/Other: \$60.00
Contact Tammy Landry
 nsmeaconference@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme *Pathways to Wellness*
Location Citadel High School
Keynote We have 2 and will fill more in on the Conference Program Information Form
Fees NSTU Members: \$105.00
 Substitutes: \$65.00
 Pre-Service: \$65.00

Retirees: \$65.00
 Affiliates/Other: \$105.00

Contact see conference webpage

Nova Scotia Teachers Association for Literacy and Language (NSTALL)

Theme *Engagement through Collaboration*
Location Cobequid Educational Centre, Truro
Fees NSTU Members: \$85.00
 Substitutes: \$45.00
 Pre-Service: \$45.00
 Retirees: \$45.00
 Affiliates/Other: \$45.00
Contact Tammi Cox-Jardine
 nstall@nstu.ca

Primary Elementary Teachers Association (PETA)

Theme *Empowering Minds Through Writing, Joy, and Positivity*
Location Cedar Event Centre
Keynote Adrienne Gear (Reading and Writing Power Author) & Big Daddy Tazz - (Comedian and Motivational Speaker)
Fees NSTU Members: \$100.00
 Substitutes: \$80.00
 Pre-Service: \$80.00
 Retirees: \$80.00
 Affiliates/Other: \$80.00
Contact see conference webpage

Psychologists in Schools Association (PISA)

Theme *The impact of social media on the developing brain...*
Location Mount Saint Vincent University
Keynote Dr. Emma Duerden, PhD Assistant Professor and Tier 2 CIHR CRC in Neuroscience and Learning Disorders
Fees NSTU Members: \$100.00
 Substitutes: \$80.00
 Pre-Service: \$80.00
 Retirees: \$80.00
 Affiliates/Other: \$80.00
Contact Pamela Blotnicky
 pisaconference@nstu.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme *Day 1: Executive Function: More than Just Attention*
Location Best Western Plus, 15 Spectacle Lake Dr, Dartmouth, NS
Fees NSTU Members: \$140.00
 Substitutes: \$120.00
 Pre-Service: \$120.00
 Retirees: \$100.00
 Affiliates/Other: \$120.00
Contact Jenny Rafuse
 spaaconference@nstu.ca

Theme Day 2: Writing: A Heavy Executive Function Demand

Location Best Western Plus, 15 Spectacle Lake Dr, Dartmouth, NS
Fees NSTU Members: \$90.00
 Substitutes: \$75.00
 Pre-Service: \$75.00
 Retirees: \$70.00
 Affiliates/Other: \$75.00
Contact Jenny Rafuse
 spaaconference@nstu.ca

Social Studies Teachers Association (SSTA)

Theme *Charting our Course: Mapping Social Studies for Modern Learners*
Location SMU
Keynote TBD
Fees NSTU Members: \$100.00
 Substitutes: \$50.00
 Pre-Service: \$50.00
 Retirees: \$50.00
 Affiliates/Other: \$50.00
Contact Holly Schaller
 sstaconference@nstu.ca

Teachers Association for Physical and Health Education (TAPHE)

Theme *Building Community Through PHE*
Location Northumberland Regional High School
Fees NSTU Members: \$90.00
 Substitutes: \$35.00
 Pre-Service: \$35.00
 Retirees: \$35.00
 Affiliates/Other: \$35.00
Contact Laura Wilson
 tapheconference@nstu.ca

NO ONSITE REGISTRATION
Register Early!



Welcome to the world of teaching!

It is the beginning of another school year! We hope that you had a great summer and had a chance to spend some quality time with your friends and families!

With the 2024-2025 school year upon us, your NSTU Group Insurance Trustees would like to take this opportunity to remind all new members that you need to apply for your Total Care Medical and Total Care Dental Benefits as they are not automatic. Below you will find some important information and deadlines regarding the Medical and Dental plans.

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.

Total Care Dental – Important Deadlines and Premiums

- New members who are in a contract prior to October 1st must contact Johnson Inc. and enroll no later than October 15th.
- New members who secure a contract after October 1st must enroll within 31 days of the start date of their contract.
- 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.

	Monthly Dental Premium	Member Monthly Dental Cost
Single	\$53.28	\$23.04
Family	\$112.73	\$48.80

For information on the above, or for any questions with respect to your NSTU Group Insurance coverage, please do not hesitate to contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).

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/>.

Student Mental Health & Wellness Grant

Purpose
The NSTU Group Insurance Trustees, with support from Johnson Incorporated, will fund innovative projects that support the mental health and well-being of students in the schools across Nova Scotia.

Deadline
October 15

Grant Amount
Up to \$600 each.

Eligibility
Open to term, probationary and permanent members of the NSTU or PSAANS.

For more information:
<https://nstuinsurance.ca/grants/student-mental-health-and-wellness-grant/>

NSTU GROUP INSURANCE TRUST

Santé mentale et bien-être des élèves

Objet
Les fiduciaires d'assurance collective de la NSTU, avec le soutien de Johnson Assurance, financent des projets novateurs qui soutiennent la santé mentale et le bien-être des élèves dans les écoles de la Nouvelle-Écosse.

Date limite
Le 15 octobre.

Montant de la subvention
Jusqu'à 600 \$ chacun.

Admissibilité
Offert aux membres à durée déterminée, probatoire, et permanents du NSTU ou du AAEPNE.

Pour de plus amples renseignements:
<https://nstuinsurance.ca/grants/student-mental-health-and-wellness-grant/>

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NOVA SCOTIA TEACHERS UNION

2024 – 2025 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 21, 2024.**

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Taunya Pynn Crowe, Chair, Secretary-Treasurer, **Thérèse Forsythe**, Kings, 2025, **Crystal Patterson**, Halifax County, 2026, **Phil Samson**, Richmond, 2026, **Sharon Midwinter**, Executive Member, **Steve Brooks**, Executive Director, NSTU, **Janine Kerr**, Assistant Executive Director, NSTU, **Melanie Waye**, Financial Officer, NSTU, **Peter Day**, President, NSTU

GOVERNANCE & POLICY COMMITTEE

Peter Day, NSTU President, **Melissa Deveau**, Annapolis Region, **Kim Dunning**, Cape Breton-Victoria Region, **Myla Borden**, Chignecto Region, **Mark Savoury**, Halifax Region, **Sarah Tutty**, South Shore Region, **Janet O'Brien**, Strait Region, **John MacKinnon**, Tri-County Region, **Andrew McCara**, APSEA, **Line Murphy**, CSANE, **Steve Brooks**, Executive Director, **Louis Robitaille**, NSTU Staff Liaison

NOMINATING COMMITTEE

Duncan Cameron, Halifax County, **Nancie de la Chevotière**, Halifax City, **Paula Landry**, Inverness-Richmond, **Janet O'Brien**, Antigonish-Guysborough, **Taunya Pynn Crowe**, Colchester-East Hants, Secretary-Treasurer, **Steve Brooks**, Executive Director, **Peter Day**, NSTU President

PERSONNEL COMMITTEE

Sarah Tutty, Chair, 2nd Vice-President, **Myla Borden**, Pictou, **Duncan Cameron**, Halifax County, **Ryan Lutes**, Past-President, **Steve Brooks**, Executive Director, **Peter Day**, NSTU President

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Mindy Boudreau, North-East, Chair, 2025, **Ian LeBlanc**, South-West, 2025, **Justin Nsanjabera**, Central, 2026, **Janika Moser**, Central, 2027, **TBA**, 2026, **Georgette Samson**, Executive Member, **Amanda O'Regan-Marchand**, NSTU Staff Liaison

CURRICULUM COMMITTEE

Michael Carrigan, Chair, Cape Breton District, 2025, **Stephanie Nagy**, Kings, 2025, **Erica Ans**, Halifax County, 2026, **Melissa Gordon**, CSANE, 2026, **Kasi Humber**, Colchester-East Hants, 2026, **Georgette Samson**, Executive Member, **Pam Langille**, NSTU Staff Liaison

EQUITY COMMITTEE

Crystal Randell, Chair, Colchester-East Hants, 2025, **Jacqueline Durnford**, Halifax County, 2025, **Sandy Veinot**, Kings, 2025, **Quinn Kloppenburg**, Halifax City, 2026, **Nadia Lamrani-Darwish**, Kings, 2026, **Holly Schaller**, Cape Breton District, 2026, **Myla Borden**, Executive Member, **Wendie Wilson**, NSTU Staff Liaison

MEMBER ECONOMIC WELFARE, HEALTH & SAFETY AND WORKING CONDITIONS COMMITTEE

Jo-Leigh MacPhee, Chair, First Vice-President, **Peter Murphy**, Cape Breton District, 2025, **Joanne Richardson-Landry**, Kings, 2025, **Heather Campbell**, Inverness, 2026, **Ryan Locke**, Halifax City, 2026, **John Maccoomb**, Dartmouth, 2026, **Ben Sichel**, Executive Member, **Tim MacLeod**, NSTU Staff Liaison

POLITICAL ACTION & PUBLIC RELATIONS COMMITTEE

Mai-Ling Storm, Chair, Lunenburg County, 2026, **Shelly Bembridge**, Halifax County, 2025, **Curt Crane**, Colchester-East Hants, 2025, **Carol Ann MacMaster**, Cape Breton District, 2025, **Lynette Babin**, Antigonish, 2026, **Nigel Tinker**, Annapolis, 2026, **Line Murphy**, Executive Member, **Vera Ryan**, Executive Member, **Angela Murray**, NSTU Staff Liaison, **Mark Laventure**, NSTU Staff Liaison

PROFESSIONAL DEVELOPMENT COMMITTEE

Jennifer Moriarty, Chair, Halifax County, 2025, **Marilyn MacDougall**, Northside-Victoria, 2025, **Deidra Peverill**, Halifax County, 2025, **Sarah Baldwin-Penny**, Queens, 2026, **Lauren Slaunwhite**, Kings, 2026, **Sarah Slaunwhite**, Digby, 2026, **Janet O'Brien**, Executive Member, **Amanda O'Regan-Marchand**, NSTU Staff Liaison

STATUS OF WOMEN COMMITTEE

Christine Emberley, Chair, Halifax County, 2025, **Sunita Pinet**, Halifax City, 2025, **Alicia Tingley**, Colchester-East Hants, 2025, **Danielle LeBlanc**, Kings, 2026, **Bernice MacNeil**, Cape Breton District, 2026, **Leigh-Anne Rizzo-Baker**, Cape Breton District, 2026, **Rachelle MacIsaac**, Executive Member, **Pam Langille**, NSTU Staff Liaison

SUBSTITUTE TEACHERS COMMITTEE

Sean McLennon, Chair, Colchester-East Hants, 2025, **Leah Gillis**, Halifax County, 2025, **Dan Bunbury**, Northside-Victoria, 2026, **Christina Grant**, Cape Breton District, 2026, **Desiree Trott**, Dartmouth, 2026, **Ben Sichel**, Executive Member, **Tim Macleod**, NSTU Staff Liaison

OTHER COMMITTEES

DISCIPLINE COMMITTEE

Vivianne Abdallah, Dartmouth, 2025, **Tara Arseneau**, Dartmouth, 2026, **Ben Drew**, Yarmouth, 2026, **Sheila Hawley**, Inverness, 2027, **Yvonne LaPierre**, Halifax County, 2027, **Janine Kerr**, NSTU Staff Liaison

DISTRIBUTED LEARNING COMMITTEE

Colleen Scott, Chair, Colchester-East Hants, 2025, **Claire Patrice Neville-Martin**, Cape Breton District, 2026, **Eliza Abbass**, Pictou, 2027, **Simon Wilkin**, NSTU Staff Liaison

INSURANCE TRUSTEES

Joel Chiasson, Chair, Cape Breton-Victoria Region, 2027, **Karen Nottage**, Annapolis Region, 2026, **Janie Lumsden**, Strait Region, 2028, **Wade VanSnick**, Chignecto Region, 2029, **Byron Butt**, South Shore/Tri-County Region, 2029, **Krissy Brewer**, Halifax Region, 2030, **Bruce Spares**, NSCC, **Sherman England**, EECD, **Andrew Coates**, EECD, **Kyle Marryatt**, NSTU Staff Liaison, **Paul Boudreau**, NSTU Staff Liaison

PROFESSIONAL ASSOCIATIONS COORDINATING COMMITTEE

Andrew Gosney, Chair, NSSCA, 2026, **Jennifer Eisner**, PETA, 2025, **Scott MacKinnon**, ATYA, 2026, **Dionne Reid**, BETA, 2026, **Steven Corbett**, SSTA, 2027, **Meghan MacNeil**, SPAA, 2027, **Jemita Buchanan**, Executive Member, **Amanda O'Regan-Marchand**, NSTU Staff Liaison

PROFESSIONAL COMMITTEE

Heather Coulter, Pictou, 2025, **Joseph MacIsaac**, Halifax County, 2025, **Kent Fraser**, CSANE, 2026, **Colleen Scott**, Colchester-East Hants, 2026, **Tim Cress**, Richmond, 2027, **Chad Warren**, Yarmouth, 2027, **Janine Kerr**, NSTU Staff Liaison

PDAF

Jyl Boyle, Antigonish, 2026, **Laura Lambie**, Halifax City, 2027, **Lael Radkey**, Dept. of Education, **Eric Therrien**, CSAP, **Amanda O'Regan-Marchand**, NSTU Staff Liaison

RESOLUTIONS COMMITTEE

Line Murphy, Chair, Executive Member, **Sarah Hillier**, Lunenburg County, 2025, **Jason Jennings**, Halifax County, 2025, **Stephen Bradford**, Cumberland, 2026, **Tracy MacIsaac**, Inverness, 2026, **Louis Robitaille**, NSTU Staff Liaison

SHEONORAIL BOARD OF DIRECTORS

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

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

Permanent HRCE Elementary Teacher looking for one year job exchange (potentially longer) with teacher in CBVRCE. French qualified. Possible housing swap. Contact: Hrcetocbce@gmail.com

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

The deadline for the October issue of The Teacher is October 11

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

The John Huntley Memorial Internship Program

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

**October 1, February 1
& April 1.**

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

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



Nova Scotia Teachers Union

2024-2025 NSTU RETIREMENT SEMINARS SCHEDULE

DATE	REGION	LOCATION
October 2-3, 2024	CCRCE	Super 8 Hotel – Amherst
October 9-10, 2024	TCRCE	Rodd Grand – Yarmouth
October 16-17, 2024	CBVRCE	Holiday Inn Waterfront - Sydney
October 22-23, 2024	HRCE	Halifax Tower Hotel – Halifax
October 29-30, 2024	AVRCE	Old Orchard Inn – Greenwich
November 5-6, 2024	CCRCE	Pictou County Wellness Centre – Stellarton
November 13-14, 2024	HRCE	Halifax Tower Hotel – Halifax
November 19-20, 2024	SSRCE	Best Western Plus – Bridgewater
December 3-4, 2024	CCRCE	Best Western Glengarry – Truro
December 11-12, 2024	SRCE	To be confirmed
January 14-15, 2024	HRCE	Sandman Signature Hotel – Dartmouth Crossing
February 25-26, 2025	HRCE	Sandman Signature Hotel – Dartmouth Crossing

Information from the



Nova Scotia Teachers Union

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 From www.sheonorail.nstu.ca.

Our Mandate

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

Our purpose

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

Our Pledge

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

PROJECT APPLICATION MAILING ADDRESS

Sheonorail Foundation Project Review Committee
3106 Joseph Howe Drive, Halifax, NS B3L 4L7

DEADLINES

November 8, 2024
April 11, 2025

SHEONORAIL FOUNDATION