



Teachers vote 92 per cent in favour of tentative agreement

On April 18, NSTU public school members ratified the tentative agreement reached between the Nova Scotia Teachers Union and the provincial government on April 5, voting 92 per cent in favour. This has been the highest vote in favour of a tentative agreement in over two decades.

“Our members have voted overwhelmingly in favour of this agreement,” says NSTU president Shelley Morse. “The diligent work of the bargaining team and this vote result indicate it’s a fair and reasonable contract for public school teachers in the province.”

In the province-wide electronic vote, 73 per cent of teachers voted on the tentative deal. The contract will give teachers a salary increase of 7.5 per cent (7.7 compounded) over three years, with two per cent increase effective August 1, 2012, a 2.5 per cent increase on August 1, 2013, and 3 per cent increase on August 1, 2014. The contract will expire on July 31, 2015.

The agreement also includes a Letter of Commitment that maintains existing class sizes for Grades Primary to 3 for the duration of the collective agreement. “Class size and composition continues to be a daunting issue for our members,” says Morse. “We are hopeful class caps for other grades will come into effect soon.”

An increase to Individualized Program Plans (IPPs) will mean that boards will have more funding for substitutes so teachers will have more time to attend program planning team meetings and prepare IPPs for students with special needs during the school day. The new contract also sees all teachers in the province receiving a guaranteed 10 per cent minimum of marking and preparation time, effective August 1, 2014.

“Demands on teachers’ time continues to be an issue for our members,” says Shelley Morse. “Guaranteed marking and prep time and more time to deal with children with special needs through IPP planning time during the school day will be a start in alleviating this issue.”

The previous teachers’ contract expired on July 31, 2012. The Department of Education and Early Childhood Development has informed the NSTU that public school members’ retroactive pay will be paid by the end of June 2013 on a regular scheduled pay date, not in a separate cheque. Since taxes are paid on the salary a member receives in a taxation year there will be no tax difference if it is paid on a regular cheque or a separate cheque.

The NSTU continues to negotiate a new contract for Community College members. The most recent rounds of bargaining took place April 8 and 9. Upcoming negotiating days are schedule for May 2 and 3.

Poll Results by Local for Teachers’ Provincial Agreement Ratification Vote April 18

| Local | Region | Accept | Reject | Total | Eligible Voters | % of Voter Turnout |
|-----------------------|-------------|--------|--------|-------|-----------------|--------------------|
| Annapolis | Valley | 112 | 5 | 117 | 169 | 69.23% |
| Antigonish | Strait | 153 | 5 | 158 | 202 | 78.22% |
| Cape Breton | CB-Victoria | 490 | 132 | 622 | 792 | 78.54% |
| Colchester-East Hants | Chignecto | 562 | 22 | 584 | 788 | 74.11% |
| CSANE | CSANE | 313 | 17 | 330 | 407 | 81.08% |
| Cumberland | Chignecto | 212 | 17 | 229 | 301 | 76.08% |
| Dartmouth | Halifax | 353 | 38 | 391 | 695 | 56.26% |
| Digby | Tri-County | 83 | 2 | 85 | 123 | 69.11% |
| Guysborough | Strait | 90 | 4 | 94 | 91 | 103.30% |
| Halifax City | Halifax | 476 | 73 | 549 | 941 | 58.34% |
| Halifax County | Halifax | 1412 | 141 | 1553 | 2026 | 76.65% |
| Hants West | Valley | 141 | 7 | 148 | 177 | 83.62% |
| Inverness | Strait | 150 | 9 | 159 | 197 | 80.71% |
| Kings | Valley | 433 | 14 | 447 | 610 | 73.28% |
| Lunenburg County | South Shore | 303 | 16 | 319 | 434 | 73.50% |
| Northside-Victoria | CB-Victoria | 244 | 25 | 269 | 299 | 89.97% |
| Pictou | Chignecto | 340 | 15 | 355 | 450 | 78.89% |
| Queens | South Shore | 76 | 6 | 82 | 116 | 70.69% |
| Richmond | Strait | 58 | 8 | 66 | 74 | 89.19% |
| Shelburne | Tri-County | 101 | 3 | 104 | 145 | 71.72% |
| Yarmouth | Tri-County | 148 | 9 | 157 | 239 | 65.69% |



people

Joan Ling appointed as new executive director

First woman to hold post in NSTU history

Joan Ling, executive staff officer, Pension Benefits and Services will become the next executive director of the Nova Scotia Teachers Union, effective August 1, 2013, and is the first woman in the NSTU's 118-year history to hold the top job.

"I look forward to continuing to serve the members of the Nova Scotia Teachers Union in my new capacity as executive director," says Ling.

Ling joined the NSTU staff on August 1, 2000, working in member services including contract interpretation, benefit administration, negotiations, grievances, pensions and working with NSTU Locals and committees. Specifically, she has been working with the Chignecto RRC and the Colchester-East Hants, Cumberland and Pictou Locals doing negotiations, arbitrations and grievances. Since 2007, she has coordinated group insurance services, pre-retirement seminars and pension services along with her other member services duties. She sits on the Pension Committee, Insurance Trustees & Sub Committees of Trustees and is a member of the Teachers' Pension Sponsor Board.

Before joining the NSTU staff she was an elementary and business education teacher and administrator in Cape Breton including being a former vice principal of Sydney River Elementary. She was very active in the Cape Breton District Local.

Ling served as a member of the NSTU provincial executive from 1994 to 1998 and chaired the executive's working committee for substitute teachers and the professional services committee.

As a former president of the Cape Breton District Local, she chaired the Cape Breton-Victoria transition team and held various executive and economic welfare posts with the Local. She also served on the provincial economic welfare committee and provincial negotiations committee.

Ling has a Bachelor of Education, with a specialty in Business Education and a Masters of Education in Administration. She has completed courses in benefits and negotiating skills since joining the staff of the NSTU.

Ling is eager to take on this new chapter in her career and continue her commitment to the members and organization in facing the challenges in our education system.



Kings Local 25-years celebration



Each year the Kings Local of the NSTU recognizes teachers in an evening celebration for reaching the 25-year service milestone. Members of the Kings Local, Annapolis Valley Regional School Board (AVRSB) personnel and honourees joined together at the Old Orchard Inn on April 17. Kings Local president Natalie MacIsaac presented teachers with their 25-year NSTU service pin and certificate and recognized them for their long-standing service and accomplishment.

Pictured with NSTU Kings Local president Natalie MacIsaac (front) are: Lavinia Parrish Zwicker (AVRSB) (Board Chair), Rosalie MacDonald (Wolfville School), Ruth Pickrem (AVRSB), Norm Brown (Horton High), Cindy Hiseler (AVRSB), Morgan Snow (West Kings District) Gloria Armstrong (Berwick & District), and Jane Height who is the VP Communications with the Kings Local.

Teachers not included in the photo also celebrating 25 years are: Kelly Saunders (Pine Ridge Middle School), Janet Balcom and Dave Johnson (West Kings District), Danny Grant and Laurene Snow (Berwick & District School), and Donna Deschenes (Kingston & District School).

NSTU Valley RRC staff liaison Allan MacLean, and provincial executive member, and 2nd vice-president (Annapolis-Hants West-Kings) Allister Wadden also attended the event along with AVRSB director of programs Dave Jones and AVRSB Mi'kmaq board representative Marilyn Perkins.



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education week 2013 april 21 to 27



Teaching for a Sustainable Future

Twenty-one teacher and three partner awards were given out at this year's Education Week ceremony, which took place on Earth Day, April 22 at École secondaire du Sommet in Halifax. This year's theme *Teaching for a Sustainable Future/L'enseignement pour un avenir durable* recognized recipients who empower learners to take action for sustainable development.

"You go above and beyond on a daily basis in preparing students to become contributing and ecologically-conscious citizens through curricular and extra-curricular activities," said NSTU president Shelley Morse in her remarks during the ceremony.

His Honour Brigadier-General The Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, and the Honourable Ramona Jennex, Minister of Education and Early Childhood Development (DOEECD) presented recipients with their certificates. Students from Dr. John Hugh Gillis in Antigonish presented their winning Nova Scotia Recycles contest video and École du Carrefour student Olivier Barriault spoke about his teacher Karim Amedjkouh, one of this year's recipients.

Nova Scotia's Education Week is a collaborative endeavour of Nova Scotia's public education partners – the Nova Scotia Teachers Union, Nova Scotia School Boards Association (NSSBA), Nova Scotia Department of Education and Early Childhood Development, Nova Scotia Federation of Home & School Associations (NSFHSA), la Fédération des parents acadiens de la Nouvelle-Écosse, and the Association of Nova Scotia Educational Administrators.



Standing: NSSBA president Jamie Stevens, Minister of Education & Early Childhood Development Ramona Jennex, Gloria Farmakoulas, Glace Bay High (Cape Breton District); Marilyn Webster, DOEECD partner award; Denise Reashore, Evelyn Richardson Memorial (Shelburne); Karim Amedjkouh, École du Carrefour (CSANE); Paul Bowen, Memorial Composite High (Northside-Victoria); Michael Timmons, Waverley Memorial (Halifax County); Annette Daemen, St. Andrew's Consolidated (Antigonish); Mary-Alice Ali, Northumberland Regional High (Pictou); Shelley Rector, Middleton Regional High (Annapolis); Mike MacDonald, Canso Academy (Guysborough County); Greg Wile, Avon View High (Hants West); Ross Wheaton, West Kings District High (Kings); NSTU president Shelley Morse; Sean Merrett, St. Mary's Bay Academy (Digby); Vanessa Henwood, South Queens Junior High (Queens); and Anne Peters, NSSBA partner recipient.

Kneeling: Colleen Flawn NSFHSA partner recipient; Shelly Campbell, Whycocomagh Education Centre (Inverness); Gisèle Schaus, Yarmouth Central (Yarmouth); Ruth (Gabriel) Shore, J.L. Ilsley High (Halifax City); Amy McCormack, East Richmond Education Centre (Richmond); Nicole LeBlanc, École NDA (CSANE); Tina Egan, Hawthorn School (Dartmouth); Suzanne Belliveau, École Stella-Maris (CSANE); and Greg Sutherland, Hebbville Academy (Lunenburg County).

Education Week is proudly sponsored by:



Nova Scotia Federation of Home and School Associations Inc.



Partners:



Fédération des parents acadiens de la Nouvelle-Écosse



from the nstu president

Ashley G. Moore



Education Week

This week, April 21-27, marks the annual provincial Education Week celebrations. Each year we celebrate the hard work and dedication of our teachers across the province and choose recipients from the Locals through submissions from others. It is a wonderful opportunity to showcase the talents and contributions of public school teachers to the school community.

Teachers offer a unique perspective on a variety of programs and use innovative practices to engage learners in and outside of the classroom. Through Education Week the public is introduced to many aspects related to their child's education. This year's theme is "*Teaching for a Sustainable Future*".

Teaching for a Sustainable Future allows every human being to acquire the knowledge, skills, attitudes and values necessary to shape a sustainable future. Learning for sustainable development means including key sustainable development issues into teaching and learning; for example, climate change, disaster risk reduction, biodiversity, poverty reduction, and sustainable consumption. It also requires participatory teaching and learning methods that motivate and empower learners to change their behaviour and take action for sustainable development. This supports career choices and ongoing responsible active citizenship. Teaching for a Sustainable Future consequently promotes competencies like critical thinking, imagining future scenarios and making decisions in a collaborative way.

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Comments made about the recipients include: consistent focus on preparing students for a future where the students are more productive, contributing citizens and ecologically-conscious consumers; helping students become active global citizens by gardening sustainably into the future; has fostered environmental responsibility and stewardship in our student body; is a tireless supporter of environmentally-sound initiatives, extending numerous school-based activities into the broader community; provides students with multiple opportunities to become informed and empowered to make a positive difference in our environment; étant proactive et visionnaire, elle utilise des stratégies pédagogiques gagnantes et a un souci continuels envers l'environnement; respect for the environment and her passion for sustainability inspire her students to emulate her values; and wants all students to adopt habits today to ensure a better, cleaner tomorrow!

Along with the official awards ceremony, which took place at École secondaire du Sommet in Halifax, schools and Locals organize events that tie into the theme and celebrate the work of teachers. The Shelburne Local has been honouring teachers in their Local through an event for years. Please join me in congratulating all of this year's recipients. Well done!

In closing, I want to congratulate the Lunenburg County Local for continuing with the practice of displaying students' work at the shopping mall in celebration of Education Week. Many hours of preparation go into this event, along with many volunteer hours spent at the display area answering questions from the public. Thank you.

La Semaine de l'éducation

Cette semaine, du 21 au 27 avril, nous célébrons la Semaine de l'éducation, comme nous le faisons chaque année dans cette province. Chaque année, nous rendons hommage au travail acharné et au dévouement de nos enseignants partout dans la province en sélectionnant des lauréats au sein des sections locales par le biais de propositions faites par d'autres. C'est une merveilleuse occasion de démontrer les talents des enseignants des écoles publiques et leurs contributions à la communauté scolaire.

Les enseignants fournissent une perspective unique sur tout un éventail de programmes et font appel à des pratiques innovatrices pour motiver les apprenants au sein et en dehors de la classe. La Semaine de l'éducation permet de faire connaître au public de nombreux aspects relatifs à l'éducation de leurs enfants. Le thème de cette année s'intitule "*L'enseignement pour un avenir durable*".

L'enseignement pour un avenir durable permet à chaque être humain d'acquérir les connaissances, les compétences, les attitudes et les valeurs nécessaires pour créer un avenir viable. L'apprentissage en vue du développement durable consiste à intégrer des enjeux clés du développement durable dans l'enseignement et l'apprentissage; par exemple, le changement climatique, la prévention des risques de catastrophes naturelles, la biodiversité, la réduction de la pauvreté et la consommation viable. Il exige également des méthodes d'enseignement et d'apprentissage participatifs qui motivent les apprenants à modifier leur comportement et à passer à l'action en faveur du développement durable en leur donnant les moyens de le faire. Cela influe sur les choix de carrière et encourage la participation active et responsable des citoyens. L'enseignement pour un avenir durable met par conséquent en valeur des compétences comme la réflexion critique, l'imagination de scénarios futurs et la prise de décisions collaborative.

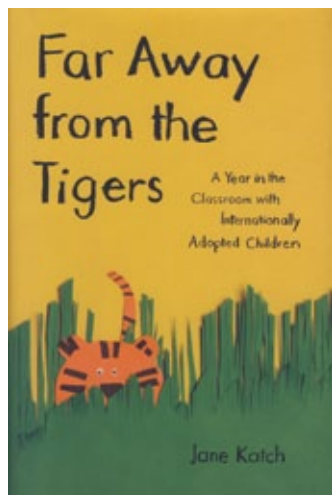
La Semaine de l'éducation de la Nouvelle-Écosse est organisée en collaboration avec les partenaires du système d'enseignement public de la Nouvelle-Écosse—le Nova Scotia Teachers Union, l'Association des conseils scolaires de la Nouvelle-Écosse, le ministère de l'Éducation de la Nouvelle-Écosse, la Fédération des associations foyer-école de la Nouvelle-Écosse, la Fédération des parents acadiens de la Nouvelle-Écosse et l'Association des administrateurs scolaires de la Nouvelle-Écosse.

Les commentaires faits au sujet des lauréats sont les suivants : elle s'efforce constamment de préparer les élèves en vue d'un avenir où ils seront des citoyens plus engagés et plus productifs et des consommateurs sensibles à l'écologie; il aide les élèves à devenir des citoyens du monde actifs en faisant du jardinage viable pour l'avenir; elle encourage la responsabilité environnementale et la gestion de l'environnement chez nos élèves; il apporte inlassablement son soutien à des initiatives respectueuses de l'environnement, en élargissant de nombreuses activités scolaires à l'ensemble de la communauté; elle fournit aux élèves de multiples occasions de s'informer et leur donne les moyens d'apporter des changements positifs à notre environnement; étant proactive et visionnaire, elle utilise des stratégies pédagogiques gagnantes et a un souci continuels envers l'environnement; son respect de l'environnement et sa passion en faveur de la viabilité inspirent ses élèves à imiter ses valeurs; elle veut que tous ses élèves adoptent aujourd'hui des habitudes permettant d'assurer des lendemains meilleurs et plus écologiques!

En plus de la cérémonie officielle de remise des prix, qui a eu lieu à l'École secondaire du Sommet à Halifax, les écoles et les sections locales organisent des activités qui sont liées à ce thème et rendent hommage au travail des enseignants. La section locale de Shelburne organise depuis plusieurs années une activité rendant hommage à ses enseignants. Veuillez vous joindre à moi pour féliciter tous les lauréats de cette année. Bravo!

En conclusion, je voudrais féliciter la section locale du Comté de Lunenburg de maintenir la tradition d'exposer les travaux des élèves dans le centre commercial, en l'honneur de la Semaine de l'éducation. De nombreuses heures de préparation sont consacrées à cet événement, et des bénévoles passent beaucoup de temps sur le lieu de l'exposition pour répondre aux questions du public. Merci.

Email your name, home address, and school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by May 9 to be eligible for the draw.



Far Away from the Tigers – A Year in the Classroom with Internationally Adopted Children by Jane Katch

A book written by an insightful Kindergarten teacher who has taught children brought into her classroom through international adoption. Katch explores the personalities, challenges and gifts of each of these children. The book is an honest and compassionate account which focuses on the trials and errors of her teaching methods to help them on their learning journeys.



Until April 30, 2013, the Nova Scotia Instructional Leadership Academy (NSILA) is accepting applications for the 2013 Cohort of the Nova Scotia Instructional

Leadership Program (NSILP).

Target Audience - Principals, vice-principals, and board consultants (without supervisory responsibilities) and board coordinators (without supervisory responsibilities) are invited to apply.

Please note: All applicants must be able to commit to two hours, on average, of practicum experiences each week during the span of each course. Practicum experiences vary, but all are school-based and usually involve classroom visits and conversations with teachers.

Location - Each cohort location will be determined **after all applications have been received and reviewed**. Locations are chosen based on critical factors of a sustainable number of cohort members grouped within reasonable travelling distance & accessibility for faculty.

Applying - The application process takes about 15 minutes. The **online application form** and detailed information on the Instructional Leadership Program are available on the NSELc website, at www.nselc.ca, under “**The Leadership Academy**” or on “**NSILA**” in the top banner.

Accreditation - HRSDC recognizes the NSILA as a job-related post-secondary professional program, so participants can now claim tuition costs on their income tax returns.

Certification - The NSILP is a means for NSILA participants to upgrade teacher certificate levels. Participants must apply for pre-approval through the Office of Teacher Certification, Nova Scotia Department of Education and Early Childhood Development.

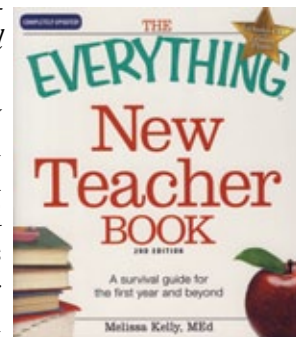
fresh

Putting new members in the KNOW!

Email your name, home address, and school or campus with **FRESH** in the subject line to theteacher@nstu.ca by May 9 to be eligible for the draw.

The EVERYTHING New Teacher Book – A survival guide for the first year and beyond by Melissa Kelly, MEd

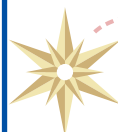
This second edition resource for new teachers is an excellent guide filled with real-life lessons and tips from experienced teachers. The new edition contains updated information to help fill new teachers with confidence to take charge of their classrooms. Kelly includes information on creating engaging lesson plans, organizing classrooms and implementing the latest educational theories.



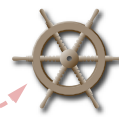
Congratulations to our Book Winners:

April 12 Draws

FRESH - *Andrée Morin* - École Beaubassin
EQUITY - *Sandi Garson* - Cavalier Drive School
PD - *Chantal Melanson* - École Stella-Maris



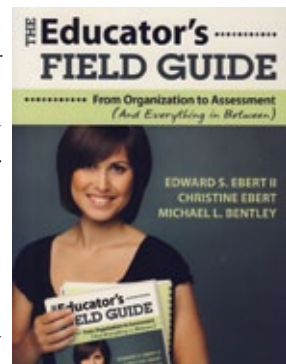
Charting Your Course
FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus with **PD** Giveaway in the subject line to theteacher@nstu.ca by May 9 to be eligible for the draw.

The Educator's Field Guide – From Organization to Assessment (and everything in between) by Edward S. Ebert II, Christine Ebert and Michael L. Bentley

A great resource that covers four key aspects of the teaching profession: organization, classroom management, instruction and assessment. This guide is filled with knowledge to help those teachers fresh out of post-secondary education while they transition into their careers. It helps teachers develop lesson plans and activities for successful teaching.



I turned on the radio this morning to hear about yet another sad story about how troubled our world is and I shed a tear as I replay a similar story in my past. I have been the caregiver to a chronically-ill parent ever since I was eight years old. I had to grow up fast and so displayed much honesty and maturity in the classroom. I was the child that behaved herself and studied hard. Perhaps you have a similar story, or perhaps there is something in your life today that is bringing you down. Would you agree that as children we laugh often, but as adults, we seem to laugh less if even at all?

This is where laughter yoga comes in. Laughter yoga is a form of yoga practice that focuses on using breath energy to heal. Breathing techniques in the form of laughter that balance the subtle energy zones in our body called chakras. Physically, training the lungs to step back from our normal breath (shallow and from the chest) is one way to cleanse the lungs that laughter offers.

Different 'laughters' resonate with different chakras. In my laughter sessions, I begin with light stretching and meditation, gently inviting the out-breath and vocalizing a simple 'ha' sound. Then, I demonstrate a transition phrase that is done between each technique to center and neutralize the previous laughter technique. This is what is called 'Ho ho ha ha ha'. Each laugh is demonstrated and we start from the highest chakra to the lowest chakra (from head to feet). It is as if we are washing out any blocked energies down the centre of our body like detergent down a drainpipe.



Blocked energies can manifest into physical distress and illness. This explanation is very common in Traditional Chinese Medicine practices. I like to explain each technique in an open and honest way. The brain doesn't know the difference between fake laughter and real laughter as Dr. Madan Kataria (founder of the Laughter Yoga Institute in 1995) explains. Therefore, to trick the brain, we laugh for at least 30 seconds until our brain gets it. What I mean by that is that the brain gets ready to stimulate the release of more brain chemicals (neurotransmitters) such as endorphins, dopamine, serotonin which are natural pain and pleasure chemicals we have within our brains.

Visualization during a yoga practice is a great way to change the current chemistry of our body. We can either use it to stimulate us or rest (engaging the sympathetic nervous system or parasympathetic nervous system, respectively). It is important to not only be aware of these automatic responses within our body, but also know how to turn them on and off. Laughter is just one way to do it and we have been familiar with it even before childhood. We can teach ourselves how to connect to our inner child once again, at any age.

There are many physical and mental benefits that laughter yoga offers. It's a natural pain killer, improves breathing, reduces heart disease, decreases stress, and makes you look young. Just think of the grumpy old man analogy (he never laughs). Laughter yoga is also very accessible to many. It is doable by anyone regardless of his or her abilities or disabilities.

Some testimonials witnessed after a session... "I feel a sense of lightness afterwards and a feeling of release of chest, neck and overall tension in my body..." "I feel an emotional release during the laughing and then afterwards a feeling like a weight has been lifted from my chest..." Other simple testimonials come in body language. A transformation from tense posture to a relaxed posture gives the body permission to breathe easy. And, as Dr. Kataria would say, "Fake it until you make it" my friend.

Yoga in Schools



6th Annual Summer Institute Teacher Training
A course that inspires growth,
connection and inner peace.

Four days that can transform your life and your teaching career!

"My overall health, relationships and teaching practices have been greatly influenced by this training. Be prepared for a life altering workshop!"

—Tanya Thibeau, Yoga in Schools Graduate

This program will provide teachers with an introduction to Yoga, Yoga Grade 11, Yoga for Special Needs and Autism, with physical practice and experiential activities.

These hours are part of the optional 200hr certification, which is required to teach Yoga 11 in schools. Graduates of the 200hr certification program will receive all yoga programs designed by Jenny.

"Joy and gratitude is palpable throughout the journey. This course is changing many lives, having lasting effects within the education system." —Sue Stevenson

This PD workshop will leave you feeling refreshed, renewed and inspired.

Leaders:

Jenny Kierstead, author of 6 yoga school programs and award-winning educator, is founder of Breathing Space Yoga Studios. She has trained and mentored the many teachers introducing yoga to their schools.

Blair Abbass has been teaching meditation and stress reduction for students and teachers for over 25 years and was the first teacher to bring Yoga 11 to HRSB.

Date(s): July 22nd - 25th, 2013

Time: 9:00 a.m. - 4:00 p.m.

Location: Chocolate Lake Hotel, Halifax

Fee: \$ 500.00 + HST (check Local PD for funding)

Register early to secure your spot!

Contacts: Jenny Kierstead & Blair Abbass 444-YOGA (9642)

info@BreathingSpaceYogaStudio.ca

The Early Intervention Program (EIP) invites NSTU members to sign up for our Wellness email list at Be_Well@nstu.ca. Please contact Erin at ekeefe@staff.nstu.ca to provide her with your NSTU email address.

Spreading the equity message step by step

NSTU members attending the annual Equity Conference on April 12 and 13, focused on spreading the message of equity in classrooms, schools and campuses for students and staff through panel discussions, bell-ringer sessions and workshops.

This year's theme: *Sharing our Message Step by Step* kicked off with an Equity Reality Check 2013 panel featuring representatives from the transgender and indigenous communities and the new multicultural education consultant.



Equity conference delegates stretch to create a power stance at the beginning of Betty-Jean Aucoin's Conflict Resolution: Equity and Honour in Our Schools and Communities workshop.

"The discomfort of others is no reason to violate human rights," said Nolan Pike, Community Educator with the Nova Scotia Youth Project. Pike, a transgender person himself, told the audience that there are no transgender teachers out in the school system in Nova Scotia. "How can we provide a safe space for students if it's not a safe place for transgender teachers," he asked of the audience.

An overarching theme of the panel discussion is summed up in a variation of the famous Ben Franklin quote, "Justice happens when those like me who are unaffected are as outraged as those who are," in which the term justice is substituted for equity.

"It's easy to fight an enemy you can see," said Debbie Eisan, Coordinator with the Mi'kmaq Friendship Centre. "The hardest enemy to fight is when racism goes underground." During Eisan's long career in the Canadian Forces she experienced racism and sexism and she vowed that she "would fight to make sure that no one sent me home crying."

The new Multicultural Education Consultant with the Department of Education and Early Childhood Development, Sherri Hassanali had only been on the job for 27 days when she



NSTU president Shelley Morse with members of the panel discussion at the Equity Conference. (l-r): Nolan Pike, Sherri Hassanali, Debbie Eisan, Shelley Morse, Equity Committee staff liaison Gérard Cormier and Equity Committee Chair, Alex Oickle.

addressed the teachers in the audience. She outlined the Department's initiatives that help to ensure equity in our school system, like cultural proficiency professional development and programs associated with the special education and racial policy. "We have so much power as teachers to do the right thing."

Saturday workshops included PD executive staff officer Betty-Jean Aucoin's *Conflict Resolution: Equity and Honour in Our Schools and Communities* and *Activity Toolbox: Putting Yourself in the Equity Picture*, presented by NSTU member Ben Sichel. Sichel, an NSTU Equity Committee member, shared his current work and research for his Master of Education in intercultural education, equity and diversity at Mount Saint Vincent University. Sichel's workshop provided participants with a variety of interactive activities that place everyone in the equity picture. "It's easy to feel like equity issues don't implicate us personally," he said. He provided tools to help NSTU members get involved in equity discussions in a meaningful way. Bell-Ringer sessions were also presented during the conference. Equity staff officer Gérard Cormier discussed the role of the NSTU Local Equity Liaison. Staff officer



Participants attending NSTU's provincial Equity conference learn about equity resources available for classrooms, schools, campuses and school board offices. Shown (l-r): Pauline Seymour (Richmond Local); Martin Morrison, Race, Cross Culture, Human Rights (RCH) Coordinator with the Tri-County Regional School Board; Nancy Sparkes, RCH Coordinator, Halifax Regional School Board; Aaron Smith (Pictou Local Equity Liaison); and Patsy Paul-Martin, Coordinator of First Nations Cultural Services, Chignecto-Central Regional School Board.

Debbie McIsaac shared equity resources available, and Jenn Laudadio (Antigonish Local Equity Liaison) shared her best practices in her equity liaison role.

PDAF committee

The Program Development Assistance Fund (PDAF) committee met on April 19 to vet the most recent round of applications for PDAF grants. This committee and fund is administered jointly by the NSTU and the Department of Education and Early Childhood Development (DOE-ECD). The PDAF supports innovative programming in Nova Scotia's classrooms and schools. NSTU public school members are eligible for individual grants of up to \$5,000. Standing (l-r): Alex Bruce (DOE-ECD rep), Betty-Jean Aucoin (NSTU staff liaison), Roy Bourgeois (DOE-ECD rep). Seated: NSTU committee representatives Milton Bonnar (Northside-Victoria Local) and Erin Moser (Halifax County Local). Ten NSTU members received funding for this round of applications. They are: Cheryl Walker, Peter Millett, Kerstin Boyce, Jean-Claude Saulnier, Marie-Hélène Saint-Pierre, Mary Beth Osburn, Patrick Maher, Pascal Routledge, Stephanie Hawkins and Jacklyn O'Leary. Their projects range from developing music literacy and mobile art gallery display towers to team-based junior high problem solving with robotics and using iPad3 for struggling readers and writers. [The deadline for the next round of applications is June 1.](#)



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Sandra's expertise, informed by wide-ranging practice and research, is enhanced by her compassion and humour. She has worked in both elementary and secondary schools as a classroom and specialty teacher, school administrator, and program consultant. Sandra is the former assistant superintendent of the second-largest school district in Manitoba and a past President of the Manitoba Association of School Superintendents and the Manitoba ASCD Affiliate.

As a facilitator of workshops, web conferences, and Institutes across North America and Internationally, Sandra provides teachers and leaders with strategies and methods to help meet the diverse needs of learners. She engages in long-term projects with school systems including co-teaching and co-planning with teachers. Sandra models strategies through demonstration lessons with students in their classrooms. Through her vision, humour, and passion to thousands of teachers and has followed up with many of them to assess and learn from their experiences.

As Sandra works with schools, systems, and organizations, whether in person or online, she tailors her work to meet the learners' needs. She is a charismatic and highly energetic speaker and leader who is deeply committed to seeing the educational system contribute to the success of all learners.

**Institute
Resource
Person
SANDRA HERBST**



Leading the Way • Transforming Schools through Effective Engagement, Assessment, & Leadership

Transforming education is not about the 'latest idea'. It is about imaging the best possible future for our students and putting our hearts into our work, so that we can take the next steps that make the most sense and have the greatest impact. It is about building on research and finding ways to make the seemingly impossible both possible and practical. And we do that while maintaining thriving relationships with those around us. This is both the joy and challenge of leadership. We will:

- learn more about recognizing indicators of quality classroom assessment, ways to assist teachers and others to deepen their understanding of quality assessment practices, and ideas for you to model these practices from a leadership perspective
- think about ways to transform today's resistance into tomorrow's support, using the continuum of routine to adaptive expert
- explore more ways to create and effectively implement professional development that leads to learning
- examine ways to help teachers use their professional judgement to evaluate and report student learning and communicate that to parents
- identify common barriers that block learning system initiatives and plan ways that can proactively address and transform these barriers
- examine imperatives that underlie leadership, engagement, and assessment in these times

This Institute is intended for School/District and other educational administrators from Atlantic Canada. A total of 60 participants will be accepted. Educators who are members of the sponsoring organizations - registration fee is \$300. All others \$400. For registration information, contact Kate Ingram at the NSTU, 3106 Joseph Howe Drive, Halifax, N.S. B3L 4L7; Phone: 902-477-5621, 1-800-565-6788 (toll-free in N.S.).

NSSCA president foresees expanded roles for guidance counsellors

(reprinted from *The Chronicle Herald*, November 24, 2013)

by Les Walker

Meeting the multiple demands placed on public school education in today's cyber-saturated environment has greatly expanded the role of school guidance counsellors in public schools, says Teri Cochrane.

As president of the Nova Scotia School Counsellors Association (NSSCA), Cochrane shares her expertise and experience at two schools. She works 35 per cent of her time at New Ross Consolidated School (Primary to 9), and 65 per cent at Chester Area Middle School (Grade 6 to 9).

"The responsibilities of school counsellors have expanded from what were once primarily vocational and career focussed. We now provide many more much needed services which reflect the needs of today's society. School counsellors consider the emotional/social needs of students at every grade level.

"We work, often within a confidential setting, to assist students in overcoming personal challenges and difficulties. We help them achieve and maintain a positive frame of mind for learning and living.

"Today's schools and teachers concentrate on each individual student's educational requirements. School introduces students to a new 'community' of companions and significant first time experiences: making new friends, emotional involvements, social development, competition and responsibility.

"Some of these pressures," she adds, "may, in turn, lead to anger management issues, impulsiveness, depression, low self-esteem and personal anxieties which may impact learning conditions for an entire classroom.

"You cannot expect," she emphasizes, "to have optimal learning conditions in a classroom unless students are emotionally and socially ready to learn. School counsellors work as student advocates in tandem with classroom teachers, administrators, parents and community resources to assist students to participate fully in their education."

Like her NSSCA colleagues, Cochrane is troubled by the lack of guidance counsellors in schools and the decreasing amount of time they have to offer their services to students.

"At our annual provincial conference there was consensus that while there has been a decline in student enrolment provincially, there certainly has been no decrease in the needs of students from Grade Primary to Grade 12. Indeed, we hope to convince school boards, and government, that declining enrolments do not equate to declining needs." Cochrane sees an increased role for guidance counsellors to play as the provincial government continues to implement its Mental Health and Addictions strategy in schools.

"Teachers are being trained to offer curriculum to students on mental health issues. The availability of school counsellors, who have long been qualified to provide students with mental health services, will be crucial for these initiatives to be successfully implemented.

"As students are encouraged to speak more freely about maintaining positive mental health, we hope the strategy will include adequate time for us to attend to the social and emotional requirements of our students."



Teri Cochrane

NSSCA



The Nova Scotia School Counsellors Association's executive met in Halifax the weekend of March 22 and 23 to get an update on the 2013 conference planning and discuss advocacy and promotion for the important role school counsellors play in the public education system in Nova Scotia. (l-r) are: Mark Breaugh, director; Janice Graham-Migel, vice president; Teri Cochrane, president; and Wade Van Snick, treasurer. NSSCA executive members missing from the photo are: Tina Kennedy-Lohnes, Martia MacLean and Colin MacKay.



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NSTU Pension Symposium



The biennial NSTU Pension Symposium, presented by the Pension Committee took place the weekend of April 19 and 20 in Halifax. Delegates to the symposium learned about the structure of the Nova Scotia Teachers' Pension plan, pension integration, defined pension plans and more about the Nova Scotia Pension Services Corporation Act. They also heard about changes to CPP and OAS and legislative changes and their implications for teachers' pensions. Members of Nova Scotia Teachers' Pension plan will receive notice of the 2012 valuation from the Nova Scotia Pension Agency. Executive staff officers Joan Ling and Allan MacLean and executive director Bill Redden provided presentations for the symposium, along with lawyer Ron Pink with Pink Larkin.

May is Heritage Fairs month

During the month of May, students, teachers, schools and school boards across the province gear up for regional Heritage Fairs, which culminate in the Provincial Heritage Fair on May 31 at Fisherman's Cove in Dartmouth. This year marks the 20th anniversary of the Heritage Fair program in Canada so a little celebration was in order.

The day will include displaying/judging projects, boat trips to McNabs Island for students and an afternoon celebration of Nova Scotian Heritage and Culture with a 'Ceilidh on the Cove'. Local musicians, heritage booths and maybe even a few historical flash mobs/sideshows will highlight the day. For more information on the heritage fairs, visit: <http://www.nsheritagefairs.com/>



Above is a display of Heritage Fair projects from North Hants Rural High School.

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NOTICES

Teach in Bhutan

The Bhutan Canada Foundation seeks adventurous and qualified teachers to teach in the small Himalayan country of Bhutan. This once-in-a-lifetime opportunity will allow educators to gain international experience, expand their career horizons, explore a new and unique culture, and make a true and tangible difference in the lives of their students. Learn more and apply online at www.TeachInBhutan.org



NSCC Local Faculty and Professional Support Conference (FAPSC)

The Faculty and Professional Support Conference (FAPSC) 2013 will be held Thursday, May 30 through to Saturday, June 1 at NSCC Truro Campus. This year's theme is "Unity" and our keynote speaker is Barry Lewis Green a.k.a. "The Unity Guy". FAPSC features professional development and wellness sessions for our College NSTU membership. Our Community College Local AGM, and a Gala Dinner & Dance (with a live band) will be held on Friday. There are other "social and networking events" throughout - as well as lots of door prizes. Registration runs from April 30 until May 23.

Award for Excellence in Holocaust Education

Citizenship and Immigration Canada is presenting an award for teachers who are teaching their students about the importance of the Holocaust in their educative practices. A prize of \$5,000 will be awarded to the school of a teacher who demonstrates their excellence in teaching students about the tragedy. Citizenship and Immigration Canada is asking teachers to nominate themselves or anyone they know who would be a candidate in hopes of showing the impact of this moment in history. Please visit cic.gc.ca/holocaust-award for complete information.

Nova Scotia Teachers College Annual Reunion 2013

—August 16-18, 2013

Regardless of what year you may have graduated or whether you graduated from the old Nova Scotia, Normal School, Normal College or the Nova Scotia Teachers College, you are invited to attend the 43rd Annual Reunion. Special attention will be given to all the classes that end in three (3), but everyone is welcome. The reunion will be held at the NSCC Truro Campus (former Teachers' College). Rooms and meals are available at the residence. As well, a block of rooms has been booked at the Best Western Glengarry Hotel. You must book before mid-July to get the rate.

On Friday evening there will be a 'Pub Night' following the guest speaker. For registration forms or more information, please contact Rosella MacDonald, 736-6315 or rosellamacdonald@yahoo.ca / Robert Jordan, rwjordan@ca.inter.net

Check out the website at <http://www.nsteacherscollege.ca>



Plan a getaway for you and your loved ones, and you'll become the loved one.

Getting away with the family is supposed to be fun. The Deltas in Halifax have a great rate for NSTU members this spring.

Rates starting from
\$96.00 + taxes
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f : /deltasinhalifax
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For reservations, call 1-888-423-3582 or visit deltahotels.com/nstu to book on-line.

*Rate includes self-parking for \$9.95, local and long-distance access fees and high-speed Internet access. Under your NSTU rate, pets stay for free. NSTU card must be presented upon check-in.


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coming events

MAY 8 [EARLY BIRD DEADLINE]

Introduction to Marine Biology for Young Active Minds

The Huntsman Marine Science Center in St. Andrews, New Brunswick is pleased to offer a week-long session on Marine Biology for students age 15 to 18 from July 8th to July 12th. Students will observe the dramatic tides in the Bay of Fundy and study the fish and sea animals that inhabit the area. For more information please email tdean@huntsmanmarine.ca for more information.

MAY 9 TO 11

Nova Scotia Food Gathering

Please join food lovers, farmers, nutritionists and many others for the two-and-a-half day event which highlights food security in Nova Scotia. The NS Food Gathering was organized by FoodARC and the NS Food Security Network as a way to increase awareness of food security in this province. To start the conversation please fill out a short survey at <http://www.surveymonkey.com/s/68HLPQP> or contact Keltie Butler at FMNS@farmersmarketnovascotia.ca.

MAY 10

NSCJA - Spring Learning Event and AGM

The NSCJA presents their spring learning event *Fetal Alcohol Spectrum Disorder (FASD): Sharing First Voice and Expert Perspectives*. This event will be answering questions people have regarding how to recognize it, what to do about it and how to help. Save the date on May 10, 2013, from 8:30 a.m. – 12:30 p.m. at the Sobey SB Theatre, Saint Mary's University at 923 Robie Street in Halifax. For more information please visit www.nscja.ca

MAY 15 [EARLY BIRD DEADLINE]

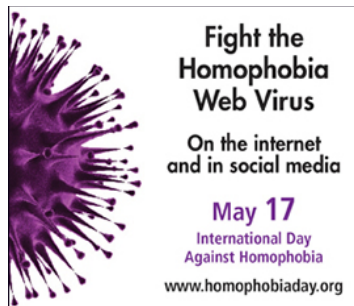
All Things Marine

This summer the Huntsman Marine Science Center in St. Andrews, NB, is offering a week-long institute for teachers. Teachers and adults will have a chance to explore the beautiful Bay of Fundy while studying one of Canada's richest biological productive ecosystems. Please visit www.huntsmanmarine.ca or email TDean@huntsmanmarine.ca for more information.

MAY 17

International Day Against Homophobia

The International Day Against Homophobia, held on May 17 every year, is a rallying event offering an opportunity for people to get together and reach out to one another. Fondation Émergence promotes, mainly on a pan-Canadian level, the International Day Against Homophobia and encourages organizations and individuals to highlight this event in their environment. The theme of this year's International Day Against Homophobia and Transphobia



is *Fight the Homophobia Web Virus*. The campaign image shows a virus seen under a microscope, illustrating that the homophobia web virus has no face or colour. Homophobia and transphobia is becoming increasingly present on the web and in social media and the anonymity of the Internet helps to spread cyberhomophobia. For more information visit: [http://](http://www.homophobiaday.org/)

www.homophobiaday.org/

MAY 24 [REGISTRATION DEADLINE - MAY 10]

Bullies: Their Making and Unmaking

The Annapolis Valley Regional School Board's Student Services Learning Disabilities Committee presents a day-long conference on bullying with guest speaker Dr. Gordon Neufeld. The conference will be held at Acadia University in the Festival Theater from 8:30 a.m. until 3:30 p.m. followed by an evening presentation from 7:00 p.m. until 9:00 p.m. at an extra cost. To register please visit Register online <http://www.avrsb.ca/ld-conference-2013>

MAY 24

Le Festivals des cultures francophones 2013

Cette année joindre la communauté francophone pour le festival du 40e anniversaire de l'ensemble vocal Les Voix de l'Acadie et le 110e anniversaire de l'Alliance française. Le festival aura plusieurs activités pour la famille y inclus des spectacles de musique, un souper gastronomique

(continued on page 13)

For up-to-date Deals & Discounts,
contact Sonia Matheson at
smatheson@staff.nstu.ca

To view previous issues
of *The Teacher*, go to www.nstu.ca



(continued from page 12)

et un concours dans les écoles. Pour plus d'information veuillez visiter www.ccggh.ca

AUGUST 12 TO 15

Teachers Tour

This tour through woodlands, operations and mills, was developed to provide a hands-on learning experience for teachers. This informative session will be a useful tool for teaching students about the environment, its resources and its important everyday use. Teachers Tour takes place at Pictou Lodge. Please <http://teacherstour.com/> for complete information.



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NSTU Group Insurance Program - Two Critical Illness Programs - Very Different Coverage

There are two Critical Illness programs available to active and retired members of the NSTU. Both provide valuable Critical Illness benefits but are very different in the coverage you receive and the way in which you enroll. The Trustees hope that this information clarifies the differences for members.

Critical Illness – Provincial Master AD&D

In May 2008, an enhancement that provides a Critical Illness benefit was added to the Provincial Master Life Accidental Death & Dismemberment (PMLAD&D) Insurance program.

The Critical Illness component included in the PMLAD&D Insurance program covers heart attack, coronary artery by-pass surgery, stroke, and life threatening cancer.

If you are diagnosed with one of the noted critical illnesses, you may be eligible to receive a \$2,000 one time lump sum payment tax free. Pre-existing condition clauses do exist in this policy.

All active members insured for Provincial Master Life Insurance will maintain this coverage to age 70 and is paid by your Employer. If you are retired, coverage can be continued to age 65 and premium is deducted from your Nova Scotia Teachers Pension.

Voluntary Critical Illness Insurance Program

In February 2011, the NSTU Group Insurance Trustees launched a Voluntary Critical Illness program. This coverage is more comprehensive than the Critical Illness benefits offered through the PMLAD&D program. As this is a voluntary benefit, 100% of applicable premiums are paid through payroll or pension deductions. Plan highlights are as follows:

- 29 covered illnesses
- Spousal and dependent (\$10,000 for dependents) coverage available
- Coverage amounts to \$300,000 in units of \$10,000
- \$50,000 guarantee issue amount available for members and spouses (this means you can have up to \$50,000 of coverage without the requirement of submitting medical evidence)
- Coverage to age 75
- Pre-existing conditions clause applies to this benefit.

Summary

As illustrated above, as an active or retired NSTU member, you have access to valuable Critical Illness coverage. For active members under age 70, you will be automatically enrolled in the Provincial Master Life Insurance Program which insures you for the \$2,000 Critical Illness benefit. Retired members under age 65 must elect to continue Provincial Master Life Insurance at retirement to maintain this coverage.

The Voluntary Critical Illness Insurance program requires you to enroll for both active and retired members. Depending on the amount of coverage you select, a medical questionnaire may be required. Premiums are paid 100% by you through payroll or pension deduction.

2013 REGIONAL ELECTION INFORMATION FOR LOCALS



All regional elections will be conducted by electronic vote.

| Region | Close of Nominations | Date of Election |
|----------------------------|----------------------|------------------|
| Annapolis-Hants West-Kings | March 27 | May 7 |
| Cape Breton Industrial | John Helle | Elected |
| Community College | April 4 | May 2 |
| Cumberland | Pat Hillier | Acclaimed |
| CSANE | Ian Comeau | Acclaimed |
| Digby/Yarmouth | Wally Fiander | Acclaimed |
| Halifax City | Keri Butler | Elected |
| Halifax County | April 8 | April 30 |
| Lunenburg | March 28 | May 2 |
| Northside-Victoria | March 27 | May 1 |
| Pictou | Cindy MacKinnon | Acclaimed |
| Shelburne/Queens | Stacy Smith-Thorburn | Acclaimed |



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If you believe you have an eligible claim, Johnson Inc. should be notified as soon as possible as claims must be submitted to the insurer(s) no later than one year after the date of diagnosis.

Coverage details and claims submission information for both Critical Illness benefits are outlined in the Group Insurance Profile. If you would like further information, you may contact Johnson Inc. at 1-800-453-9543 (toll-free) or 453-9543 (local).

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resources

The Learning Resources and Technology Services Media Library is the place to go for all your multimedia curriculum resource needs!



Educational Videos: Our three collections let you borrow, buy, or stream/download videos for your classroom.

Branching Out, the Public Schools Branch newsletter, is available online at <http://lrt.ednet.ns.ca/branching.shtml>

EBSCO Periodical database Online bibliographic and full-text databases that are available to all students and teachers in Nova Scotia. Also available from EBSCO are professional databases and specialized collections designed for professional educators. <http://search.ebscohost.com>

Share.EDnet/Ensemble.EDnet Learning resources and professional materials designed and created by the Nova Scotia education community and mapped to Nova Scotia learning outcomes. <http://Share.EDnet.ns.ca> [English] <http://Ensemble.EDnet.ns.ca> [French]

ImagesProject A collection of images for Nova Scotia public school program use. Nova Scotia students and teachers may freely download, use and modify images for curriculum purposes. <http://imagesproject.ednet.ns.ca>

Education Portal (EduPortal) <https://edapps.ednet.ns.ca/eduportal/>
Search our online catalogue, order videos, access other departmental resources and so much more! Check out our new website <http://medialibrary.ednet.ns.ca> for more information on these and many other digital resources.



The Teacher has a series of Easy-to-Read Wonder Tales to giveaway!

Published by Tundra Books, a division of Random House of Canada this series by Veronika Charles and illustrated by David Parkins are written in short, easy phrases with carefully elected vocabulary to help students achieve success as they have fun. There are five in the series, based on Aesop's fables: *It's not About the Ball*, *It's not About the Beanstalk*, *It's not about the Diamonds*, *Its not About the Straw*, and *Its not About the Tiny Girl*.

Email your name, home address, and school or campus with 'The Teacher Giveaway' in the subject line to theteacher@nstu.ca by May 9 to be eligible for the draw.

Dalhousie University Faculty of Science DISCOVERY DAYS?



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— Line Leblanc, Madeline Symonds Middle School

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Faculty of Science
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Email: danielle.wood@dal.ca
Web: science.dal.ca/p12

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EXECUTIVE STAFF OFFICER – MEMBER SERVICES

ADRE DE DIRECTION – SERVICES AUX MEMBRES

One Year Term Position

Poste d'une durée d'un an

APPOINTMENT

August 1, 2013 – July 31, 2014

DUTIES:

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

APPLICANTS:

1. Should include academic and professional qualifications, a summary of experience in areas noted above and references.
2. Applicants must be eligible to hold a valid Nova Scotia teacher's professional number and/or be a member of the NSTU in the employ of the Nova Scotia Community College.
3. Should have a good working knowledge of the Nova Scotia educational system and the Nova Scotia Teachers Union.
4. Should have experience and knowledge in the negotiation and administration of collective agreements, including employee benefits.
5. Must have willingness to participate in necessary and ongoing professional development as required.
6. Frequent evenings and weekend work is a requirement and must be willing to travel.
7. Fluency in both official languages is a requirement.

NOTE:

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

BENEFITS:

As provided in the NSTU Executive Staff Agreement.

**Deadline for receipt of applications is
Thursday, May 9th, 2013 4:00 p.m.
Applications should be forwarded to:**

Executive Director
Nova Scotia Teachers Union
3106 Joseph Howe Drive
Halifax, Nova Scotia B3L 4L7

PÉRIODE D'AFFECTATION

Du 1^{er} août 2013 au 31 juillet 2014

FONCTIONS

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

CANDIDATS

1. Les candidats doivent indiquer leurs diplômes universitaires et leurs titres de compétence professionnelle et présenter un résumé de leur expérience dans les domaines notés ci-dessus ainsi que des références.
2. Les candidats doivent être admissibles à un numéro professionnel valide d'enseignant de la Nouvelle-Écosse et/ou être membre du NSTU à titre d'employé du Collège communautaire de la Nouvelle-Écosse.
3. Les candidats doivent avoir une bonne connaissance pratique du système d'enseignement de la Nouvelle-Écosse et du Nova Scotia Teachers Union.
4. Les candidats doivent avoir de l'expérience et des connaissances en matière de négociations et d'administration des conventions collectives, y compris des avantages sociaux.
5. Les candidats doivent être disposés à participer à la formation professionnelle continue et nécessaire au besoin.
6. Ce poste exige de travailler fréquemment en fin de semaine et en soirée et les candidats doivent être disposés à faire des déplacements.
7. Une bonne maîtrise des deux langues officielles est exigée pour ce poste.

REMARQUE

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

AVANTAGES SOCIAUX

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

**La date limite de réception des candidatures est le
jeudi 9 mai 2013 à 16 h.**

Les candidatures doivent être envoyées au :

Directeur exécutif
Nova Scotia Teachers Union
3106, promenade Joseph Howe
Halifax, Nouvelle-Écosse
B3L 4L7

NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS: "Equity for under-represented groups, i.e., aboriginal persons, racially visible persons, persons with disabilities, and women, must be considered in the hiring of staff, secondments, the formation of committees, and the Internship Program."

LA POLITIQUE DU NSTU SUR L'ÉQUITÉ ET LES MESURES ANTIDISCRIMINATOIRES STIPULE : « L'équité à l'égard des groupes sous-représentés, c'est-à-dire des autochtones, des personnes appartenant à des minorités visibles, des personnes handicapées et des femmes, devra être respectée lors de l'embauche de personnel, des détachements de personnel, de la formation des comités et du programme de stages. »

RESOURCES

First Nationals Films

A website focused on the distribution and creation of award-winning Aboriginal documentary films and video for, by and about First Nations people. The website contains a complete list of resources available for purchase to be used in schools. For more information please visit www.firstnationsfilms.com or email Richard@firstnationsfilms.com

Sustainable Happiness & Health Education

The Sustainable Happiness and Health Education – Teacher's Guide is available free at: <http://sustainablehappiness.ca/teachers/>. This resource, created by Dr. Catherine O'Brien, Associate Professor and Chair, Education Department, School of Professional Studies, Cape Breton University is designed to meet health education outcomes for each province. There is a general French version as well.

***Congratulations
to our
Book Winners!***

March 8 Draws

FRESH:

Carmelitta MacIntyre
Millwood Elementary

EQUITY:

Erin MacInnis
Bayview Education Centre

PD:

Beth Hamilton-Hannem
Yarmouth Consolidated
Memorial

classifieds

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

Non-members pay \$6.00 for the first 15 words & 25¢ per additional word.

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

FRENCH SPEAKING STEP ON GUIDE

NEEDED - Casual employment for day tours within Nova Scotia from June to October with Atlantic Tours. Must be fluent in French and English and possess excellent communication and people skills; organized with ability to multi-task and have a passion for Nova Scotia. Submit resume to amacdonnell@atlantictours.com

AVAILABLE - Childcare in Cole Harbour. Teacher with 5+ years experience. No charge for summer months. Contact sherylmac@staff.ednet.ns.ca or 902-478-4799.

FORRENT-INTERESTED IN A 10 MONTH LEASE IN MILFORD STATION, HANTS CO. (15 MINUTES FROM THE AIRPORT)

- Looking for a well-maintained, spacious 3-4 bedroom partially furnished house to rent for the school year? We're looking for mature, responsible tenants to care for our home for 10 months of the year as

we'll be returning for the summer months from our international teaching positions. If you are interested in discussing the price and you can supply references, please contact us at: sampsonra1@hotmail.com

FOR RENT - One bedroom fully furnished apartment in Lyons Brook, Pictou Co. Heat/electricity, washer/dryer, cable, TV, parking included. Everything supplied for housekeeping. Private, own entrance, quiet. 902-485-6572.

FOR SUBLET - Top flat in quiet Halifax neighbourhood available July and/or August. One bedroom, furnished, pleasant and clean, 3km from MSVU. Power/Parking/Internet/TV incl. Washer/Deck. Everything supplied for housekeeping. \$600/mth 880-5101.

INTERESTED IN A TEN-MONTH LEASE IN BEDFORD? Beautifully furnished, large 4-bedroom house for rent. We are international teachers that want our home for the summer. Looking for responsible

tenant that will take care of our home throughout the school year. Rent will be reasonable. Contact cboudreau@asd.edu.qa.

TEACHER EXCHANGE - An elementary resource teacher with the HRSB is looking for the same with the CBVRSB for the 2013-14 school year. A permanent exchange is also possible. If interested, please email dl@staff.ednet.ns.ca.

TEACHER EXCHANGE - A permanent elementary teacher with the CBVRSB is looking to exchange positions with a teacher from the HRSB for the 2013-14 school year. A permanent exchange is desired. If interested, please contact knottt@staff.ednet.ns.ca.

TEACHER EXCHANGE - Permanent Senior High Phys. Ed and Math teacher with the HRSB is looking for an exchange with a teacher from the CBVRSB for the 2013-2014 school year. A permanent exchange is possible. If interested, please contact caper1976@hotmail.com

TEACHER EXCHANGE - Permanent junior/senior high learning center/resource teacher with the HRSB is looking to exchange positions with a teacher from CCRSB for the 2013-14 school year. A permanent exchange is possible. If interested, please contact me at deani2009@hotmail.com

TEACHER EXCHANGE - I am a Jr. High Science & French teacher with the CBVRSB looking to exchange with a teacher from the HRSB for the 2013-2014 school year. A permanent exchange is possible. I am also a qualified Math/Physics/Chemistry teacher. If interested, please contact erin@staff.ednet.ns.ca.

JOB SHARE - I am looking for a job share position in the HRSB for 2013-2014. Any percentage 10% and above would be considered. My teaching experience is in elementary. I have job shared in Grade 3 and Grade 5. I am currently taking my Masters to teach resource/learning center. Please contact April at alandry@hrsbc.ca or call 902-402-1256.

JOB SHARE - Seeking P-6 job share position for the 2013/14 school year. Previous teaching experience in Grade 1 & 1-2 combined classrooms; and also job share experience. Please call Taryn at 902-405-7373 or email ttufts@hrsbc.ca for resume and references.

JOB SHARE - Retired elementary teacher interested in job sharing 20% starting September. Background is Resource, Learning Center, Literacy Coach, Reading Recovery. Also a certified yoga instructor. Email walshm@staff.ednet.ns.ca



Members of the Community College negotiating committee, which has had some changes to its membership over the last year, take a break during the last round of bargaining with the College on April 9. Seated (l-r) are: Community College Local president Ferne MacLennan, Community College provincial executive rep Louis Robitaille, Damian Hall, and Joe Salah. Standing (l-r) are: executive staff officer Grant MacLean, Seana Blanchard, NSTU president Shelley Morse, Ann Windsor-Hall, and staff officer (ret'd) Danny Eddy. Missing from the photo are assistant executive director Bruce Kelloway and executive director Bill Redden. Community College members have been without a new contract since July 31, 2011. Both teams exchanged packages on September 30, 2011, since then there have been 21 days of bargaining.

RESILIENCE PROGRAM

(Manulife / Homewood Human Solutions)

- ✓ Counselling Services (Stress, Family issues, bereavement, etc.)
- ✓ Plan and Career Smart Services (Childcare, legal, financial, etc.)
- ✓ Healthy eLinks (online resource of healthcare)

24 hours, 7 days a week / 365 days per year

1-877-955-NSTU (6788)

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*refer to brochure for access