



Council delegates call for a meaningful attendance policy

Eric Boutilier elected first vice-president



Council delegates used an audience response system for voting at this year's Council.

The 89th Annual Council of the Nova Scotia Teachers Union, held May 21 to 23, saw 269 voting delegates debating some 80 resolutions dealing with issues ranging from seeking additional resource teachers at the Primary to Grade 3 level to discussing the negative effects the lack of a meaningful attendance policy is having on Nova Scotia's students.

"The Minister needs to act on the absenteeism report now," says NSTU president Alexis Allen. "We're losing students and can't wait years for a policy to be put in place to help school boards, schools, administrators

and teachers provide a full slate of options and support to encourage and require attendance, and keep students in school."

The Department of Education's *Promoting Student Engagement: Report of the Minister's Working Committee on Absenteeism and Classroom Climate*, released on January 27 includes 13 recommendations that provide a strategy to improve student attendance and to motivate student learning. The Minister sought public input on the report up until March 12, but is still not prepared to implement the recommendations.

On Sunday, May 23 Eric Boutilier

was elected as first vice-president of the Union for a one-year term. Boutilier is a guidance counsellor at Bible Hill Junior High School, and most recently served as NSTU's second vice-president. He has served on the provincial executive since 2006, and before that was president of the Colchester-East Hants Local. Provincially, Boutilier has served as the chair of both the personnel and nominating committees and has been a member of the public affairs, public relations and provincial economic welfare committees.

During the opening session on Friday evening the Honourable Marilyn More, Minister of Education brought greetings to Council delegates. Whycocomagh Education Centre's Grade 2/3 class provided a unique rendition of our national anthem in a pre-taped performance as well. Under the direction of their social studies teacher Shelly Campbell, students performed a multi-cultural version of O Canada representing four cultures—English, Mi'kmaq, Scottish and French Acadian. Campbell accompanied them on her fiddle during the performance and some of the students donned traditional dress.

Canadian Teachers' Federation vice-president Brent Shaw brought greetings on behalf of the national organization on Saturday, May 22.

Tim MacLeod (Halifax County Local president) was elected CTF delegate. Tammy Fox (Colchester-East Hants Local) was elected to serve on the Discipline Committee. Dianne Raoul (Guysborough County Local) and Louis Robitaille (Community College) were elected to serve on the Professional Committee, and Lori MacKinnon (Yarmouth Local) and Lynette Rankin (Inverness Local) were elected to serve on the Resolutions Committee.

This year's Council used an audience response system to vote on resolutions and during Council Committee elections, and the election of the first vice-president. Delegates voted on motions using a handheld keypad. For the first time, NSTU members trained as parliamentarians were utilized during the weekend's proceedings. Five of these parliamentarians also acted as scrutineers. The independent chair residing over Annual Council 2010 was former NSTU president Brian Forbes (2000-2004).



Whycocomagh Education Centre's Grade 2/3 class presented a multi-language version of O Canada at Annual Council 2010.



Members of the Northside-Victoria Local don their "Council Best" on May 22. From left to right are: Susan Spurnell, Milton Bonnar (provincial executive rep), Mike Dunphy, Darlene Bereta, Melissa Serroul, Peter Day, Garland Standing, and Local president Peter Murphy.

NSTU Summer Hours

The NSTU Central Office will be closed for the afternoon of June 30 for Staff Development.

NSTU Summer Hours will be Monday to Thursday 8:00a.m. to 4:00p.m. and Friday 8:00a.m. to 12:30p.m. These hours will be in effect from Monday, June 28 through to and including Friday, August 27. Regular hours will resume on Monday, August 30.

The NSTU summer shutdown will be July 26–30 inclusive.

Six new members join provincial executive

Six new regional members have been elected to the NSTU provincial executive. Colchester-East Hants Local president Gerry Alley is replacing former 2nd vice-president Eric Boutilier for the Colchester-East Hants seat. Paul Betuik was elected for one of the Halifax City seats, replacing David Harris. Lunenburg County Local president and South Shore RRC Chair Bill Bruhm, is the new provincial executive member for Lunenburg County replacing Deborah Mitchell. Cumberland Local president Pat Hillier replaces Gail Walsh for the Cumberland seat. Antigonish Local president Tammy Landry will take Amanda Marchand's Antigonish-Guysborough seat, and Mark Savoury replaces Simon Wilkin for the Dartmouth seat.

Their terms begin on August 1. They will attend the annual executive planning conference in July and their first executive meeting just prior to the Leadership Development Conference in mid-August. Marlene Boyd (Inverness-Richmond), Vince Gillis (Cape Breton District), Damian Hall (Community College), and Sue Hannem (Halifax County), were acclaimed for a second term.

people

APSEA agreement signed



The signing of the agreement between the NSTU and our members who work for APSEA (Atlantic Provinces Special Education Authority) took place on May 5 at the APSEA building in Halifax. Members voted 92.7 per cent in favour of the agreement. APSEA is a cooperative agency between the Provincial Departments of Education of New Brunswick, Nova Scotia, Newfoundland & Labrador, and Prince Edward Island providing educational services for children and youth who are deaf, hard of hearing, deafblind, blind or visually impaired. The NSTU represents some 125 APSEA teachers in the provinces of Nova Scotia, New Brunswick and Prince Edward Island. **Seated:** NSTU president Alexis Allen and APSEA superintendent Dr. Bertram Tulk. **Standing:** Sheila Jamieson BVI (Blind and Visually Impaired) sub Local representative, Carole DeYoung DHH (Deaf & Hard of Hearing) sub Local representative, NSTU staff liaison Joan Ling, and Heather Lawrence, Director of Finance and Administration for APSEA.



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You may find past issues posted on our website: www.nstu.ca

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Page 2, The Teacher, June 2010

Ghana Bookmark project update



During the spring Local Presidents' conference, held at NSTU's Central Office on April 30, NSTU president Alexis Allen presented Mary-Lou Donnelly, president of CTF with a cheque for \$3,601.97 from last fall's Ghana bookmark World Teachers' Day project. Donnelly was in Nova Scotia to make a presentation to NSTU leaders on how the \$2 donation on World Teachers' Day makes a difference for children in Ghana. Since it began, the project has supported over 132 Ghanaian students in receiving an education. Details for next year's Bookmark project will be included in the September 2010 issue of *The Teacher* and information will be made available through NSTU reps. World Teachers' Day takes place each year on October 5.

Past presidents at Annual Council



Past presidents of the NSTU came together in their annual reception during the NSTU's Annual Council on May 22. Standing: Dominique Henry (1974-76); Harold Doucette (1980-84); NSTU president Alexis Allen; Joseph Maidment (1976-78); Greg O'Keefe (1978-80); Brian Forbes (2000-04). Seated: Russell MacDonald (1990-92); John MacDonald (1992-96); Karen Willis Duerden (1986-90); and Donnie MacIntyre (1996-00).

HRSB Meet and Greet



On April 26, the Public Affairs Committee of the Halifax Regional Representative Council of the NSTU hosted an informal "Meet and Greet" with Halifax Regional School Board (HRSB) Members. It provided an opportunity for school board members and representatives of the NSTU to touch base and get to know each other a little better in a relaxed setting. Organized by Mark Savoury, VP of Public Affairs/Public Relations for the Dartmouth Local the event took place at the Holiday Inn Harbourview (Dartmouth). Shown are (front row): Halifax City Local president Liette Doucet; HRSB chair Irvine Carvery (African Nova Scotian representative); HRSB board member Gin Yee (District 3-Dartmouth Centre, Woodside – Eastern Passage, Albrow Lake – Harbourview); and David Cameron (District 5- Halifax Downtown, Northwest Arm - South End, Connaught – Quinpool; 2nd row: NSTU president Alexis Allen; HRSB Vice-Chair Steve Brine (District 1 - Eastern Shore – Musquodoboit Valley, Preston – Lawrencetown – Chezzetcook); Mark Savoury; and Halifax County Local president Tim MacLeod.

Cape Breton-Victoria Regional School Board agreement signed



On May 25 the signing of the regional agreement between the Nova Scotia Teachers Union and the Cape Breton-Victoria Regional School Board (CBVRSB) took place at the Board's offices in Sydney. On May 18, members of the Cape Breton District and Northside-Victoria Locals voted on the tentative agreement. They voted 74 per cent in favour of acceptance. Shown at the official signing are: Arnold Burke, Cape Breton-Victoria RRC Chair; Ed Davis, Superintendent of CBVRSB; Lorne Green, CBVRSB Board Chair and NSTU president Alexis Allen.

Local Service Award Recipients 2010



At the 89th Annual Council of the Nova Scotia Teachers Union, 25 NSTU members were presented with Local Service Awards. These Local leaders have a wealth of experience of service to education, their students and colleagues. Whether serving as NSTU representatives at their worksites, as members of their Local Executives, on provincial and national committees or internationally, these members have left their mark on education in Nova Scotia. Front row (l-r) Judy Knowlton (Dartmouth Local); Charlotte Myers (Halifax County Local); Susan Serieys (Kings Local); Barb Black (Cumberland Local); Myles McCormick (Halifax City Local); Kathy Siddall (Halifax County Local); Donna Rankin Neville (Cape Breton District Local); Sharon Ryan (Inverness Local); and Eileen Coady (Yarmouth Local). Back row (l-r): Glenn Demone (Lunenburg County Local); Berkley Gouthro (Guysborough County Local); Carol Hyson, Donald Rice and Ed Kelly (Lunenburg County Local); John Gillis (Cumberland Local); Dave MacNeil (Antigonish Local); David Ritchie (Hants West Local); Barry Imber (Halifax City Local); and Ron MacIntosh and Rick MacKinnon (Cape Breton District Local). Missing from the photo are: Norma Jean Collison (Cumberland Local); Jack Toomey (Northside-Victoria Local), Marilyn Moore (Shelburne Local) and Ken Langille and Sharon Sullivan (Yarmouth Local).

Faculty & Professional Support Conference offers a bit of everything



NSCC president Joan McArthur Blair opens FAPSC.



Barb Stegemann addresses faculty and professional support members.

FAPSC (Faculty and Professional Support Conference) provides relative high end professional development for NSTU members who work in the Community College system. The theme of this year's conference, which took place May 6 to 8 at the Truro Campus of the Nova Scotia Community College, was: The Power of Professionalism. Recently retired NSCC president, Dr. Joan McArthur-Blair opened the conference. In her remarks to participants she spoke about courage and never giving up. She also spoke about professionalism, which she said, rests on forgiveness because it allows for space to open up for further discussion and how important it is to respect those around you who have a right to their own view.

The keynote speaker was author of the best seller *7 Virtues of a Philosopher Queen* Barb Stegemann (www.the7virtues.com). In her riveting keynote address to over 100 participants Stegemann spoke about the four keys to happiness: love your job; stay in a state of wonder; flank yourself with people who believe in you; and visualize the life you want. "You cannot reach excellence if you are afraid....you need courage to face challenges but wisdom without courage bears no fruit," she says. She also spoke briefly about her involvement in giving meaning to the people of Afghanistan through a business venture involving the purchase of products from Afghan farmers to manufacture perfume.

Workshops through the two days included appropriate online behaviour, service learning, financial planning tips, getting to know your collective agreement, phased early retirement, different teaching styles, Elluminate-Live, the faculty learning portfolio, orientation to the Canada Pension Plan and a consultation session for the development of an online needs survey for faculty and professional support members.

Friday afternoon saw faculty and professional support members gather together for the Community College Local's annual general meeting. Local president Louis Robitaille thanked the members for their continued support throughout the year but particularly through the difficult fall period of contract negotiations. Members approved the new budget and elected table officers. Member-at-Large Cindy Edwardson, and VP Economic Welfare (Faculty) Joe Salah were reelected. Incoming VP of Communications and Public Relations Jill Hiscock and Treasurer Barrie Doyle were welcomed while outgoing Communications and Public Relations VP Ron Joiner and Treasurer Ferne MacLennan were thanked for their valued service to the Local.

The Nova Scotia Teachers Union recognizes the efforts of the Community College Local in this ongoing professional development initiative and encourages all faculty and professional support members to take advantage of this unique learning opportunity.

Lockview High School band takes gold

Congratulations to the 90 students of the Lockview High School Senior Concert Band under the direction of Joseph Cormier. The band recently completed a very successful international tour.

Here are the official final results of the Heritage International Music Festival held in New York City, USA on May 8:

Lockview Senior Concert Band: Gold and First Place overall with a mark of 93; Lockview Flute Ensemble: Gold with a mark of 92; Lockview Chamber Choir Volare: High Mark of 91 (non competitive class); Lockview Jazz Band: Silver, mark of 87; Lockview Senior Concert Band also received the Heritage Music Festival's Adjudicators' Award for the Most Outstanding Concert Band performance in this year's band class with a mark higher than 92. Christine Hicks received the Heritage Music Festival's Maestro Award for Outstanding Flute Solo, Musical ability, Leadership and Sensitivity for Flute Ensemble and Senior Concert Band.

Sophia Nickel also received a Heritage Music Festival's Maestro for Outstanding Vocal Solo, Musical Ability, Leadership and Sensitivity for Jazz Vocals and Lockview Chamber Choir-Volare (only six awarded in total for the entire festival). The International Event drew at least 1,500 students from Pennsylvania, New Jersey, Boston, California, Texas, New York, Florida, Virginia, Alberta and Nova Scotia.

A special thanks goes to the wonderful group of students and chaperones, principal Donna MacKenzie and her team for incredible vision and support of this wonderful venture, and to Fall River, Beaverbank and surrounding communities for their endless support of the school's music program.

REMINDER!

The deadline for applications for NSTU committees is June 25! Please go to www.nstu.ca for information and forms or call 1-800-565-6788

Important Notice

The Teacher: Change in frequency

Starting in the fall of 2010, *The Teacher* will be published **eight (8)** times a year from September to June.

The **November/December** and **January/February** issues will be combined. This change will help streamline *The Teacher* publication and reduce costs and paper.

The 2010-2011 publication schedule will be posted to the NSTU website when it becomes available.

For further information email theteacher@nstu.ca. We apologize if this change causes any inconvenience.



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What a difference a year makes

(This is an excerpt from Alexis Allen’s address to Council 2010)

Last year at this time we were struggling with the global fallout from the worse economic crises we had seen since 1929, this year we dealt with issues that are unprecedented in nature. We were within one day of a provincial Community College strike—which would have been the first in our history; threatened with a global H1N1 pandemic and facing the potential loss of the equivalent of 800 teaching jobs in the province.

Last spring we found ourselves with two Community College contracts unresolved and a newly elected government. Negotiations broke off and we organized a march on the Legislature last fall with a clear message in seeking fairness and equity for our Community College members.

One day away from potential job action, a tentative agreement was reached and on October 23, our College members voted overwhelmingly to accept.

It is often said that through adversity comes strength.

We have indeed become stronger and more united as a union. Community College and public school members walked side by side during the march on the Legislature. Locals offered moral and financial support during this struggle. We are indeed over 10,800 strong!

The second major issue we faced this year was the H1N1 pandemic. Our concern was the availability of the vaccine for all our members and students. As the vaccine was not offered at schools or on our campuses it was impossible for most members to receive it during the day. Government did hear our concerns and we have set the stage for consultation with the NSTU in the future.

The third major issue we faced was the possibility of the continued under funding to public education and loss of teaching positions. Nova Scotia’s education partners mobilized a campaign with the slogan “Save Grade 2” to raise awareness about the issue. The partners were seeking a 3.6 per cent increase in the provincial budget just to maintain the status quo.

As Graham Steele, Minister of Finance, began his “Back to Balance” forums across the province to seek public consultation on reducing the province’s deficitwe sought your help. We called upon the membership to attend these sessions and to voice the concerns of public education and you were there en masse at these sessions advocating for education in Nova Scotia.

We did receive an additional 24 million dollars, not all that we were asking, and we have been told we are in for a rough three years as Government tries to balance the province’s books. The question we need to ask of government is:

When is the best time to properly fund public education? Is it only when times are good and the government can afford to fund schools? We all know that a child’s education cannot wait for the economy to turn around. We need support now to adequately meet the needs of our students.

Another concern voiced by our members is workload demands. The amount of data collection required, large scale absenteeism with little consequence, paper work, Math Development Records, Literacy Development Records and increases in reporting in general have caused our members to ask.... is it only teachers who are accountable? Teaching has changed drastically and without the necessary supports in place to meet the needs of our diverse learners it makes it difficult for teachers to address the individual challenges. **We may need to re-evaluate the additional pressures placed on our time and look at what we can and cannot do if this pace and the many demands continue.**

We’ve had some wonderful opportunities to raise the **positive profile of our profession** and show how we make a difference.

One opportunity for the NSTU in promoting a positive image is our annual holiday message. This year’s rendition featured students who live at Brookwell and Edwards House, group homes for homeless young people between 16 to 18 years of age.

Once again we joined with the Nova Scotia Nurses’ Union to support the Read to Me program which provides books to new mothers around the province. This year, *Kisses Kisses Baby-O!* was translated into Mi’kmaq.

We also had a presence for the **first time in the Halifax Pride Parade, and I encourage you to try and attend this year’s parade on July 24, to support our march for equity.**

When the devastating earthquake hit Haiti the Provincial Executive passed a motion on your behalf to donate \$1 per member (\$10,869) to the Canadian Teachers’ Federation and Education International to help support re-establishing education in Haiti.

I had the opportunity to meet two leaders from the Haiti Teachers Union and they expressed their gratitude for all that Canadians have done to support them through these crises.

Recently I had the pleasure of presenting Mary-Lou Donnelly president of CTF with a cheque for \$3601.97 from the Ghana bookmark project. Over the past year your money has supported over 132 students to receive an education. Once again we will be asking you to donate \$2 on World Teachers’ Day so more children will have access to an education.

In May the NSTU was involved in the annual CTF Hill Day, where the presidents of teacher organizations across Canada met MPs to talk about the direct effect poverty has for children in our classrooms and asked the politicians to live up to the millennial goal to eradicate child poverty in Canada.

So what are our priorities for next year?

- Public school negotiations are our top priority.
- We need to begin putting together an Asking Package for Community College Negotiations in the Spring 2011.
- We must continue to **seek additional funding for education.**
- We will work **together with the various partners** to help promote education at all levels in this province.
- We will **continue to address workload issues.**

No matter what the next two years bring..... I know that it is only by working together that we will remain strong as a Union.

I look forward to the year ahead and to continue working on your behalf.

Que de changements d’une année à l’autre!

(Ceci est un extrait du discours d’Alexis Allen à l’Assemblée générale annuelle 2010)

L’an dernier, à la même époque, nous étions confrontés aux retombées de la pire crise économique mondiale que nous ayons connue depuis 1929; cette année, nous avons été confrontés à des enjeux sans précédent. Nous sommes passés très près d’une grève du Collège communautaire – qui aurait été la première de notre histoire; nous avons été menacés par la pandémie mondiale du virus H1N1 et par la perte potentielle de l’équivalent de 800 emplois d’enseignants dans la province.

Au printemps dernier, nous nous sommes trouvés avec deux conventions non réglées pour le Collège communautaire et un nouveau gouvernement. Les négociations ont été rompues et nous avons tenu une démonstration devant l’assemblée législative provinciale à l’automne dernier pour communiquer clairement le message que nous demandions justice et équité pour les membres de notre collège communautaire.

Alors que nous étions à la veille de la grève, une entente provisoire a été conclue et, le 23 octobre, les membres du Collège communautaire ont voté à une écrasante majorité en faveur de cette convention.

On dit souvent que l’adversité est l’épreuve du courage.

Nous sommes effectivement devenus un syndicat plus puissant et plus uni. Les membres du Collège communautaire et des écoles publiques ont défilé côte à côte lors de la manifestation devant l’assemblée provinciale. Les sections locales ont toutes apporté un soutien moral et financier durant cette lutte. Nous étions effectivement forts de 10 800 membres!

Le deuxième enjeu important auquel nous avons été confrontés cette année a été la pandémie H1N1. Notre principal souci était d’assurer que le vaccin soit à la disposition de tous nos membres et de tous nos élèves. Dans la mesure où la vaccination n’était pas disponible dans les écoles ou les campus, la plupart de nos membres ne pouvaient pas se faire vacciner durant la journée. Le gouvernement a écouté nos préoccupations et nous avons préparé le terrain pour que le NSTU soit consulté à l’avenir.

Le troisième enjeu important auquel nous avons été confrontés a été la crainte d’un financement insuffisant de l’enseignement public et de la perte de postes d’enseignant. Les partenaires de l’éducation en Nouvelle-Écosse ont lancé une campagne avec le slogan « Sauvons la 2e année » pour sensibiliser le public à ce problème. Les partenaires cherchaient à obtenir une augmentation de 3,6 % du budget provincial de l’éducation en vue de maintenir le statu quo.

Lorsque Graham Steele, ministre des finances, a organisé ses forums « Retour à l’équilibre » dans toute la province pour demander l’avis du public sur la réduction du déficit provincial, nous avons fait appel à vous. Nous avons appelé nos membres à assister à ces sessions et à faire connaître les préoccupations au sein de l’enseignement public; vous vous êtes présentés en masse à ces sessions pour défendre l’enseignement en Nouvelle-Écosse.

Nous avons reçu un montant supplémentaire de 24 millions de dollars, montant inférieur au montant demandé, et l’on nous a prévenus que les trois prochaines années allaient être difficiles du fait que le gouvernement tentait d’équilibrer les comptes de la province. La question que nous devons poser au gouvernement est la suivante :

Quel est le meilleur moment pour financer convenablement l’enseignement public? Est-ce seulement lorsque les conditions sont favorables et que le gouvernement a les moyens de financer les écoles? Nous savons tous que l’éducation d’un enfant ne peut pas attendre la reprise économique. Nous avons besoin d’un soutien maintenant pour répondre convenablement aux besoins de nos élèves.

Une autre préoccupation soulevée par nos membres concerne la charge de travail. Le volume des données exigées, l’absentéisme à grande échelle sans conséquence sérieuse, la paperasserie, les dossiers de développement en mathématiques, les dossiers de développement en littératie et l’augmentation des rapports en général ont amené nos membres à se poser la question suivante : les enseignants sont-ils les seuls à rendre des comptes? L’enseignement a radicalement changé, et sans les soutiens nécessaires pour faire face à la diversité de nos apprenants, les enseignants éprouvent des difficultés à répondre aux besoins individuels. **Nous devons peut-être réévaluer les pressions qui sont exercées sur nous et décider ce que nous pouvons faire et ce que nous ne pouvons pas faire si ce rythme et ces multiples exigences se maintiennent.**

Nous avons eu de merveilleuses occasions de **rehausser le profil de notre profession** et de montrer que notre travail fait toute la différence.

Une occasion pour le NSTU de promouvoir une image positive est notre message annuel à l’époque des Fêtes. Le message de cette année était apporté par des élèves qui vivent à la maison Brookwell et à la maison Edwards, foyers collectifs destinés à des jeunes sans-abri âgés de 16 à 18 ans.

Une fois encore, nous nous sommes associés au syndicat du personnel infirmier de la Nouvelle-Écosse pour soutenir le programme Lis-moi une histoire qui offre un livre aux nouvelles mères partout dans la province. Cette année, le livre Kisses Kisses Baby-O!, qui existe déjà en français sous le titre Bisous Bisous Bébé-Ô, a été traduit en Mi’kmaq.

Nous avons également participé pour **la première fois au Défilé de la fierté gaie d’Halifax et je vous encourage à assister au défilé de cette année qui aura lieu le 24 juillet, pour soutenir cette manifestation en défense de l’équité.**

Lorsqu’Haïti a été frappé par un tremblement de terre dévastateur, le Comité exécutif provincial a adopté une motion en votre nom en vue de faire un don d’un dollar par membre (10 869 \$) à la Fédération canadienne des enseignantes et des enseignants et à Éducation internationale pour contribuer au rétablissement de l’enseignement à Haïti.

J’ai eu la chance de rencontrer deux dirigeants du syndicat des enseignants d’Haïti et ils m’ont fait part de leur gratitude pour tout le soutien que leur ont apporté les Canadiens durant cette épreuve.

Récemment, j’ai eu le plaisir de présenter à Mary-Lou Donnelly, présidente de la FCE, un chèque d’un montant de 3601,97 \$ destiné au projet des signets pour le Ghana. Au cours de l’année écoulée, vos donations ont aidé plus de 132 élèves à recevoir une éducation. Une fois encore, nous vous demanderons de faire un don de 2 \$ à l’occasion de la Journée mondiale des enseignants afin que davantage d’enfants aient accès à l’éducation.

En mai, le NSTU a participé à la Journée sur la Colline de la FCE, durant laquelle les présidents des associations d’enseignants de tout le Canada rencontrent des députés pour parler des effets directs de la pauvreté sur les enfants de nos classes et pour demander aux politiciens de réaliser l’Objectif du Millénaire d’éliminer la pauvreté des enfants au Canada.

Quelles sont donc nos priorités pour l’an prochain ?

- Les négociations des écoles publiques sont notre priorité numéro un.
- Nous allons commencer à préparer un cahier de revendications pour les négociations du Collège communautaire au printemps 2011.
- Nous allons continuer à **solliciter des fonds supplémentaires pour l’enseignement.**
- Nous allons **travailler en collaboration avec nos divers partenaires** pour promouvoir l’éducation à tous les niveaux dans cette province.
- Nous allons **continuer à nous occuper des questions de charge de travail.**

Peu importe ce qui nous attend durant les deux prochaines années... Je sais que c’est seulement en travaillant ensemble que nous resterons un syndicat puissant.

Je me réjouis à la perspective de continuer à travailler pour votre compte durant l’année qui vient.



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TIP OF THE MONTH

Have you ever wondered whether or not you should lease or buy a new car? The following is information to keep in mind when making your decision.

	BUY	LEASE
COSTS	<ul style="list-style-type: none">- Initial costs usually include down payment, taxes and registration.- Monthly payments are usually higher than for leased vehicles.	<ul style="list-style-type: none">- You pay a security deposit and an administration fee.- Pay tax only on monthly payment instead of on the full price of the vehicles.- You can choose to make a down payment to reduce your payments.
MILEAGE	<ul style="list-style-type: none">- You can drive your car as much as you want.- Just keep in mind the higher the mileage the lower your resale value.	<ul style="list-style-type: none">- You are allowed a specific number of kilometers in your lease contract.- If you exceed this limit, you will incur additional fees and they can be quite hefty.
UPKEEP	<ul style="list-style-type: none">- You can modify your vehicle to your own taste (paint it, install subwoofers etc.)- Once your warranty is expired, you're on the hook for repairs.	<ul style="list-style-type: none">- Beyond repairs covered in your warranty, you are responsible for normal upkeep.- Damages considered excessive could result in a charge at the end of the lease term.
IN THE END	<ul style="list-style-type: none">- You build equity in your car and stand to enjoy five or so relatively repair free years after your car is paid off.	<ul style="list-style-type: none">- You do not build any equity. You do not have to try to sell your car when your lease is up.- You could choose to buy your vehicle if your lease has a buy option.

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- 2** Summer Skip a Payment, is running for the months of June and July. Have you sent yours in yet?
- 3** Planning on going away this summer? Stop by our office, we carry US currency and affordable Travel Insurance.
- 4** Planning on upgrading your Teaching License this summer. Contact our office for information on our Master's Plus Incentive Program.
- 5** Know your ABC's before making a financial decision. Get Comprehensive, Unbiased Financial Information and Guidance Right on Our Website!!
- 6** Provide us with your mortgage renewal date and we'll help you get an early start on reviewing your options and a chance to "WIN" a new Flat Screen T.V.
- 7** If you are travelling this summer, check out our ABM locator on our website before leaving your home.

Credit Union Summer hours

Start June 28 –September 3. The office will be open Monday to Friday 10 a.m. to 5 p.m. NO EVENINGS.

The office will be closed Thursday, July 1, 2010 for Canada Day.

The office will be closed Monday, August 2, 2010 for Civic Holiday.

The office will be closed Monday, September 6, 2010 for Labour Day.



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2010 Disposition of Resolutions

Governance

2010-1 - **Defeated**

BE IT RESOLVED THAT the position of First Vice President of the Nova Scotia Teachers Union be elected every two years at the NSTU Annual Council and be limited to two consecutive terms.
(Yarmouth)

2010-2 - **Adopted**

BE IT RESOLVED THAT NSTU By-Law Article VIII-General be amended by adding 3. Fiscal Year. The fiscal year of the Nova Scotia Teachers Union shall be August 1st to July 31st.
(Provincial Executive)

2010-3 - **Adopted**

BE IT RESOLVED THAT NSTU By-Laws Article IV 1. Definition be amended to read “and two members elected...Community College Local.”
(Community College)

2010-4 - **Defeated**

BE IT RESOLVED THAT notwithstanding the role of the Chair of the RRC as a region’s official spokesperson to the public and to the employer, the roles and responsibilities of Local Presidents and Vice-Presidents of Economic Welfare be modified to include the authority to provide support, advice, and direction to the members of their Locals and, in fulfilling that role, to have the right to communicate and consult directly with the union’s professional staff.
(Antigonish)

2010-5 - **Adopted**

BE IT RESOLVED THAT NSTU Standing Order 5 (c) be amended by adding – Resolutions categorized as Economic Welfare and Working Conditions which relate to Provincial and/or Community College Negotiations and which are adopted at Annual Council shall be automatically referred to staff for consideration by the Provincial Economic Welfare Committee or the Community College Economic Welfare Committee.
(Provincial Executive)

2010-6 - **Adopted**

BE IT RESOLVED THAT Standing Order 13(b) be rescinded.
(Provincial Executive)

2010-7 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #1 – Budget Requirements be reaffirmed.
(Provincial Executive)

2010-8 - **Adopted**

BE IT RESOLVED THAT Policy #2 –Civil Actions – Legal Protection be reaffirmed.
(Provincial Executive)

2010-9 - **Adopted**

BE IT RESOLVED THAT Policy #3 – Code of Ethics be amended by adding in Section III (a) /educational site.
(Provincial Executive)

2010-10 - **Adopted**

BE IT RESOLVED THAT Policy #4 – Conflict of Interest be reaffirmed.
(Provincial Executive)

2010-11 - **Adopted**

BE IT RESOLVED THAT Policy #5 – Discrimination be amended by striking out “teachers” and inserting “members.”
(Provincial Executive)

2010-12 - **Adopted**

BE IT RESOLVED THAT Policy #6 – Equity and Affirmative Action be amended-

- by striking out “teachers” and inserting “members”
- by striking out “Mentorship and”
- by striking out “s” from “programs.”

(Provincial Executive)

2010-13 - **Adopted**

BE IT RESOLVED THAT Policy #7 – Executive Director and Executive Staff Qualifications be amended by striking out This restriction does not apply to staff employed prior to May 1999.”
(Provincial Executive)

2010-14 - **Adopted**

BE IT RESOLVED THAT Policy #8 – Executive Staff Additions be reaffirmed.
(Provincial Executive)

2010-15 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #10 – Inclusive Language be amended by adding “ethnicity” after “sexual orientation.”
(Provincial Executive)

2010-16 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #11 – Merchandise – Fair Trade Purchasing be amended-

- by adding “and “environmentally friendly” following “fair trade and”
- by adding “The NSTU encourages members to purchase Nova Scotia produced products and services.”

(Provincial Executive)

2010-17 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #12 – Privacy-Member Data be reaffirmed.
(Provincial Executive)

2010-18 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #13 – Professional Associations be amended-

- by striking out in Section (A) “teacher” and inserting “member”
- by striking out in Section (F) “Booklets” in the title and inserting “Information”
- by striking out in Section (F) “print”
- by striking out in Section (F) “Booklet” and inserting “Information”
- by adding in Section (G) “and on diversity issues in education.”

(Provincial Executive)

2010-19 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #14 – Provincial Executive Committees be amended-

- by striking out in Section (b)(i)(a) “shall” and inserting “should”
- by adding in Section (b)(i)(a)(iii) “college program”
- by adding in Section (b)(i)(a)(v) “diversity”
- by deleting in Section (d)(iii) “page 88.”

(Provincial Executive)

2010-20 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #15 – Provincial Executive Directives be amended by deleting “Any future Provincial Executive directive to NSTU Locals/Regional Representative Councils shall be accompanied by appropriate funding.”
(Provincial Executive)

2010-21 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #16 – Provincial Executive Meetings be reaffirmed.
(Provincial Executive)

2010-22 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #17 – School Administrators be amended- by adding “public school” before “principals” by inserting “educational site” between “school” and “administrators.”
(Provincial Executive)

2010-23 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #18 – Substitute Teacher Information Meetings be reaffirmed.
(Provincial Executive)

2010-24 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #19 – Substitute Teacher Per Diem Rates be rescinded.
(Provincial Executive)

2010-25 - **Adopted**

BE IT RESOLVED THAT NSTU Policy #20 – Voting Principles be rescinded.
(Provincial Executive)

Costed

2010-26 - **Adopted**

BE IT RESOLVED THAT Standing Order #10.(a)(ii) be amended to read “Community College – 2 members.”
(Community College)

2010-27 - **Withdrawn**

BE IT RESOLVED THAT the NSTU change the present practice of collecting Union dues from August through December to a period over 26 pays.
(Kings)

2010-28 - **Defeated**

BE IT RESOLVED THAT the NSTU establish regional offices in Sydney and Yarmouth on a two year trial basis, each staffed by a full time Executive Staff Officer.
(Yarmouth)

2010-29 - **Defeated**

BE IT RESOLVED THAT the NSTU sponsor an annual Equity Conference for all members of the educational community.
(Kings)

2010-30 - **Withdrawn**

BE IT RESOLVED THAT the NSTU conduct an analysis of the complete workload for teachers to be used to lobby the Department of Education and in negotiations for the betterment of teacher workloads.
(Northside-Victoria)

2010-31 - **Withdrawn**
BE IT RESOLVED THAT the NSTU conduct a cost analysis of the increased financial demands on the educational system associated with the educational programming support requirements presented by students with unique needs.
(Northside-Victoria)

2010-32 - **Defeated**
BE IT RESOLVED THAT the NSTU work to create a public relations campaign designed to highlight the importance of attendance for school-aged children.
(Northside-Victoria)

2010-33 - **Defeated**
BE IT RESOLVED THAT the NSTU research wage growth comparisons for the past twenty years between teachers and other professionals included but not limited to-doctors, police officers, nurses, lawyers, judges, etc.-who are employed by the provincial government or its agencies and have this report to the Provincial Executive by December 31, 2010.
(Cape Breton District)

2010-34 - **Defeated**
BE IT RESOLVED THAT the NSTU and its Provincial Executive research and report to Annual Council 2011 the issues around intimidation by those in administrative positions.
(Halifax City)

Government

2010-35 - **Adopted as Amended**
BE IT RESOLVED THAT the NSTU consult with the Department of Education to discuss the negative effects of he Government’s failure to implement the recommendations contained in the Minister’s *Report of Attendance and Classroom Climate* are having on our schools with a focus on strengthening he current wording of the Education Act.
(Dartmouth)

2010-36 - **Adopted as Amended**
BE IT RESOLVED THAT the NSTU strongly urge the Department of Education to allocate additional resource support teachers at the Primary to Three level directed towards early intervention support.
(Digby)

2010-37 - **Adopted as Amended**
BE IT RESOLVED THAT the NSTU lobby the Department of Education to provide additional teachers to schools to meet the increased needs brought about by meeting the needs of students with Individual Program Plans (IPPs).
(Northside-Victoria)

2010-38 - **Adopted as Amended**
BE IT RESOLVED THAT the NSTU lobby the Department of Education to create criteria for equitable distribution of resource teachers to ensure all students in need of resource support will received that support.
(Northside-Victoria)

2010-39 - **Defeated**
BE IT RESOLVED THAT the NSTU lobby the Government to provide additional funding to school boards to support every student by providing at least one educational assistant per classroom for the portion of the day the classroom includes one or more students on an individualized program plan.
(Colchester-East Hants)

2010-40 - **Adopted**
BE IT RESOLVED THAT the NSTU contact the Department of Education and seek to have all travel expense claims paid to teachers within four weeks.
(Cape Breton District)

General

2010-41 - **Adopted**
BE IT RESOLVED THAT the NSTU work with the Nova Scotia Fire Marshall and other relevant agencies to increase the percentage of permissible wall coverings in classrooms from the present 20%.
(Yarmouth)

2010-42 - **Adopted**
BE IT RESOLVED THAT NSTU employees and members adhere to the following Safe Workplace and Member Conduct Policy:

STATEMENT OF PRINCIPLE

- The NSTU is committed to:
 - providing a safe, secure and respectful environment that is free from harassment at NSTU premises and at all provincially-sponsored events. NSTU premises are considered as the provincial office and such other premises as may be used for provincially-sponsored events. Provincially-sponsored events are considered to include all conferences, seminars, workshops, meetings or activities;
 - fostering the goodwill and trust necessary to protect the rights of all individuals;
 - neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
 - promoting mutual respect, understanding and cooperation as the basis of interaction among all who are employed by the NSTU, and who are members of the NSTU.
- The NSTU will not tolerate any violence, threats, harassment, or intimidation at NSTU premises or at provincially-sponsored events.
- This policy shall not abrogate the rights of any employee or member under the statutes of the province of Nova Scotia and shall not abrogate the rights of any NSTU employee under the collective agreement between the NSTU and the employees.

APPLICATION OF THE POLICY

- This policy applies to all members of the NSTU and all employees of the NSTU. It

- applies to interactions between and among NSTU employees and all NSTU members at NSTU premises and provincially-sponsored events.
- This policy applies in respect of personal harassment that is not covered by the Nova Scotia Human Rights Act.
 - Each Local, Regional Representative Council and Professional Association is encouraged to develop a Safe Workplace and Member Conduct Policy following this document as a model. In the absence of such document, members are expected to follow the principles set out in this policy and complainants report violations to the NSTU Executive Director, or designate, who will follow the procedures set out in this policy.

DEFINITIONS

- Harassment is defined as engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.
- Personal harassment includes objectionable conduct, comment, action or gestures directed towards a specific person or persons, which has the effect of creating an intimidating, humiliating, hostile or poisoned environment.
- While harassment often involves repeated conduct or communication, or persistent patterns of behaviour, in some circumstances a single act or incident, which has a harmful effect, may also constitute harassment.
- Some examples of harassment include:
 - unwelcome remarks, slurs, taunts or derogatory comments about a person;
 - written or verbal abuse or threats;
 - physical assault;
 - bullying;
 - intimidation;
 - physical or mental maltreatment;
 - jokes that embarrass or insult a person;
 - humiliating a person in front of his or her co-workers or peers;
 - abuse of authority that undermines a person’s work performance; or
 - a departure from reasonable conduct.
- The normal exercise of supervisory responsibilities include training, direction, instruction, appropriate performance reviews, counselling and/or discipline does not constitute harassment.
- To the extent that conduct alleged to be harassment may also attract liability and/or responsibilities under other statutes, including the Nova Scotia Human Rights Act, the Occupational Health and Safety Act or the Criminal Code of Canada, the existence of this policy does not preclude the enforcement or exercise of rights under those statutes.
- Protocol Officer(s) are those persons appointed at all and any provincially-sponsored events to deal with issues that arise at those events, including the receipt and investigation of complaints arising from this policy. Ordinarily, the Protocol Officer shall be the NSTU Executive Staff Officer in charge of the event.
- In this policy, the term “complainant” refers to a person who makes a complaint under this policy. The term “respondent” refers to a person who, in a complaint, is alleged to have engaged in conduct in breach of this policy.

NO REPRISALS

- All complaints received will be taken seriously and will be handled promptly according to the procedures outlined in the NSTU Guidebook, Section III - Operational Procedures.
- No adverse action, including retaliation, shall be taken or tolerated against anyone who, in good faith and on the basis of reasonable belief, makes a complaint or participates as a witness during an investigation of a complaint.

(Provincial Executive)

Curriculum

2010-43 - **Adopted**
BE IT RESOLVED THAT the NSTU seek to ensure that the Department of Education provide curriculum support and materials in French and that resource support for French Immersion students be made available in French.
(Halifax County)

Economic Welfare and Working Conditions

2010-44 - **Adopted**
BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to include a new article to address the issue of mandatory professional development as a condition of hire and transfer.
(Hants West)

2010-45 - **Adopted**
BE IT RESOLVED THAT the NSTU negotiate with the Nova Scotia Department of Education for teachers who have completed 30 preapproved credits hours in any Masters Program to qualify for a change in certification.
(Lunenburg County)

2010-46 - **Withdrawn**
BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek compensation, by means of advance credit days or monetarily, for teachers who are regularly assigned the responsibility of teacher in charge.
(Digby)

2010-47 - **Adopted**
BE IT RESOLVED THAT the NSTU lobby school boards to change the title of “long-term substitute.”
(Kings)

2010-48 - **Adopted**
BE IT RESOLVED THAT the NSTU seek to have the Department of Education establish that one criterion for the positions of literacy or math coach and department head be that they are held by two different NSTU members.
(Halifax County)

<p>2010-49 - Adopted as Amended BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to have consultation time among teachers be within their existing instructional day. This time must be separate from preparation time. (Richmond)</p> <p>2010-50 - Adopted as Amended BE IT RESOLVED THAT the NSTU seek to negotiate time during the existing school day above and beyond Marking and Preparation to deal with the amount of ongoing documentation and paperwork that is now required of teachers. (Antigonish)</p> <p>2010-51 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to have “no loss of salary” added to Article 31.05. There shall be no loss in salary or teaching service when the teacher, with consent of the board, is in attendance and engaged in active competition at a national sporting event in Canada, British Commonwealth, or international competition provided the teacher was selected by a duly constituted and recognized provincial or national sports-governing body to represent the province of Nova Scotia in the sports competition as a member of an official delegation. (Halifax City)</p> <p>2010-52 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to achieve leave, without loss of pay, for teachers who are attending their own citizenship ceremony or that of the teacher’s immediate family. (Dartmouth)</p> <p>2010-53 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek additional travel time, without loss of pay, for teachers who are attending their own post-secondary convocation exercise/graduation or that of the teacher’s spouse and/or child. (Dartmouth)</p> <p>2010-54 - Withdrawn BE IT RESOLVED THAT the NSTU seek to have the Department of Education subsidize 80% of the cost of a membership to wellness organizations or fitness centers to a maximum of \$500.00 per year. (Colchester-East Hants)</p> <p>2010-55 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to have teachers, who participate in physical activities that promote healthy living, be reimbursed for fees and/or equipment up to the amount of five hundred dollars (\$500) per year. (Halifax County)</p> <p>2010-56 - Withdrawn BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to include a rebate for healthy living activities. (Northside-Victoria)</p> <p>2010-57 - Adopted as Amended BE IT RESOLVED THAT the NSTU lobby the Nova Scotia Department of Health to include teachers among those professionals receiving a free flu shot each year at the same time all frontline health caregivers receive theirs. (Halifax City)</p> <p>2010-58 - Withdrawn BE IT RESOLVED THAT in the next round of bargaining, the NSTU seek to have teachers, upon retirement, receive financial compensation for unused accumulated sick time. (Halifax County)</p> <p>2010-59 - Adopted BE IT RESOLVED THAT the NSTU exert pressure on the Department of Education to guarantee 20% preparatory time for classroom teachers who have three or more grades in a given classroom. (Digby)</p> <p>2010-60 - Adopted as Amended BE IT RESOLVED THAT the NSTU exert pressure on the Department of Education to guarantee 20% preparatory time for classroom teachers who have three or more Individual Program Plans in a given classroom and/or course. (Digby)</p> <p>2010-61 - Adopted BE IT RESOLVED THAT the NSTU strongly urge the Department of Education to impose and enforce a “hard cap” on the size for all P-6 classes, with a maximum of 25 for single grade classrooms and 20 for multi-grade classrooms. (Digby)</p> <p>2010-62 - Adopted as Amended BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to have preparation time increased from 10% per teacher to 20% per teacher based on the existing school day. (Richmond)</p> <p>2010-63 - Adopted BE IT RESOLVED THAT elementary classrooms, where the focus is Second Language Learning (eg. French Immersion/Intensive French), be capped at twenty-five (25) students. (Halifax County)</p>	<p>2010-64 - Withdrawn BE IT RESOLVED THAT the NSTU lobby the Nova Scotia Department of Education to limit class size to 25 students. (Inverness)</p> <p>2010-65 - Adopted BE IT RESOLVED THAT the NSTU seek to have the Department of Education implement a cap size of twenty (20) for all primary classrooms. (Halifax County)</p> <p>2010-66 - Defeated BE IT RESOLVED THAT the NSTU work to provide an option for married teachers to both be enrolled in the benefits package at the same time, provided both are willing to pay into the plan. (Northside-Victoria)</p> <p>2010-67 - Defeated BE IT RESOLVED THAT the NSTU, through the Insurance Trustees, seek to extend health care coverage for children of NSTU members enrolled in post secondary institutions outside of Canada. (Northside-Victoria)</p> <p>2010-68 - Withdrawn BE IT RESOLVED THAT the NSTU explore online claim submissions and direct deposit options with “Medavie-Blue Cross” for medical claims. (Kings)</p> <p>2010-69 - Withdrawn BE IT RESOLVED THAT the NSTU lobby our insurance provider to waive the fee, one time only, for re-admittance to the Long Term Disability/Salary Continuation Program. (Halifax City)</p> <p>2010-70 - Adopted BE IT RESOLVED THAT that the NSTU lobby the Department of Education to subsidize 80% of the cost of each session with a dietitian to a maximum of 20 visits per year. (Colchester-East Hants)</p> <p>2010-71 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU seek to have an increase in benefits to cover the costs associated with upgrades to cochlear implants and the costs associated with cochlear implant replacement parts, as part of our medical coverage. (Dartmouth)</p> <p>2010-72 - Defeated BE IT RESOLVED THAT Botox be included in the present list of medications covered under the NSTU medical plan. This treatment is specifically for migraine headaches. (Annapolis)</p> <p>2010-73 - Withdrawn BE IT RESOLVED THAT the NSTU examine current coverage for eye glasses/contact lenses and explore the options of increasing the current coverage amounts to better reflect the present costs associated in purchasing new glasses/contact lenses. (Kings)</p> <p>2010-74 - Adopted as Amended BE IT RESOLVED THAT the NSTU seek to increase coverage to a maximum of \$500.00 for frames and single, bifocal and trifocal lenses to cover higher costs of eyeglasses and/or contact lenses. (Colchester-East Hants)</p> <p>2010-75 - Adopted BE IT RESOLVED THAT the NSTU lobby Johnson’s Insurance to grant 80% reimbursement for a one time insurance claim in order to assist in the cost of corrective laser eye surgery. (Halifax City)</p> <p>2010-76 - Withdrawn BE IT RESOLVED THAT in the next round of provincial negotiations, the NSTU make eye care coverage an even higher priority. (Northside-Victoria)</p> <p>2010-77 - Adopted BE IT RESOLVED THAT in the next round of provincial negotiations the NSTU seek to achieve insurance coverage for laser surgery as a doctor-prescribed treatment of varicose veins. (Yarmouth)</p> <p>2010-78 - Withdrawn BE IT RESOLVED THAT members of the NSTU be eligible for the same coverage for osteopathy as they are for regular massage therapy. (Halifax County)</p> <p>2010-79 - Adopted BE IT RESOLVED THAT members of the NSTU be eligible for the same coverage for reflexology as they are for regular massage therapy. (Halifax County)</p> <p>2010-80 - Adopted BE IT RESOLVED THAT that the NSTU seek to include in our health benefits infertility coverage for fertility drugs and treatments. (Halifax City)</p>
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2010-NB1 - **Adopted**
BE IT RESOLVED THAT the NSTU vehemently oppose “merit pay” for teachers.
(Provincial Executive)

2010-NB2 - **Adopted**
BE IT RESOLVED THAT Standing Order 5(f) - *Referred Resolutions shall be referred to a specific body for study and be automatically returned to the floor of the next Council for action* - be rescinded.
(Provincial Executive)

2010-NB3 - **Adopted**
BE IT RESOLVED THAT Standing Order 6(b) *Scrutineers Committee* be deleted.
(Provincial Executive)

2010-NB4 - **Adopted**
BE IT RESOLVED THAT the NSTU support a Viewfinders March Break Camp or similar activity where the theme of the project is the importance of school attendance.
(Provincial Executive)

Résolutions destinées à l’AGA 2009 du conseil

Gestion

2010-1 - **Rejetée**
IL EST RÉSOLU QUE le premier vice-président du Nova Scotia Teachers Union soit élu tous les deux ans lors de l’assemblée générale annuelle du NSTU pour un maximum de deux mandats consécutifs.
(Yarmouth)

2010-2 - **Adoptée**
IL EST RÉSOLU QUE l’article VIII du Règlement intérieur du NSTU – Généralités – soit amendé en ajoutant 3. Exercice financier. L’exercice financier du Nova Scotia Teachers Union va du 1er août au 31 juillet.
(Comité exécutif provincial)

2010-3 - **Adoptée**
IL EST RÉSOLU QUE l’article IV 1 du Règlement intérieur du NSTU – Définition – soit amendé pour stipuler « et deux membres élus par tous les membres de la section locale du Collège communautaire ».
(Collège communautaire)

2010-4 - **Rejetée**
IL EST RÉSOLU QUE nonobstant le rôle du président du CRR comme porte-parole officiel de la région auprès du public et de l’employeur, les rôles et les responsabilités du président de la section locale et du vice-président du Comité du bien-être économique soient modifiés afin qu’ils aient l’autorité de fournir du soutien, des conseils et des directives aux membres de leur section locale et, pour remplir ce rôle, qu’ils aient le droit de communiquer avec le personnel professionnel du syndicat et de le consulter directement.
(Antigonish)

2010-5 - **Adoptée**
IL EST RÉSOLU QUE l’ordre permanent 5 (c) du NSTU soit amendé en ajoutant : Les résolutions appartenant à la catégorie Bien-être économique et conditions de travail qui concernent les négociations provinciales ou les négociations du Collège communautaire et qui sont adoptées à l’AGA du Conseil seront automatiquement renvoyées au personnel en vue d’un examen par le Comité provincial du bien-être économique ou le Comité du bien-être économique du Collège communautaire.
(Comité exécutif provincial)

2010-6 - **Adoptée**
IL EST RÉSOLU QUE l’ordre permanent 13(b) soit abrogé.
(Comité exécutif provincial)

2010-7 - **Adoptée**
IL EST RÉSOLU QUE la politique no 1 du NSTU – Exigences en matière de budget – soit réaffirmée.
(Comité exécutif provincial)

2010-8 - **Adoptée**
IL EST RÉSOLU QUE la politique no 2 – Actions en justice – Protection légale – soit réaffirmée.
(Comité exécutif provincial)

2010-9 - **Adoptée**
IL EST RÉSOLU QUE la politique no 3 – Code d’éthique du NSTU – soit amendée en ajoutant dans l’article III (a) « ou de l’établissement d’enseignement ».
(Comité exécutif provincial)

2010-10 - **Adoptée**
IL EST RÉSOLU QUE la politique no 4 – Conflit d’intérêts – soit réaffirmée.
(Comité exécutif provincial)

2010-11 - **Adoptée**
IL EST RÉSOLU QUE la politique no 5 – Discrimination – soit amendée en remplaçant « enseignants » par « membres »,
(Comité exécutif provincial)

2010-12 - **Adoptée**
IL EST RÉSOLU QUE la politique no 6 – Équité et mesures antidiscriminatoires – soit amendée

- en remplaçant « enseignants » par « membres », et
- en remplaçant « des programmes de mentorat et de stages » par « du programme de stages

(Comité exécutif provincial)

2010-13 - **Adoptée**
IL EST RÉSOLU QUE la politique no 7 – Qualifications du directeur exécutif et des cadres de direction – soit amendée en supprimant « Cette restriction ne s’applique pas au personnel embauché depuis mai 1999 ».
(Comité exécutif provincial)

2010-14 - **Adoptée**
IL EST RÉSOLU QUE la politique no 8 – Augmentation du nombre des cadres de direction – soit réaffirmée.
(Comité exécutif provincial)

2010-15 - **Adoptée**
IL EST RÉSOLU QUE la politique no 10 du NSTU – Langage inclusif – soit amendée en ajoutant « des ethnies » après « des orientations sexuelles ».
(Comité exécutif provincial)

2010-16 - **Adoptée**
IL EST RÉSOLU QUE la politique no 11 du NSTU – Achats de fournitures - Commerce équitable – soit amendée

- en ajoutant « et respectueux de l’environnement » après « commerce équitable » et
- en ajoutant « Le NSTU encourage ses membres à acheter des produits et des services néo-écossais ».

(Comité exécutif provincial)

2010-17 - **Adoptée**
IL EST RÉSOLU QUE la politique no 12 du NSTU – Protection des renseignements personnels des membres – soit réaffirmée.
(Comité exécutif provincial)

2010-18 - **Adoptée**
IL EST RÉSOLU QUE la politique no 13 du NSTU – Associations professionnelles – soit amendée :

- en remplaçant dans la section (A) « enseignants » par « membres »
- en remplaçant dans le titre de la section (F) « Brochures de » par « Informations sur »
- en supprimant dans la section (F) « imprimée »
- en remplaçant dans la section (F) « de la brochure programme de » par « des informations sur »
- en ajoutant dans la section (G) « et sur les questions de diversité en éducation ».

(Comité exécutif provincial)

2010-19 - **Adoptée**
IL EST RÉSOLU QUE la politique no 14 du NSTU – Comités de l’Exécutif provincial – soit amendée :

- en remplaçant dans la section (b)(i)(a) « sont » par « devraient être »
- en ajoutant dans la section (b)(i)(a)(iii) « des programmes du collège »
- en ajoutant dans la section (b)(i)(a)(v) « diversité »
- en supprimant dans la section (d)(iii) « page 88 ».

(Comité exécutif provincial)

2010-20 - **Adoptée**
IL EST RÉSOLU QUE la politique no 15 du NSTU – Directives du Comité exécutif provincial – soit amendée en supprimant « Toute directive future du Comité exécutif provincial aux sections locales ou aux conseils des représentants régionaux du NSTU sera accompagnée d’un financement approprié ».
(Comité exécutif provincial)

2010-21 - **Adoptée**
IL EST RÉSOLU QUE la politique no 16 du NSTU – Réunions du Comité exécutif provincial – soit réaffirmée.
(Comité exécutif provincial)

2010-22 - **Adoptée**
IL EST RÉSOLU QUE la politique no 17 du NSTU – Administrateurs scolaires – soit amendée

- en ajoutant « publique » après « directeurs d’école » et
- en remplaçant « scolaires » par « des écoles et des établissements d’enseignement

(Comité exécutif provincial)

2010-23 - **Adoptée**
IL EST RÉSOLU QUE la politique no 18 du NSTU – Réunions d’information pour les enseignants suppléants – soit réaffirmée.
(Comité exécutif provincial)

2010-24 - **Adoptée**
IL EST RÉSOLU QUE la politique no 19 du NSTU – Cotisations journalières des enseignants suppléants – soit abrogée.
(Comité exécutif provincial)

2010-25 - **Adoptée**
IL EST RÉSOLU QUE la politique no 20 du NSTU – Principes concernant le vote – soit abrogée.
(Comité exécutif provincial)

Résolutions chiffrées

2010-26 - **Adoptée**
IL EST RÉSOLU QUE l’ordre permanent 10(a)(ii) soit amendé pour se lire comme suit :
« Collège communautaire – 2 membres ».
(Collège communautaire)

2010-27 - **Retirée**
IL EST RÉSOLU QUE le NSTU modifie la pratique actuelle de collecte des cotisations syndicales d’août à décembre pour la prolonger à une période couvrant 26 paies.
(Kings)

2010-28 - **Rejetée**
IL EST RÉSOLU QUE le NSTU établisse des bureaux régionaux à Sydney et à Yarmouth à titre expérimental pour deux ans, chaque bureau étant doté d’un cadre de direction à temps plein.
(Yarmouth)

2010-29 - **Rejetée**
IL EST RÉSOLU QUE le NSTU parraine une conférence annuelle sur l’équité à l’intention de tous les membres de la communauté éducative.
(Kings)

2010-30 - **Retirée**
IL EST RÉSOLU QUE le NSTU mène une analyse de la charge de travail complète des enseignants, en vue d’exercer des pressions sur le ministère de l’Éducation et de conduire des négociations visant à réduire la charge de travail des enseignants.
(Northside-Victoria)

2010-31 - **Retirée**
IL EST RÉSOLU QUE le NSTU procède à une analyse des coûts relatifs aux exigences financières accrues imposées sur le système éducatif en liaison avec les exigences de soutien aux programmes d’enseignement que présentent les élèves ayant des besoins particuliers.
(Northside-Victoria)

2010-32 - **Rejetée**
IL EST RÉSOLU QUE le NSTU travaille à l’organisation d’une campagne de relations publiques destinée à souligner à quel point il est important que les enfants d’âge scolaire fréquentent régulièrement l’école.
(Northside-Victoria)

2010-33 - **Rejetée**
IL EST RÉSOLU QUE le NSTU fasse des recherches comparatives sur la croissance des salaires au cours des vingt dernières années entre les enseignants et les autres professionnels, notamment les médecins, les agents de police, le personnel infirmier, les avocats et les juges, qui sont employés par le gouvernement provincial ou par ses agences, puis qu’il présente un rapport au Comité exécutif provincial d’ici le 31 décembre 2010.
(District de Cap Breton)

2010-34 - **Rejetée**
IL EST RÉSOLU QUE le NSTU et son Comité exécutif provincial fassent des recherches sur les questions portant sur l’intimidation pratiquée par les personnes occupant un poste administratif et présentent un rapport à l’assemblée générale annuelle 2011.
(Ville d’Halifax)

Perfectionnement professionnel

2010-35 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU consulte le ministère de l’Éducation pour discuter des effets négatifs pour nos écoles de l’absence de mise en œuvre par le gouvernement des recommandations contenues dans le rapport du ministre sur l’assiduité et le climat des classes (Report of Attendance and Classroom Climate), en s’attachant surtout au renforcement de la formulation actuelle de la Loi sur l’éducation.
(Dartmouth)

2010-36 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU incite vivement le ministère de l’Éducation à affecter davantage d’enseignants ressources de la maternelle à la 3e année, en vue de soutenir l’intervention précoce.
(Digby)

2010-37 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU exerce des pressions sur le ministère de l’Éducation pour qu’il fournisse des enseignants supplémentaires aux écoles afin de répondre aux besoins accrues des élèves suivant des plans de programme individualisés (PPI).
(Northside-Victoria)

2010-38 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU incite le ministère de l’Éducation à établir des critères pour la répartition équitable des enseignants ressources afin que tous les élèves nécessitant un soutien ressource puissent recevoir ce soutien.
(Northside-Victoria)

2010-39 - **Rejetée**
IL EST RÉSOLU QUE le NSTU exerce des pressions sur le gouvernement pour qu’il fournisse un financement supplémentaire aux conseils scolaires en vue de soutenir tous les élèves en offrant au moins un assistant en éducation par classe pour la période de la journée où la classe accueille un ou plusieurs élèves suivant un plan de programme individualisé.
(Colchester-East Hants)

2010-40 - **Adoptée**
IL EST RÉSOLU QUE le NSTU communique avec le ministère de l’Éducation pour demander que tous les frais de déplacement soient remboursés aux enseignants dans un délai de quatre semaines.
(District de Cap Breton)

Généralités

2010-41 - **Adoptée**
IL EST RÉSOLU QUE le NSTU travaille avec le Commissaire des incendies de la Nouvelle-Écosse et d’autres organismes compétents pour augmenter le pourcentage d’affichage muraux admissibles dans les classes qui est actuellement de 20 %.
(Yarmouth)

2010-42 - **Adoptée**
IL EST RÉSOLU QUE les employés et les membres du NSTU observent la politique suivante sur la sécurité du lieu de travail et la conduite des membres:

ÉNONCÉ DE PRINCIPES

1. Le NSTU s’engage à :
 - a. fournir un environnement sûr, sécuritaire, respectueux et libre de toute intimidation dans les locaux du NSTU et lors de toutes les rencontres organisées à l’échelle provinciale. Aux fins de la présente politique, les locaux du NSTU sont le bureau provincial et tout autre local susceptible d’être utilisé pour des rencontres organisées à l’échelle provinciale. Les rencontres organisées à l’échelle provinciale incluent les conférences, les séminaires, les ateliers, les réunions ou toute autre activité;
 - b. favoriser la bonne volonté et la confiance nécessaires pour protéger les droits de tous les individus;
 - c. ne pas tolérer ni accepter les comportements qui portent atteinte à la dignité ou à l’amour-propre des individus ou à l’intégrité des relations et
 - d. promouvoir le respect mutuel, la compréhension et la coopération comme bases des interactions entre toutes les personnes qui sont employées par le NSTU et qui sont membres du NSTU.
2. Le NSTU refuse de tolérer les violences, les menaces, ou l’intimidation quelles qu’elles soient dans les locaux du NSTU ou lors des rencontres organisées à l’échelle provinciale.
3. Cette politique n’annule pas les droits des employés ou des membres du NSTU en vertu des lois de la province de Nouvelle-Écosse et n’annule pas les droits des employés du NSTU en vertu de la convention collective entre le NSTU et ses employés.

APPLICATION DE LA POLITIQUE

1. Cette politique s’applique à tous les membres du NSTU et à tous les employés du NSTU. Elle s’applique aux interactions entre les employés du NSTU et les membres du NSTU dans les locaux du NSTU et lors des rencontres organisées à l’échelle provinciale.
2. La politique s’applique au sujet du harcèlement personnel qui n’est pas couvert par la Nova Scotia Human Rights Act (loi sur les droits de la personne de la Nouvelle-Écosse)
3. Les sections locales, les conseils de représentants régionaux et les associations professionnelles sont invités à élaborer une politique sur la sécurité du lieu de travail et la conduite des membres en suivant le modèle du présent document. En l’absence d’une telle politique, les membres doivent respecter les principes établis dans la présente politique et les plaignants doivent signaler toute violation au directeur exécutif du NSTU, ou à son remplaçant, qui suivra les procédures établies dans la présente politique.

DÉFINITIONS

1. Le harcèlement est défini comme l’expression de commentaires désobligeants ou l’adoption d’un comportement dont on sait ou dont on devrait raisonnablement savoir qu’ils sont malvenus.
2. Le harcèlement personnel comprend la conduite, les commentaires, les actes ou les gestes désobligeants à l’égard d’une ou de plusieurs personnes, ce qui a pour effet de créer un environnement intimidant, humiliant, hostile ou malsain.
3. Bien que le harcèlement implique souvent la répétition d’une conduite ou d’une communication ou la persistance de certains types de comportement, dans certaines circonstances, un acte ou un incident unique, qui a un effet nuisible, peut aussi constituer du harcèlement.
4. Parmi les exemples de harcèlement, citons :
 - les remarques malvenues, les calomnies, les railleries ou les commentaires désobligeants au sujet d’une personne;
 - les insultes ou les menaces écrites ou verbales;
 - l’agression physique;
 - le fait de tyranniser quelqu’un;
 - l’intimidation;
 - les mauvais traitements physiques ou psychologiques;
 - les plaisanteries qui embarrassent ou insultent une personne;
 - l’humiliation d’une personne devant ses collègues ou ses pairs;
 - l’abus d’autorité qui nuit à la performance professionnelle d’une personne ou
 - les écarts par rapport à la conduite raisonnable.
5. L’exercice normal des fonctions de surveillance, y compris la formation, l’orientation, l’instruction, les examens appropriés de rendement, les conseils ou la discipline, ne constitue pas du harcèlement.
6. Dans la mesure où la conduite présumée être du harcèlement peut également entraîner une responsabilité civile ou autre en vertu d’autres lois comme la Nova Scotia Human Rights Act (loi sur les droits de la personne de la Nouvelle-Écosse), l’Occupational Health and Safety Act (loi sur la santé et l’hygiène au travail) ou le Code criminel du Canada, l’existence de la présente politique n’entrave pas l’application ou l’exercice des droits en vertu de ces lois.
7. Les agents de protocole sont les personnes nommées lors des rencontres organisées à l’échelle provinciale pour traiter les questions qui peuvent surgir lors de ces rencontres, y compris la réception et l’examen des plaintes relatives à la présente politique. Normalement, l’agent de protocole sera le cadre de direction du NSTU responsable de la rencontre.
8. Aux fins de cette politique, le terme « plaignant » s’entend d’une personne qui dépose une plainte en vertu de la présente politique. Le terme « intimé » s’entend d’une

personne qui, dans le cadre d’une plainte, est présumée s’être livrée à une conduite en violation de la présente politique. PAS DE REPRÉSAILLES	2010-54 - Retirée IL EST RÉSOLU QUE le NSTU cherche à faire en sorte que le ministère de l’Éducation subventionne 80 % du coût de l’adhésion à un centre de mieux-être ou de conditionnement physique jusqu’à concurrence de 500 \$ par an. (Colchester-East Hants)
1. Toutes les plaintes reçues seront prises au sérieux et traitées immédiatement conformément aux procédures décrites dans le Guide du NSTU, partie III – Procédures opérationnelles.	2010-55 - Adoptée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, demande à ce que les enseignants qui participent à des activités physiques favorisant un mode de vie sain reçoivent un remboursement des frais ou de l’équipement jusqu’à un montant de cinq cents dollars (500 \$) par an. (Comté d’Halifax)
2. Aucune mesure défavorable, y compris des représailles, ne doit être prise ou tolérée à l’encontre d’une personne qui, en toute bonne foi et sur la base d’une conviction raisonnable, dépose une plainte ou témoigne dans le cadre d’une enquête ou d’une plainte. (Comité exécutif provincial)	2010-56 - Retirée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir un rabais pour les activités contribuant à un mode de vie sain. (Northside-Victoria)

Programmation

2010-43 - **Adoptée**
IL EST RÉSOLU QUE le NSTU cherche à s’assurer que le ministère de l’Éducation offre un soutien à la programmation et du matériel en français et que ce soutien en ressources pour les élèves d’immersion en français soit disponible en français.
(Comté d’Halifax)

Bien-être économique et conditions de travail

2010-44 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à inclure un nouvel article visant à aborder la question du perfectionnement professionnel obligatoire comme condition d’embauche et de mutation.
(Hants West)

2010-45 - **Adoptée**
IL EST RÉSOLU QUE le NSTU négocie avec le ministère de l’Éducation de la Nouvelle-Écosse afin que les enseignants ayant obtenu 30 heures-crédits pré autorisées dans le cadre d’un programme de maîtrise soient admissibles à un changement de certification.
(Comté de Lunenburg)

2010-46 - **Retirée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, demande une indemnisation, sous forme de jours de congé anticipé ou sous forme monétaire, pour les enseignants qui sont régulièrement affectés au poste d’enseignant responsable.
(Digby)

2010-47 - **Adoptée**
IL EST RÉSOLU QUE le NSTU fasse pression sur les conseils scolaires pour changer le titre de poste « suppléant à long terme ».
(Kings)

2010-48 - **Adoptée**
IL EST RÉSOLU QUE le NSTU cherche à faire en sorte que le ministère de l’Éducation pose en principe que les postes de mentor en alphabétisation ou en mathématiques et de directeur de département soient occupés par deux membres différents du NSTU.
(Comté d’Halifax)

2010-49 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, demande à ce que le temps de consultation entre enseignants ait lieu durant leur journée d’enseignement actuelle. Cette période doit être distincte du temps de préparation.
(Richmond)

2010-50 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU cherche à négocier du temps durant la journée scolaire actuelle en plus du temps de correction et de préparation pour traiter la quantité de documents et de paperasserie que l’on exige maintenant des enseignants.
(Antigonish)

2010-51 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à faire ajouter la mention « aucune perte de salaire » à l’article 31.05.
Il n’y a pas d’interruption des états de service ni aucune perte de salaire lorsque l’enseignant, avec le consentement du conseil scolaire, assiste et participe activement à une compétition sportive nationale au Canada, à une compétition sportive au sein du Commonwealth britannique ou à une compétition sportive internationale, à condition qu’il ait été choisi par une fédération sportive dûment constituée et reconnue pour représenter la province de la Nouvelle-Écosse dans cette compétition sportive à titre de membre d’une délégation officielle.
(Ville d’Halifax)

2010-52 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir une absence autorisée sans perte de salaire pour les enseignants qui se rendent à leur propre cérémonie de citoyenneté ou à celle d’un membre de leur famille proche.
(Dartmouth)

2010-53 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir du temps de déplacement supplémentaire sans perte de salaire pour les enseignants qui assistent à leur propre cérémonie de remise de diplôme postsecondaire ou à celle de leur conjoint ou de leur enfant.
(Dartmouth)

2010-54 - Retirée IL EST RÉSOLU QUE le NSTU cherche à faire en sorte que le ministère de l’Éducation subventionne 80 % du coût de l’adhésion à un centre de mieux-être ou de conditionnement physique jusqu’à concurrence de 500 \$ par an. (Colchester-East Hants)	2010-55 - Adoptée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, demande à ce que les enseignants qui participent à des activités physiques favorisant un mode de vie sain reçoivent un remboursement des frais ou de l’équipement jusqu’à un montant de cinq cents dollars (500 \$) par an. (Comté d’Halifax)
2010-56 - Retirée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir un rabais pour les activités contribuant à un mode de vie sain. (Northside-Victoria)	2010-57 - Adoptée telle qu’amendée IL EST RÉSOLU QUE le NSTU fasse pression sur le ministère de la Santé de la Nouvelle-Écosse pour que les enseignants fassent partie des professionnels recevant gratuitement chaque année le vaccin antigrippal et qu’ils le reçoivent en même temps que tous les autres fournisseurs de soins de première ligne. (Ville d’Halifax)
2010-58 - Retirée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations, cherche à obtenir qu’au moment de prendre leur retraite, les enseignants reçoivent une contrepartie financière pour les jours de congé de maladie accumulés et non utilisés. (Comté d’Halifax)	2010-59 - Adoptée IL EST RÉSOLU QUE le NSTU exerce des pressions sur le ministère de l’Éducation pour garantir 20 % de temps de préparation aux titulaires de classe qui ont trois ou plusieurs niveaux scolaires dans une classe donnée. (Digby)
2010-60 - Adoptée telle qu’amendée IL EST RÉSOLU QUE le NSTU exerce des pressions sur le ministère de l’Éducation pour garantir 20 % de temps de préparation aux titulaires de classe qui ont trois plans de programme individualisés ou plus dans une classe ou dans un cours donné. (Digby)	2010-61 - Adoptée IL EST RÉSOLU QUE le NSTU incite vivement le ministère de l’Éducation à imposer et à appliquer un « plafond ferme » pour la taille de toutes les classes P-6, en limitant à 25 le nombre d’élèves par classe à niveau unique et à 20 le nombre d’élèves par classe multi-niveaux. (Digby)
2010-62 - Adoptée telle qu’amendée IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir que le temps de préparation passe de 10 % à 20 % par enseignant, sur la base de la journée scolaire actuelle. (Richmond)	2010-63 - Adoptée IL EST RÉSOLU QUE , dans les classes élémentaires qui mettent l’accent sur l’apprentissage d’une langue seconde (p. ex. immersion en français/français intensif), le plafond soit fixé à vingt-cinq (25) élèves. (Comté d’Halifax)
2010-64 - Retirée IL EST RÉSOLU QUE le NSTU fasse pression sur le ministère de l’Éducation de la Nouvelle-Écosse pour limiter à 25 le nombre d’élèves par classe. (Inverness)	2010-65 - Adoptée IL EST RÉSOLU QUE le NSTU cherche à obtenir que le ministère de l’Éducation mette en place un plafond de vingt (20) élèves pour toutes les classes primaires. (Comté d’Halifax)
2010-66 - Rejetée IL EST RÉSOLU QUE le NSTU cherche à fournir aux enseignants mariés la possibilité d’être tous deux inscrits simultanément à un régime d’avantages sociaux, pourvu qu’ils soient tous deux prêts à cotiser au régime. (Northside-Victoria)	2010-67 - Rejetée IL EST RÉSOLU QUE le NSTU, par le biais des fiduciaires d’assurance, cherche à étendre l’assurance médicale aux enfants des membres du NSTU inscrits dans un établissement d’enseignement postsecondaire à l’étranger. (Northside-Victoria)
2010-68 - Retirée IL EST RÉSOLU QUE le NSTU étudie les options de demandes de remboursement en ligne et de dépôt direct avec « Croix Bleue Medavie » pour les demandes de règlement de frais médicaux. (Kings)	

2010-69 - **Retirée**
IL EST RÉSOLU QUE le NSTU fasse pression sur notre fournisseur d’assurance afin que celui-ci dispense les enseignants, une seule fois, des frais relatifs à la réadmission au programme d’invalidité de longue durée ou de maintien du salaire.
(Ville d’Halifax)

2010-70 - **Adoptée**
IL EST RÉSOLU QUE le NSTU fasse pression sur le ministère de l’Éducation pour qu’il subventionne 80 % des frais de chaque visite à un diététiste jusqu’à concurrence de 20 visites par année.
(Colchester-East Hants)

2010-71 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir une augmentation des prestations afin de couvrir les frais associés à la mise à niveau des implants cochléaires et aux pièces de rechange de ces implants dans le cadre de notre garantie médicale.
(Dartmouth)

2010-72 - **Rejetée**
IL EST RÉSOLU QUE le Botox soit ajouté à la liste actuelle des médicaments remboursés dans le cadre du régime d’assurance-maladie du NSTU. Ce traitement est précisément dispensé pour soulager les migraines.
(Annapolis)

2010-73 - **Retirée**
IL EST RÉSOLU QUE le NSTU examine la garantie actuelle pour les lunettes et les lentilles de contact, et étudie les possibilités d’augmenter les montants actuels de garantie pour mieux refléter les coûts présentement associés à l’achat de lunettes ou de verres de contact neufs.
(Kings)

2010-74 - **Adoptée telle qu’amendée**
IL EST RÉSOLU QUE le NSTU cherche à augmenter la garantie jusqu’à concurrence de 500 \$ pour les montures et les lentilles à simple, double ou triple foyer afin de couvrir le coût élevé des lunettes et des lentilles de contact.
(Colchester-East Hants)

2010-75 - **Adoptée**
IL EST RÉSOLU QUE le NSTU fasse pression sur les Assurances Johnson afin qu’elles accordent un remboursement de 80 % pour une demande d’indemnisation unique afin d’aider à assumer le coût de la chirurgie correctrice de la vue au laser.
(Ville d’Halifax)

2010-76 - **Retirée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, fasse de l’assurance des soins de la vue une priorité encore plus grande.
(Northside-Victoria)

2010-77 - **Adoptée**
IL EST RÉSOLU QUE le NSTU, lors de la prochaine série de négociations provinciales, cherche à obtenir une garantie d’assurance pour la chirurgie au laser en tant que traitement des varices prescrit par le médecin.
(Yarmouth)

2010-78 - **Retirée**
IL EST RÉSOLU QUE les membres du NSTU soient admissibles à la même garantie pour les services d’ostéopathie que pour les services de massothérapie ordinaires.
(Comté d’Halifax)

2010-79 - **Adoptée**
IL EST RÉSOLU QUE les membres du NSTU soient admissibles à la même garantie pour les services de réflexologie que pour les services de massothérapie ordinaires.
(Comté d’Halifax)

2010-80 - **Adoptée**
IL EST RÉSOLU QUE le NSTU cherche à inclure dans nos prestations de maladie les médicaments et les traitements contre l’infertilité.
(Halifax City)

2010-NB1 - **Adoptée**
IL EST RÉSOLU QUE le NSTU s’oppose avec véhémence à la « rémunération au mérite » pour les enseignants.
(Comité exécutif provincial)

2010-NB2 - **Adoptée**
IL EST RÉSOLU QUE l’ordre permanent 5(f) du NSTU – Les résolutions référées sont référées à un organe particulier en vue d’un examen et sont automatiquement soumises de nouveau lors de la prochaine AGA du Conseil afin qu’une suite soit donnée – soit abrogé.
(Comité exécutif provincial)

2010-NB3 - **Adoptée**
IL EST RÉSOLU QUE l’ordre permanent 6(b) du NSTU – Comité des scrutateurs – soit supprimé.
(Comité exécutif provincial)

2010-NB4 - **Adoptée**
IL EST RÉSOLU QUE le NSTU apporte son appui à un camp de cinématographie ViewFinders durant le congé de mars ou à une activité similaire dont le thème principal serait l’importance de la fréquentation scolaire.
(Comté d’Halifax)

Negotiations Update

Public School

In accordance with the Teachers’ Collective Bargaining Act and Article 66.02 of the Teachers’ Provincial Agreement, NSTU president Alexis Allen has requested that the Minister of Education open negotiations for the Teachers’ Provincial Agreement. The current Teachers’ Provincial Agreement expires on July 31, 2010. Both parties have agreed to open negotiations in September 2010 at a date yet to be determined. The Provincial Asking Package will be presented to public school members in the days following the opening of negotiations with the Minister of Education.

Community College

At the June 4, 2010 provincial executive meeting, the timelines for Community College negotiations were received. In September 2010 members are invited to apply for appointment to the Community College Economic Welfare Committee (CCEWC). At the October 28 meeting, the provincial executive will appoint CCEWC. The deadline for receipt of submissions for consideration in the asking package is October 29, 2010. The provincial executive will review the report from CCEWC and appoint the Community College Negotiating Committee on March 31, 2011. April 1, 2011 is the earliest date to request the opening of negotiations. The current Community College agreement expires on August 31, 2011.

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from the nstu executive director

Address to Council 2010

(This is an excerpt from Bill Redden's address to Council 2010)

In the coming year, we will begin bargaining the Teachers' Provincial Agreement and the Community College will not be far behind.

Severe restraint and belt-tightening are the words coming from both levels of government and, as is always the case, this translates into cuts in programs and services and the loss of public sector jobs. Nova Scotia is projecting a reduction of 1,000 public sector jobs over the next five years. It is not clear how many of these will be teaching positions, but with our severe decline in enrolments, we will feel the impact. This year alone we could see a loss of possibly 100 positions. Over the next 10 years, it is projected that we will lose another 30,000 students. This spells trouble.

A second area of priority is the need to address the funded level of our pension plan. Despite the fact that the funded level rose last year from 70.8 to 76 per cent, and despite better than expected returns on the Fund's investments, the long term projections show we cannot meet our target to be 95 per cent funded by the year 2015 or 100 per cent funded by 2025. In fact, without some significant intervention, it is predicted that the funded level will not reach the point where any indexing can be paid to post 2006 retirees for a considerable period into the future, a situation that is clearly intolerable and must be addressed. The Plan's Trustees are currently reviewing all options.

But the climate for fixing this is not great. Even before we seek the Province's assistance in this matter, there have been pundits out there in the media saying do not give any more money to the Teachers' Pension Plan. And there is a lot of "pension envy" out there. How often do we hear the statement: "Why should I pay any taxes to support public sector "gold plated" pension plans when I do not even have a pension plan? And to that, we should say—Well, go spend five plus years in university and go get a teaching job and give up 9% of your salary every year for that plan, and – by the way – the portion paid for by the Province is in lieu of salary that we are giving up to have a pension. And, while we are on that topic, our Pension Plan would not have such a problem if governments had the best interest of citizens at heart and began regulating greedy bankers, hedge-fund managers, and day-traders who caused the current economic mess that reduced our life's savings.

So it is going to be a difficult year ahead. We need to be ever vigilant for events and influences that affect education. We do not live in a vacuum and things that happen in the US and other countries like Britain and Australia can influence education here. We watch with some alarm the movements globally toward privatization of education (charter schools), merit pay, and the use of student achievement tests to measure teacher performance. We will need to continue our research activities and preparation of position papers to be ready to react quickly should these ideas gain ground here in Nova Scotia.

A major focus, next year, will be on our public relations and you will notice that the NSTU budget includes an additional allocation so we can do more than we have in the past. Our polling that we do annually shows us that the public does support spending for education but the numbers have slipped some because people have been influenced by the current economic climate. It may be a hard sell, but we need to remind people that paying taxes for education is an investment in our future and the key to economic recovery. Some well known economists have calculated that every dollar we invest in education will return between 8 and 12 per cent in revenue.

Teacher unions play a vital role in promoting and protecting education. We believe that education is a human right, it is a public good and it is not a commodity. Some recent research by Prof. Ben Levin at the Ontario Institute for Studies in Education has led to the interesting observation that virtually all the top performing countries on international educational measures have strong teacher unions. His work points out two major challenges for unions if they want to remain relevant and continue to make a positive impact on education: first, teacher unions must embrace high standards for professional practice and; second, unions must support professional learning. We will continue to strive to maintain the position of the NSTU as the voice that people listen to when it comes to educational matters in this province.

Over the course of the next year, the NSTU staff will be assisting the Provincial Executive as they embark on a review of the governance of the union. All successful organizations must periodically examine what they are doing, why they are doing it and whether it needs to be done differently. Organizations that do not change to meet the evolving needs of their members quickly become outdated and irrelevant so there is some important work ahead.

We will also continue to find ways to improve on our communications with you, our members. Our new website is almost ready to be launched and, without giving away all the surprises, I am sure that most of you will be pleased with the new face and the new features it will have such as: ease of navigation, searchability, daily news stories about education, videos and even a social network tool. Another exciting development is our new Conference Registration program that will be ready in time to do fall registration for Professional Associations. Linked to the new NSTU database, it features things like auto-filling of demographic information saving teachers the time of typing in name, address, etc. It will allow flexible payment options using credit cards, debit and even PayPal. It will even allow the Conference Booklet information to be viewed on screen while teachers select which conferences they want to attend and which workshops. Using the "shopping cart" technique, it will provide instant feedback to the member throughout the registration process. I believe it will save teachers' time and be exceptionally easy to use. The NSTU is dedicated to continually looking for technological solutions to assist our members and put powerful tools at your fingertips. Next year we will be doing a major review of our webmail system. We now have 11,875 account holders and have had to increase our bandwidth, but there are still many of you having problems. If we cannot fix the problems, we will have to explore another platform.

Teaching is a unique profession and teachers are the only government employees who cannot refuse to give service. Social Services, if they become overloaded, put people on a waiting list. Hospitals, when they cannot handle the volume, send you to another hospital. But educators cannot say go away and I will help you when I have time. Given the awesome responsibility that teachers have for their students, it is incumbent that society provide you with the time and resources that you need to do the job well and fairly compensate you for this. Given all the challenges, I cannot think of a time in the history of this Province when the work of the NSTU to support teachers has been more important. We all need to work together to overcome the obstacles.

Let me leave you with a quote from the American cultural anthropologist, Margaret Mead, who said it best. "Never doubt that a small group of thoughtful, committed people can change the world. It is the only thing that ever has."

Discours à l'AGA 2009

(Ceci est un extrait du discours de Bill Redden à l'AGA 2010)

Durant l'année qui vient, nous allons commencer les négociations pour la convention provinciale des enseignants et les négociations du Collège communautaire suivront de très près.

Contraintes sévères et restrictions budgétaires : ce sont les termes utilisés par les deux paliers de gouvernement et, comme c'est toujours le cas, cela se traduit par des coupures de programmes et de services et la suppression d'emplois dans le secteur public. La Nouvelle-Écosse prévoit la suppression de 1000 emplois du secteur public au cours des cinq prochaines années. Nous ne savons pas encore combien de ces postes seront des postes d'enseignement, mais, vu le déclin important des inscriptions, nous allons inévitablement en subir l'impact. Cette année seulement, nous pourrions connaître la suppression de 100 postes. Au cours des dix prochaines années, il est prévu que nous allons perdre 30 000 élèves de plus. Cela ne présage rien de bon.

Notre seconde priorité est la nécessité d'aborder la question du niveau de capitalisation de notre régime de pension. Bien que le niveau de capitalisation ait augmenté l'an dernier, passant de 70,8 % à 76 %, et bien que le rendement des investissements du fonds aient été meilleurs que prévu, les projections à long terme montrent que nous ne pourrions pas atteindre notre cible d'avoir un fonds capitalisé à 95 % d'ici à l'année 2015 ou à 100 % d'ici à l'année 2025. En fait, à moins d'une intervention importante, il est prévu que le niveau de capitalisation n'atteindra pas un niveau permettant de payer une indexation aux membres qui prendront leur retraite après 2006, et ce pendant une période prolongée, situation qui est clairement intolérable et qui doit être réglée. Les fiduciaires du plan sont en train de passer en revue toutes les options.

Toutefois, le climat n'est pas idéal pour régler ce problème. Avant même que nous demandions de l'aide à la province dans ce domaine, des « experts » ont déclaré dans les médias qu'il ne fallait pas verser davantage d'argent au régime de pension des enseignants. Et il y a beaucoup de jalousie dans le domaine des pensions. Nous entendons souvent les remarques suivantes : « Pourquoi devrais-je payer des impôts pour financer le régime de pension 'en or' du secteur public alors que je n'ai même pas de régime de pension moi-même? À cela, nous devrions répondre : « Eh bien, passez donc cinq ans ou plus sur les bancs de l'université, trouvez un emploi d'enseignement et donnez 9 % de votre salaire chaque année à ce régime – et n'oubliez pas que la portion versée par la province est payée à la place des augmentations salariales auxquelles nous avons renoncé pour avoir une pension. Et puisque que nous parlons de ce sujet, n'oublions pas que notre régime de pension n'aurait pas ces problèmes si les gouvernements avaient vraiment à cœur l'intérêt des citoyens et s'occupaient de réglementer les banquiers, les gestionnaires de fonds spéculatifs et les spéculateurs à court terme sans scrupules qui sont la cause du désordre économique actuel et de la diminution de nos économies de toute une vie.»

L'année qui s'en vient va donc être difficile. Nous devons être plus vigilants que jamais à propos des événements et des influences qui touchent l'enseignement. Nous ne vivons pas en vase clos et ce qui se passe aux États-Unis et dans d'autres pays comme la Grande-Bretagne et l'Australie peuvent influencer l'éducation ici. Nous surveillons avec une certaine inquiétude le mouvement international en faveur de la privatisation de l'enseignement (écoles à charte), de la rémunération au mérite et de l'évaluation de la performance des enseignants à partir des tests de rendement des élèves. Nous devons poursuivre nos activités de recherche et préparer des exposés de principes pour être prêts à réagir rapidement au cas où ces idées gagneraient du terrain ici en Nouvelle-Écosse.

L'an prochain, nous allons mettre tout particulièrement l'accent sur nos relations publiques et vous noterez que le budget du NSTU comporte une allocation supplémentaire afin que nous puissions faire plus que par le passé. Les sondages que nous faisons chaque année nous montrent que le public soutient les dépenses destinées à l'éducation; toutefois, les chiffres sont en recul car les gens sont influencés par le climat économique actuel. Cela risque d'être difficile mais nous devons rappeler aux gens que le paiement d'impôts destinés à l'éducation est un investissement dans notre avenir et la clé de la relance économique. Des économistes de renom ont calculé que chaque dollar investi dans l'éducation produira à l'avenir entre 8 et 12 % de revenus.

Les syndicats d'enseignants jouent un rôle essentiel dans la promotion et la protection de l'enseignement. Nous pensons que l'éducation est un droit de la personne, que c'est un bien public et non pas seulement une marchandise. Des recherches récentes du professeur Ben Levin, de l'Institut d'études pédagogiques de l'Ontario, ont abouti à l'observation intéressante que pratiquement tous les pays qui obtiennent de bons résultats aux évaluations internationales de l'enseignement ont de puissants syndicats d'enseignants. Ses travaux mettent en lumière les deux grands défis que doivent relever les syndicats pour rester efficaces et continuer à avoir un impact positif sur l'éducation : premièrement, les syndicats d'enseignants doivent adopter des normes élevées de pratique professionnelle et, deuxièmement, les syndicats d'enseignants doivent appuyer la formation professionnelle. Nous continuerons à lutter pour que notre syndicat d'enseignants maintienne son rôle de porte-parole et reste écouté de tous quand il est question d'éducation dans cette province.

Au cours de l'année prochaine, le personnel du NSTU apportera son assistance au Comité exécutif provincial afin d'entreprendre un examen de la régie du syndicat. Toutes les organisations, pour réussir, doivent examiner périodiquement ce qu'elles font et pourquoi elles le font puis déterminer ce qui doit être fait différemment. Les organisations qui se refusent à changer pour répondre aux besoins en constante évolution de leurs membres deviennent rapidement dépassées et inadéquates; par conséquent, un travail important nous attend.

Nous continuerons également à chercher des moyens d'améliorer nos communications avec vous, nos membres. Notre nouveau site Web est presque prêt à être lancé et, sans gâcher la surprise, je peux vous dire que vous serez probablement très satisfaits de son nouvel aspect et de ses nouveaux éléments : aisance de navigation, facilité de recherche, actualités quotidiennes au sujet de l'éducation, vidéos et même un outil de réseau social. Autre progrès intéressant : notre nouveau système d'inscription aux conférences qui sera prêt à temps pour l'inscription à la journée d'automne des associations professionnelles. Lié à la nouvelle base de données du NSTU, il présente des avantages comme l'inscription automatique des données démographiques, ce qui évite aux enseignants de devoir entrer leur nom, leur adresse, etc. Il offrira des options de paiement flexibles par carte de crédit, carte de débit et même PayPal. Et il permettra même aux enseignants de consulter les brochures de conférence sur l'écran pour les aider à sélectionner les conférences et les ateliers auxquels ils souhaitent assister. Grâce à la technique du « panier d'achat », il fournira des réponses instantanées aux membres tout au long du processus d'inscription. Je pense que tout cela fera gagner du temps aux enseignants et sera extrêmement facile à utiliser. Le NSTU ne cesse de chercher des solutions technologiques pour aider nos membres et mettre des outils puissants à leur disposition. L'an prochain, nous allons procéder à un remaniement important de notre système de courriel. Nous avons à présent 11 875 titulaires de comptes et nous avons dû augmenter notre largeur de bande mais bon nombre d'entre vous rencontrent toujours des problèmes. Si nous ne pouvons pas régler ces problèmes, nous devons envisager une plate-forme différente.

L'enseignement est une profession unique et les enseignants sont les seuls employés du gouvernement qui ne peuvent pas refuser de fournir un service. Les services sociaux, s'ils sont débordés de travail, mettent les clients sur une liste d'attente. Les hôpitaux, s'ils ne peuvent pas faire face au volume de patients, les envoient vers un autre hôpital. Mais les éducateurs ne peuvent pas dire aux élèves « Allez-vous en et je vous aiderai quand j'aurai le temps ». Étant donné l'extraordinaire responsabilité que nous avons à l'égard de nos élèves, il incombe à la société de nous fournir le temps et les ressources dont nous avons besoin pour faire convenablement notre travail et de nous rémunérer équitablement pour ce travail. Face à tous ces défis, il me semble que le travail du NSTU en faveur des enseignants est plus important aujourd'hui qu'à toute autre époque de l'histoire de cette province. Nous devons tous travailler ensemble pour vaincre ces obstacles.

Permettez-moi de vous quitter sur une citation de l'anthropologue américaine, Margaret Mead, qui le dit mieux que quiconque. « Il ne fait aucun doute qu'un petit groupe de personnes réfléchies et dévouées est capable de changer le monde. C'est d'ailleurs la seule chose qui y ait réussi. »

Minding Workplace Mental Health

by Jennifer Finlayson O.T. Reg. (N.S.), CEES, NSTU's Early Intervention Program Manager

According to Health Canada, mental illness affects one in five Canadians in their lifetime. Mental illness does not discriminate based on age, gender, race, or socio-economic status. The Canadian Psychiatric Research Foundation reports that mental illness and addiction rank first and second as the leading cases of disability in Canada and the US; depression and anxiety disorders account for more than two thirds of short term disability claims; and the World Health Organization estimates that by the year 2020 depression will be second only to heart disease as the leading global cause of disability and mortality. These are pretty significant statistics, ones we need to pay attention to, and work toward improving.

Because we spend at least a third of our adult lives at work, feeling **well** and **safe** in the workplace is essential to overall good mental health. The physical, psychological, emotional and social environment in which we work will therefore play an important role in how we feel; it can be the weight that tips the scale in a positive or negative direction. In recent years, there has been more and more focus on physical health and well-being in the workplace, and this is definitely a step in the right direction to achieving good overall health. Although physical wellness plays a role in mental health, we cannot forget to focus on those aspects of the workplace that directly impact on our mental, emotional and psychological well-being. Mental health issues may be mild with little impact on an individual's work performance and difficult for others to recognize. In some cases, it is hard to ignore the significant impact it has on an individual's life at work and beyond.

The Canadian Association of Occupational Therapists (CAOT) describes a mentally healthy workplace as one which supports its employees and helps them feel good about themselves and do well at work. Such a workplace includes and supports all employees. CAOT also describes the daily essentials of workplace mental health as education, job matching, ongoing support, and positive work culture.

• Educating yourself and others about mental health issues such as stress and depression, and their effects is crucial in breaking down

barriers and stigma, and minimizing discrimination. With a greater awareness of such issues, employees will be better able to recognize and seek the support they need early in their experience. The earlier employees get this support, the more likely they will recover with fewer effects on their daily function and quality of life.

Some ways to educate yourself include inviting an expert to talk to your staff or group, consider taking a course or workshop to improve your stress management, work-life balance and fight burnout, and learn to communicate well with colleagues and build strong interpersonal relationships.

• Job matching means choosing a job or assignment that is the right fit for you. When you find this match, your interest and enjoyment in your work will increase, you will do your job well, and even find that you don't mind going to work and investing your time and energy in what you do for a living. To determine a good job match for you, consider your strengths, weaknesses, interests and goals. Keep in mind the demands of your chosen job and your ability to meet them. Teaching, with its high physical, psychological and emotional demands, for example, can easily drain you and lead to burn out if you don't find an assignment that suits your skills, interests, values and goals.

• Ongoing support from your colleagues will help you cope with stress and mental health issues when they arise. It can make all the difference when you have someone you can talk to and who can support you in communicating your concerns to your supervisor or employer, or help modify your job to meet your health needs. Support may also be available onsite from a colleague or supervisor, from a family or friend outside of work, or from a professional support network such as the NSTU Counselling Services or Early Intervention Program.

Research has shown that when employees are dealing with mental health issues, their ability to remain at work or return to work successfully improves with support from their employer. Maintaining supportive employee-employer contact during sick leave for instance, ensures employees feel valued and missed during their absence, helping them to feel connected during a difficult time. Offering clear and consistent messages



to such employees is crucial; everyone should get the same support during these circumstances. The Canadian Psychiatric Research Foundation has published a booklet outlining strategies for the workplace *When Something's Wrong*, which indicates the best way to communicate with employees during sick leave is by reassuring them their job is still available, that accommodations can be made to support their return to work efforts, and encouraging them to take the time they need to recover. Putting pressure on an employee to make decisions about a date of return can increase anxiety and should be avoided.

The important thing is to not be afraid to ask for help when you need it. For example, ask for help if you have difficulty balancing the demands of your work and personal life, if you find specific job tasks overly difficult, if you need help returning to work after a period of sick leave to deal with health issues.

• Positive work culture is the fourth essential aspect of workplace mental health. This requires positive surroundings to minimize undue stress, to promote friendliness, respect, communication and flexibility. To feel safe at our workplace, we need to feel accepted for who we are and valued for the work we contribute. You can encourage a change in work culture by

being friendly and open with the people at work, remember to be sensitive to the different needs of each individual, and take pride in your work.

In today's busy, demanding world, we may feel torn in a million different directions. Over time, this will have an impact on the satisfaction and joy you take from your work. Creating healthy workplaces benefits everyone. It can prevent injuries and illnesses, increase productivity in the workplace. It also improves employee job satisfaction, motivation, self-esteem and overall commitment to the employer. Above all else, we need to remember to invest in ourselves, take care of our needs as well as those around us, and we will reap the benefits with long-term positive mental health!

For more information, please refer to the Canadian Association of Occupational Therapists (www.caot.ca), Canadian Psychiatric Research Foundation (www.cprf.ca), Canadian Mental Health Association (www.cmhc.ca) and Health Canada (www.hc-sc.gc.ca). For assistance in improving your mental health and strategies for coping with mental illness, please contact NSTU Counselling Services or the Early Intervention Program at 1-800-565-6788 or visit www.nstu.ca for more information.

did you KNOW?

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Curriculum Corner

The curriculum committee had their final meeting for this academic year on May 7. The committee met with Vince Warner, Director of Evaluation Services for the Department of Education. Warner answered the numerous questions related to the philosophy of the Department of Education concerning both assessment and evaluation. We also received information about an upcoming Physical and Health Educators conference to be held in Halifax.

Warner discussed his personal history of his involvement with assessment and its role in education. In 1997, he came to Nova Scotia to assist with the elimination of a norm-reference standardized testing approach. His job was to develop an assessment program that matched the curriculum and the classroom. Since then, he has observed a significant improvement in the assessment practices of teachers.

The committee compiled a list of questions for Mr. Warner about the most recent assessments developed by the Department. Although some teachers have expressed the view that the results simply tell them what they already know, these assessments instead are meant to be a validation of what they are doing. Regularly, these results are revealing of what is happening in classrooms. Teachers have also indicated that the results of these assessments are not always timely. In hopes to eliminate the length of the wait, the Department has established regional sites for marking. The discussion proved that the goals of the Department of Education and Nova Scotia teachers are aligned—to improve student success through assessment—assessment for and assessment of learning.

During the week of May 10, 2012, the national PHE (Physical and Health Educators) conference will bring many of Canada's leading health and physical educators to Halifax, Nova Scotia. The conference will also provide a national stage for many Nova Scotia educators to showcase many of our excellent programs and curricular successes. As more information becomes available, it will be made available for all interested educators.

As the 2009-2010 chairperson, I encourage teachers to become involved with this committee. My experiences have resulted in a better understanding and appreciation of the developments in the Department of Education.

Elizabeth Thomas
CHAIR, NSTU CURRICULUM COMMITTEE

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- Access to the NSTU Members' Only website, featuring information on such items as salary scales, contracts and benefits;
- Access to current NSTU publications which are posted to the NSTU site as soon as they are published.

To activate your free account, contact Bev Quillan at NSTU Central Office.*

by email: bquillan@nstu.ca

or by phone: 477-5621 or 1-800-565-6788

*Please include your first, middle and last name, professional or NSCC employee number, school or campus and Local.

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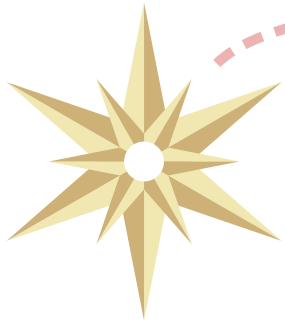


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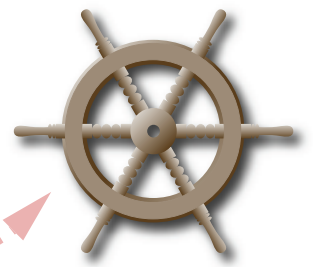
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Year in Review

by NSTU PD Staff Officers

As the school and campus year ends, we are provided time to celebrate, reflect and set goals for the future. The PD Department of the Nova Scotia Teachers Union will use this column to reflect upon our 2009 – 2010 goals, outline our actions towards the goals and discuss some future plans for 2010 - 2011.

In September, PD staff officers developed the following goals;

1. Continue to increase the Professional Development profile of the NSTU in support of all members at all levels.
2. Work towards having the NSTU become the authoritative voice for Assessment within Nova Scotia.
3. Continue ongoing support for new members.
4. Maintain and increase support for broader understanding of Human Rights within our educational system.
5. Develop mid-career specific supports for members in mid-career.
6. Expand the use and knowledge of technology as an enabling tool for teachers and the NSTU.
7. Increase the ability of Professional Development Associations to address ongoing professional development for its members.

Throughout the 2009 - 2010 school/campus year, staff from all Departments of the NSTU provided our members with professional development supporting individuals, schools, campuses, Boards, Locals, Department of Education and our partners through workshops outlined in our *Charting Your Course for Professional Development* brochure. We tried to ensure all our professional development met the needs and objectives of members by preparing meaningful and relevant professional learning opportunities. We also noted the importance of following the principles of learning in facilitating engaging and relevant sessions.

Staff worked on an ongoing basis to ensure that we assist our members in being the authoritative voice for assessment. We maintain that Assessment for Learning is the predominant focus of teachers and that teachers are the professionals best positioned to carry out the work of assessing students. To this end, staff sat on a number of committees representing the professional voice of our members. We have facilitated a number of workshops assisting members with an understanding of Assessment for Learning, Assessment of Learning and corresponding strategies to use in classrooms. Also, we have presented to school boards and other educational partners on Leading Learning through Assessment in schools and Boards.

Our pre service and new teachers are important to us; therefore, we spent a lot of time and resources reaching out to our newest members. Within our university liaison program, we offered workshops, case studies and mock councils. We opened new BEd programs welcoming students to our profession and we attended Early Hire receptions providing information to the graduates. We also supported many locals with their Teacher Induction Programs and substitute teacher sessions. Locals made a real effort to have new members and in some cases pre service teachers attend the after school workshops. This year we included many new resources for new teachers during workshops and coaching sessions.

All staff ensures that we model inclusive practices in everything we do. We had many opportunities to present to our members and educational partners on the topic of human rights. Within each of these presentations, we ensured that as educators, we modeled knowledge, understanding and actions of democracy. We hosted the Partners for Human Rights here at the NSTU for a professional development day. Our Equity Committee once again hosted a conference educating equity leaders in each of our 22 locals on issues of diversity and equity. This year's theme was *Human Rights for All*. Delegates could choose from a variety of workshops dealing with issues such as Holocaust Education, Children's Rights, Making Classrooms Safer for Sexual Minority Youth and Human Rights Education.

This year, the Professional Development Committee organized a Professional Development Conference on the theme of *Unloading Your Cart; Reclaiming Your Voice, Your Energy and Your Passion for Teaching*. As we travel the province, we hear our members' frustration in responding to the many demands placed upon the classroom teacher/faculty/professional support staff. Staff has developed and carried out workshops assisting our members with strategies in regaining their professionalism and balancing life with the demands of teaching.

To meet the needs of 21st Century Learning, staff has been expanding the use of technology in their day to day work, in workshops and in meetings. As the NSTU works to upgrade the NSTU website, the professional development staff has been working on improved ways to provide our members professional development through enhanced use of technology. We also have been working on developing online support for our grants, conference registration and social networking. We will soon be able to provide members with on-line access to workshop resources and continuing



Gérard Cormier presents a workshop during October Conference Day.

professional conversation through an NSTU moodle and other Web 2.0 tools.

Our final goal has been to reach out to our professional associations to assist us in the demands of members' professional development. This year, we partnered with the Department of Education and professional associations in the phase 1 roll out of the new Gifted Education and Talent Development document. Thirteen of the 21 professional associations received training from the Department of Education enabling them to provide specific workshops in the area of gifted education and talent development at their respective 2010 professional association conference.

The above goals and actions described are only some of the work that we have completed for the 2009 – 2010 year. We continue to support the mandate of the NSTU through many other events, committees and actions.

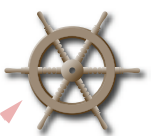
Now we take time to look towards the future. We are busy preparing for our conferences this summer;

Developing Successful Schools, CONTACT and our annual Leadership Development Conference. At these conferences, we will support educators in preparing for successful leadership as teachers, as teachers with administrative responsibilities and as union leaders. We will join the Provincial Executive leadership in July to discuss the year in review, the NSTU priorities and plans for the new year.

To conclude, we, like many schools and campus staffs will also take time this June to thank colleagues who will be retiring for their years of service to this noble profession and to wish them the best as they take on new journeys. Monica Maloney, Organizational Support Services Staff Officer will be retiring this fall from the NSTU staff. She has given long standing and dedicated service to NSTU members. We would like to thank our esteemed colleague who has given so much to our profession and wish her the best on all new roads travelled.



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus name with PD Giveaway in the subject line to theteacher@nstu.ca by June 30, 2010 to be eligible for the draw.

This month's PD Book giveaway is *21st Century Communities: A Youth Inquiry Project* edited by NSTU member Steven Van Zoost, PhD with a foreword by the Hon. Scott Brison, MP and published by Learning for a Cause.

When Grade 12 students asked, "What defines a community in the 21st century?" their teacher didn't presume to know the answer. The question prompted the students to create a Youth Inquiry Project that explored the roles of media, technology, women, industry, poverty, discrimination, education, and environmental issues in our communities. Each student created an individual inquiry question to shape how they look at their own communities in rural Nova Scotia. The students then visited a contrasting community in northern Alberta to see how their questions were reflected in the First Nations community of Fort McKay. The results of the students' thinking about communities are presented in this anthology. For more information contact: vanzoost@staff.ednet.ns.ca or visit www.stevenvanzoost.com.

The winner of the PD book *Around the Reading Workshop in 180 Days: A Month-by-Month Guide to Effective Instruction* is Angela Joudrey.



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 June 30 to be eligible for the draw.

This month's FRESH giveaway is *The Book of Awakening* (*Having the Life You Want by Being Present to the Life You Have*) written by Mark Nepo and published by Conari Press. The author's poetic gift shows through on every page. It is a book containing the author's own stories, stories of others' struggles with their humanness, and truths from the great wisdom traditions. This is a great read for those lazy, hazy days of summer.

Please ensure you provide your home address so we can send the book over the summer.



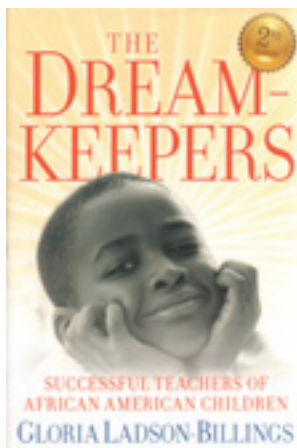
EQUITY BOOK REVIEW

Nova Scotia Teachers Union

Email your name, home address, and school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by June 30 to be eligible for the draw.

This month's Equity giveaway is *The Dream Keepers*, written by Gloria Ladson-Billings and published by Jossey-Bass. This book shows that culturally relevant teaching is not a matter of race, gender, or teaching style. What matters most is a teacher's efforts to work with the unique strengths a child brings to the classroom. It challenges us to envision intellectually rigorous and culturally relevant classrooms, which improve the lives of all students. It is a book of pride and questions that should stimulate anyone interested in improving education.

Please ensure you provide your home address so we can send the book over the summer.



Equity Conference focuses on human rights

Human Rights for All was the theme of this year's NSTU Equity Conference. The opening panel discussed the importance of human rights, which included remarks from the CEO of the Nova Scotia Human Rights Commission.

Equity Committee chair Scott Murchison introduced the panel and reminded the audience about MP Scott Brison's remarks from last year's conference, "Scott Brison reminded us that a right is not something that someone gives you, but something no one can take from you."

Krista Daley, Director and CEO of the Nova Scotia Human Rights Commission asked why should we care about human rights in Nova Scotia. "Rights provide us the ability to speak freely. It's the nature of the relationship and interaction we have with each other."

She also adds that, "It causes societal disruptions when you're judged by what you look like, where you're from and who you are."

"The Nova Scotia Human Rights Act attempts to implement and keep the idea of human rights alive—conferences like this also provide this," she continues. "We can't be complacent about human rights. It's not an abstract theory; it's the way we hold each other to account."

Another panelist Kathleen Richards, a Safe Schools Consultant with the Halifax Regional School Board talked about the importance of culturally competent teachers. "We develop pride, but not superiority in our students. We problem solve with and for our students," she comments.

Last year's NSTU Equity Conference focused on sexual minority rights, and

recognized that it is long past time that the Nova Scotia public education system broke the silence on homophobia and heterosexism. Panelist Leighann Wichman, Executive Director of the Youth Project, who has worked with youth around the province on issues of gender identity and sexual orientation reminded conference delegates about the importance of upholding the rights of sexual orientation.

While Wichman talked about some horrific homophobic situations she's experienced through her work with the Youth Project—things like student requests for GSAs (Gay-Straight Alliances) being denied at some Nova Scotia schools, and homophobia and transphobia issues not being handled at all—she also talked about the great things being done in schools around the province to help GBLTT youth.

Her message for the educators in the audience was clear. "Push for curriculum reform, support GBLTT students, and become an ally for students and colleagues." The Ally program helps put an end to discrimination and fear and works to make Nova Scotia a safer place through allies, who accept, appreciate and celebrate lesbian, gay, bisexual and transgender youth.

Grade 12 Halifax West student Mohamed Hashem provided an articulate and thoughtful voice of youth on the panel. "Issues facing the multicultural and white communities in Canada have distracted attention from the real problems that face us, blocking the path to a more perfect union within Canada," he remarks. "What we need to do to eliminate any kind of human rights issue in Canada is to focus on not just one or two communities, but on



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Shown are Krista Daley, Kathleen Richard, Leighann Wichman and Mohamed Hashem, members of the opening panel for the Human Rights For All Equity conference.

Canada as a whole."

He believes there are a lot of issues that stir human rights concerns in Canada. "I have never, not once questioned the possibilities and values and morals and compassion we have here in our society and in this great country of ours. The proof of this is right in front of you—in many countries of the world it is very unlikely that an 18-year old North African heterosexual Muslim would be speaking at a conference on human rights."

Hashem ended his presentation by quoting US President Barack Obama: "Can we embrace our differences and pay close attention to all the hopes and dreams we have in common? I quote President Barack Obama when I say, 'Will we uphold the ideals on which this nation was founded; that all of us are equal, that all of us deserve the same opportunity to live our lives freely and pursue our chance at happiness?' Well personally, I have no doubt that we can. No doubt that we will."

Workshops featured at the conference included the very moving, *THE HOLOCAUST - The March of Remembrance and Hope*; *Looking for Hope* presented by Yarmouth Local teacher Darren Cummings. Cummings, a participant in the much-lauded dynamic educational leadership program The March of Remembrance and Hope, explored how teachers can use the Holocaust in their classroom. The March of Remembrance and Hope program explores the dangers of intolerance through the study of the Holocaust and promotes better relations among people of diverse cultures. Other workshops presented focused on human rights education, children's rights, and making classrooms safe for sexual minority youth.

This year's conference took place at the Delta Halifax Hotel on April 9 and 10. Plans for next year's conference are already underway.

Attention Public School members: Certificate Program Bulletin

A Special Mechanism for Increasing Teacher's Certification Classification

Introduction: Certificate programs were introduced into the Governor in Council Education Act Regulations as of August 1, 2000. With the introduction of the new regulations in 2000, it was evident there was an abundance of teachers qualified to teach in certain subject fields while the supply of teachers in other subject fields was limited at best. The chosen mechanism for preparing teachers to teach in a new subject field of need, while at the same time increasing their certification classification, was the approved certificate program.

Each certificate program required approval at two levels:

- each certificate program had to be approved by the Minister's Advisory Committee for Teacher Certification (MACTC) generally at the university level; and

- after the certificate program receives general approval, each specific teacher is required to seek approval from the Office of Teacher Certification, Department of Education for his or her individual upgrading portfolio. The major decision involved in the individual teacher approval level is the teacher's current eligibility to teach in the subject field. If a teacher is already qualified (for teacher certification purposes) to teach in the specific subject field then the individual teacher does not satisfy the basic rationale for approval to use that specific certificate program as an upgrading mechanism. If the teacher is not qualified to teach in the specified subject field then he/she is eligible for approval for the specified certificate program.

Qualifications to teach in a subject field:

The basic criteria for approval for certificate programs (other than the Certificate in French Proficiency at Acadia University), at the specific teacher level, is that the teacher not be qualified to teach in that subject field. For certification purposes, teachers are considered qualified to teach in a given subject field as per the following criteria:

- for teachers **certified prior to August 1, 2005** (commencement date for granting of endorsements):

- a minimum of 30 credit hours of university study in one subject discipline in a given subject field would constitute a major teachable subject field; or

- a minimum of 18 credit hours of university study in one subject discipline in a given subject field would constitute a minor teachable subject field.

- for teachers **certified on or after August 1, 2005** endorsements were issued on the teacher's certificate specifying the subject fields in which each teacher was qualified to be assigned. In addition to the 30 credit hours for a major or the 18 credit hours for a minor endorsement, the teacher was also required to have a minimum of six credit hours of teaching methods or three credit hours of teaching methods for each major and minor endorsement, respectively.

As an example, a teacher who had a major or minor in mathematics (pre-2005) or a major or minor endorsement in mathematics (post-2005) would be considered to have the teacher certification qualifications to be assigned to a mathematics position. These teachers would not be eligible for approval for the

Saint Mary's University CMSE program because they were already qualified to teach mathematics.

Notes:

1. school boards have the mandate to establish assignment qualifications that exceed those of teacher certification but, these board criteria are not used in determining a teacher's eligibility for using a certificate program for an increase in classification; and

2. only certificate programs approved by the Minister's Advisory Committee for Teacher Certification can be recognized for an increase in classification.

Current Issue and Solution:

It has come to light that there are teachers currently enrolled in certificate programs who are already qualified to teach in that subject field. To permit these teachers already enrolled (and only these teachers) to complete their programs of study and use them for an increase in classification, Teacher Certification will pre-approve these individuals between the current date and up to September 30, 2010 inclusive. **Each of these teachers must make written application by submitting the form entitled Application for Approval-Upgrading Program available on the Teacher Certification website at <http://certification.ednet.ns.ca>.**

As of October 1, 2010, all parties have agreed to the following:

- all teachers must seek approval from Teacher Certification for the specific certificate program prior to commencement of the program of study. No prior approval will result in no recognition of the program of study for an increase in certification classification;

- universities who have received general approval to deliver a certificate program will make every effort to inform recruits of the rationale for certificate programs and the requirements for approval at the individual teacher level. It is conceivable that, if a university were to continue to recruit with disregard to the certification regulations, the certificate program in question might be reviewed by the MACTC to determine if the approval should continue to apply;

Conclusion:

Since August 1, 2000 certificate programs have provided a mechanism for a significant number of teachers to increase their classification while either adding additional teachable subject fields to their repertoire or re-training teachers to seek employment in subject fields with greater potential. The certificate program concept has, therefore, served the needs of both the school boards and the individual teachers.

Over the past year, the integrity and purpose of the certificate program concept has been challenged. It is hoped that all parties involved (individual teachers, school boards, universities, the NSTU and Teacher's Certification) can work together to ensure the continued existence of the certificate program concept as a means for increasing a teacher's certification classification and salary scale positioning.

For further information and clarification please contact the Department of Education's Certification Office at <http://certification.ednet.ns.ca>.

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2010 NSTU Professional Associations Conferences



Association of Adult Educators (AAE)

Theme: Harvesting Teaching Innovations
Location: Old Orchard Inn, Greenwich/Kingstec Campus, Kentville
Date: October 21, Old Orchard Inn; October 22, Kingstec Campus
Keynote Speaker: Betty-Jean Aucoin, Executive Staff Officer, Professional Development, NSTU
Fee: \$75.00
Contact: Janice Henderson
Address: Kingstec Campus, NSCC, 236 Belcher Street, Kentville, NS B4N 0A6
Phone/Fax Numbers: (H) 542-7489; (W) 690-2174; (F) 679-5197
Email: janice.henderson@nscs.ca

Association des Enseignants Acadiens (AEA)

Theme: Unis par notre passion de l'éducation
Location: École du Carrefour, Dartmouth; École secondaire de Clare; École NDA, Chéticamp
Date: October 22
Fee: \$50.00
Contact: Annick Godin Thériault
Address: 3310 Hwy. 320, Box 548, D'Escousse, NS B0E 1K0
Phone/Fax Numbers: (H) 226-9854; (W) 226-5200; (F) 226-5204
Email: gannick@scolaire.ednet.ns.ca

Association of Science Teachers (AST)

Theme: Time for Science
Location: Halifax West High School, Halifax
Date: October 22
Fees: \$82.00; substitutes \$40.00; student/teacher assistants \$20.00
Contact: James Parsons; Chris West
Address: 615 Deepdale Road, Inverness, NS B0E 1N0
Phone/Fax Numbers: James - (H) 258-5308; (W) 235-7500, (F) 235-7504; Chris – (W) 533-2288; (Fax) 533-3554
Email: james.parsons@srsb.ca; chris.west@srsb.ca

Art Teachers Association (ATA)

Theme: Free Fall
Location: Dartmouth SportsPlex, Dartmouth
Date: October 22
Keynote Speaker: Jerry Granelli
Fee: \$85.00
Contact: Arlene White-Jackson; Paul Syme
Address: 2339 Moran Street, Halifax, NS B3K 4K1; or Paul c/o Horton High School, RR#2, Wolfville, NS B4P 2R2
Phone/Fax Numbers: (H) 422-3811; (W) 457-7800; (F) 457-7804; or Paul (W) 670-3070
Email: amwhite@staff.ednet.ns.ca; psyme@avrsb.ca

Association of Teachers of Exceptional Children (ATEC)

Theme: Education in 3D – Diversity, Differentiate, Deliver
Location: Empire Theatres, Dartmouth Crossing
Date: October 22
Keynote Speaker: Further details to be available on ATEC website in June.
Fee: Further details to be available on ATEC website in June.
Contact: Rick MacKinnon
Email: famackinnon@nstu.ca

Association of Teachers of English of Nova Scotia (ATENS)

Theme: English Matters: Exploring Ways of Representing
Location: Ramada Inn, Dartmouth
Date: October 22
Keynote Speaker(s): Shakespeare in Trial featuring Jeremy Webb and Simon Henderson
Fee: \$95.00
Contact: Margaret Langley

Address: ATENS Address: PO Box 51030, RPO Rockingham Ridge, Halifax, NS B3M 4R8
Margaret: 81 Newcastle Street, Dartmouth, NS B2Y 3M8
Phone/Fax Numbers: (H) 422-0688; (W) 464-5140; (F) 464-5150
Email: mlangley@staff.ednet.ns.ca

Association of Teachers of Young Adolescents (ATYA)

Theme: You Have to Reach Me to Teach Me
Location: Riverside Education Centre, Milford
Date: October 22
Keynote Speaker: Dr. Peter Marshall
Fee: \$80.00
Contact: Anne Henderson
Address: PO Box 1005, Westville, NS B0K 2A0
Phone/Fax Numbers: (H) 396-3604; (W) 922-3820; (F) 922-2838
Email: amhenderson@nstu.ca

Business Education Teachers Association (BETA)

Theme: Business on the Move
Location: Halifax Area – bus tour, with numerous stops at local businesses
Date: October 22
Keynote Speakers: Dennis Campbell, CEO Ambassadors and a representative from HB Studios
Fee: \$80.00
Contact: Kristopher Snarby
Address: PO Box 1266, Liverpool, NS B0T 1K0
Phone/Fax Numbers: (H) 354-3296; (W) 354-7600; (F) 354-5614
Email: ksnarby@staff.ednet.ns.ca

Educational Drama Association of Nova Scotia (EDANS)

Theme: Alternative Inspirations
Location: Dartmouth High School, Dartmouth
Date: October 22
Keynote Speaker: Jerry Granelli
Fee: \$85.00; retired teachers/substitutes/students \$40.00
Contact: Gary Porter
Address: 3283 Robie Street, Halifax, NS B3K 4R7
Phone/Fax Numbers: (H) 405-0599; (W) 464-5220; (F) 464-5241
Email: porterg1@staff.ednet.ns.ca

Family Studies Teachers Association (FSTA)

Theme: Healthy Living, Healthy Families, Healthy Futures
Location: Avon View High School, Windsor
Date: October 22
Fees: \$85.00 ; student teachers/retired teachers/substitutes \$25.00
Contact: Karen DesRoches
Address: RR#1, Windsor, NS B0N 2T0
Phone/Fax Numbers: (H) 798-8689; (W) 792-6740; (F) 792-6762
Email: krdesroches@nstu.ca

Learning Support Professional Association (LSPA)

Theme: Professionalism and Service in our Multidisciplinary Environment
Location: Dr. Tom Parker Building, Halifax
Dates: October 21-22
Keynote Speaker: Tom Gunn, Principal, Strait Area Campus, NSCC
Fee: \$75.00
Contact: Alan Gaudet
Address: 121 MacKen Road, RR#4, Antigonish, NS B2G 2L2
Phone/Fax Numbers: (H) 863-8092; (W) 625-7165; (F) 625-5227
Email: alan.gaudet@nscs.ca or jagaudet@nstu.ca

Mathematics Teachers Association (MTA)

Theme: C2 Curriculum Connections
Location: Cole Harbour District High, Cole Harbour
Date: October 22
Keynote Speaker: Kevin Spry (8:00 pm October 21)
Fees: \$65.00; retired teachers \$40.00; student teachers \$20.00
Contact: Joe MacDonald; Robin Harris
Address: Joe – Site 4, Box 2, Comp. 29, RR#2,

Mahone Bay, NS B0J 2E0; Robin – 9 Taranaki Drive, Dartmouth, NS, B2W 4X3
Phone/Fax Numbers: Joe – (W) 275-2700, (F) 275-2710; Robin – (W) 464-2000 ext. 6991, (F) 464-2015
Email: jamacdonald@nstu.ca; rlharris@nstu.ca

Nova Scotia Language Teachers Association/ Association des enseignant(e)s de Langues de la Nouvelle Écosse (NSLTA/AELNE)

Theme: Inspire the Passion for Languages/Inspirer La Passion des Langues
Location: Ridgcliff Middle School, Beechville
Date: October 22
Keynote Speakers: Léo-James Levesque, NB Department of Education (FSL consultant); Elizabeth Noseworthy, Nfld. Department of Education (ESL consultant)
Fees: \$80.00; Substitutes \$40.00; Students \$20.00
Contact: A.E. Orlando
Address: RR#3, Granville Ferry, NS B0S 1K0
Phone Number: (H) 665-2405
Email: anthonyo@ns.sympatico.ca

Nova Scotia Music Educators' Association (NSMEA)

Theme: Inspiring and Engaging the Young Musician
Location: Bicentennial School and Dartmouth High School, Dartmouth
Date: October 21-22
Keynote Speaker: Dinuk Mijeratne, Music Director, NS Youth Orchestra
Fee: \$100.00
Contact: Marg Kristie
Address: 1046 Church Street, RR#1, Port Williams, NS B0P 1T0
Phone Number: (H) 542-9140
Email: mekristie@nstu.ca

Nova Scotia School Counsellors Association (NSSCA)

Theme: Welcoming Presence: A Mindful Approach to Supporting Youth
Location: Acadia University, Wolfville
Dates: Evening of October 21; October 22
Keynote Speaker(s): Dr. Blye Frank and Dr. Stan Kutcher
Fee: \$80.00
Contact: Wade Van Snick, NSSCA President
Address: 190 Willow Street, Amherst, NS B4H 3W5
Phone/Fax: (W) 661-2540 ext. 151; (F) 661-2535
Email: wtvansnick@nstu.ca

Nova Scotia Teachers Association for Literacy and Learning (NSTALL)

Theme: Multiliteracies Across the Curriculum
Location: Sir John A. MacDonald High School, Tantallon
Date: October 22
Keynote Speakers: 39 speakers throughout the day
Fee: \$85.00
Contact: Ann Hulford
Address: 7448 Rte. 329, RR#1, Hubbards, NS B0J 1T0
Phone/Fax Numbers: (H) 275-4234 (between 6 and 9pm only)
Email: ahulford@staff.ednet.ns.ca

Nova Scotia Technology Education Association (NSTEA)

Theme: Building Dreams
Location: NSCC Waterfront Campus, Dartmouth
Dates: October 21-22
Keynote Speaker: Bruce Tawse, Dean of Applied Arts and New Media, NSCC Waterfront Campus
Fees: \$80.00; retired teachers \$40.00; students \$20.00; Acadia Tech. Ed. Students – no cost
Contact: Joe Bellefontaine
Address: 183 Sunnydale Drive, Wesmount, NS B1R 1J4
Phone/Fax: 564-5621 (Main); 489-6731 (Alternate); (F) 562-0129
Email: Conference Chair – bellej@staff.ednet.ns.ca; President – beabriel@nstu.ca; Vice President – ritchiek@staff.ednet.ns.ca; Website/Communications – richg@staff.ednet.ns.ca

Primary Elementary Teachers Association (PETA)

Theme: Gender Matters!
Location: Auburn Drive High School, Cole Harbour
Date: October 22
Keynote Speaker: Dr. Leonard Sax
Fee: \$85.00
Contact: Lalia Kerr
Address: RR#2, Windsor, NS B0N 2T0
Phone/Fax Numbers: (H) 798-4211; (W) 757-4120; (F) 757-4125
Email: laliak@win.eastlink.ca

Psychologists in Schools Association (PISA)

Theme: Disruptive Behaviour Disorders: Identification and Intervention in the School Setting
Location: Mount Saint Vincent University, Halifax
Date: October 22
Keynote Speakers: Dr. Jennifer Mullane, PhD and Dr. Susan Jerrot, PhD
Fees: \$95.00; Students \$65.00
Contact: Margie Nelson
Address: c/o AVRSB, PO Box 340, Berwick, NS B0P 1E0
Phone/Fax Numbers: (H) 538-5860; (W) 670-1729; (F) 538-4630
Email: manelson@nstu.ca

School Administrators Association (SAA)

Theme: Don't Miss the Boat: Riding the Leadership Wave
Location: White Point Beach Resort, Queens County
Dates: October 21-22
Keynote Speaker: Susan Brookhart
Fee: TBA
Contact: Joyce Veinot-Gates
Address: 130 North Park Street, Bridgewater, NS B4V 4G9
Phone/Fax Numbers: (W) 541-3059; (F) 541-3049
Email: jveinot-gates@ssrsb.ca

Speech-Language Pathologists and Audiologists Association (SPAA)

Theme: Executive Function Skills
Location: Sobey Conference Theatre, St. Mary's University, Halifax
Date: October 22
Keynote Speaker: Dr. Sarah Ward
Fees: \$95.00 includes lunch; Student/Parent/EA/ Substitute \$40.00
Contact: Sheri McGill
Address: 68 Catidian Place, Hebbville, NS B4V 7A8
Phone/Fax Numbers: (H) 543-3891; (W) 354-7683; (F) 354-7631
Email: smcgill@nstu.ca

Social Studies Teachers Association (SSTA)

Theme: Understanding Each Other
Location: Lockview High School, Fall River
Date: October 22
Keynote Speaker: Benchmarks and Canadian History
Fee: \$90.00
Contact: Ken Langille
Address: 31 Carleton Street, Yarmouth, NS B5A 2C5
Phone/Fax Numbers: (H) 742-8700; (W) 749-2810; (F) 749-2811
Email: ktlangille@nstu.ca

Teachers Association for Physical and Health Education (TAPHE)

Theme: Be herefor the Health of it!
Location: Northeast Kings Education Centre and Glooscap Elementary, Canning
Dates: October 21-22
Keynote Speaker: TBA
Fees: \$90.00; Students/Retired Teachers \$35.00
Contact: Dawne MacLeod
Address: 571 Natures Haven Drive, Aylesford, NS B0P 1C0
Phone/Fax Numbers: (H) 847-1680; (W) 538-4667; (F) 538-4630
Email: dawne.macleod@avrsb.ca

coming events

June is...

ALS Month (Amyotrophic Lateral Sclerosis—Lou Gehrig's Disease, www.als.ca); Stroke Awareness Month (www.heartandstroke.ns.ca); Brain Injury Awareness Month (www3.ns.sympatico.ca/bians1); Recreation Month (www.recreations.ns.ca)

JUNE 21

National Aboriginal Day

On June 21, Canadians are invited to participate in the many National Aboriginal Day events that will be taking place from coast to coast to coast. June 21 kick starts the 11 days of Celebrate Canada! which includes National Aboriginal Day (June 21), Saint-Jean-Baptiste Day (June 24), Multiculturalism Day (June 27) and concluding with Canada Day (July 1). National Aboriginal Day promotional products may be ordered by visiting the Indian and Northern Affairs website at www.ainc-inac.gc.ca/ach/ev/nad/index-eng.asp or by phoning (toll-free) 1-800-567-9604, or by faxing your order to 1-877-734-6323.

JUNE 24 TO 28

400th Anniversary of the Baptism of Grand Chief Membertou

Henri Membertou, a man who captured the attention and admiration of the Holy Roman Empire and the King of France was the first aboriginal person to be baptized in what would become Canada. Membertou established a holy alliance between the Mi'kmaq and the Holy See that would last four centuries. Membertou's legacy extends far beyond the deep spiritual connection today's Mi'kmaq continue to share with the Catholic Church. By taking the solemn rite of baptism, Membertou signaled the Mi'kmaq's desire for peaceful relations with the European nations, an act that has been described as the first step Canada took in becoming a multi-cultural and multi-denominational nation. Grand Chief Membertou, Mi'kmaq prophet, shaman and spiritual leader, remains a footnote in history. There is little knowledge or understanding of the important role he played in shaping our shared history. A five-day celebration commemorating the 400th anniversary of the baptism of Grand Chief Membertou will be held with a historic re-enactment of the baptism at the Port Royal National Historic Site on June 24, and one of Canada's largest Powwows on the Halifax Common from June 25 to 28. For more information about the Powwow, call the Powwow hotline at 902-722-5153, or visit www.membertou400.com

JULY 2 TO 4

26th Annual RBC Multicultural Festival

The RBC Multicultural Festival will be presented by the Halifax Port Authority and produced by the Multicultural Association of Nova Scotia from July 2 to 4 at the Halifax Seaport. Each year, the festival draws more than 600 artists and performers from many diverse cultures living in Nova Scotia and elsewhere. This year's festival will feature main-stage performances by more than 30 cultural groups, a showcase of colorful cultural clothing, a special series of dance and music workshops, an international food tent, and musical performances by local and national emerging and well-known musicians. For more information visit: www.multifest.ca

JULY 7 TO 9

Being the Change: Building a Culture of Peace Conference

Being the Change: Building a Culture of Peace...in our classrooms, our communities, and our world is an interactive conference that will give participants the opportunity to explore how peace education, the women's movement, and the disarmament movement have contributed and can continue to contribute to building a more peaceful world. Building on inspiration from local and global leaders in these areas, the focus of the conference is to develop some concrete action steps we can all take to build a culture of peace in our communities. The conference will take place at Mount Saint Vincent University, Halifax. For more information, contact peaceconference@msvu.ca or visit www.msvu.ca/peaceconference. Conference organizers are also looking for student art submissions for the *Being the Change: Building a Culture of Peace* conference. Students or classes can submit art on the theme of "Peace is" to: Prof. Sherry Hassanali, Faculty of Education, Mount Saint Vincent University, 166 Bedford Hwy, Halifax, NS, B3M 2J6. Please include the student's name, grade, school and contact information (phone number and/or email). For more information, email peaceconference@msvu.ca or call 1-866-532-0228.

JULY TO AUGUST 15

Understanding Media Literacy Online Course

Understanding Media Literacy: Inside Plato's Cave is a breakthrough online three-credit course written, tested and endorsed by members of the Canadian Association of Media Education Organizations and delivered in partnership with Athabasca University. This course provides Grades 7-12 teachers with an informed and critical understanding of the nature, impact and techniques of the mass media. The course is offered as either EDUC 115 or CMNS 315. For reviews and more information about the course please visit www.athabascau.ca/platoscave. The six-week summer

session begins on July 5 and ends on August 15. Registration is open until June 25. Individualized study students can register throughout the year and proceed through the course at their own pace over a six-month period. Registration opens August 10. Special offer, save \$200 on an award-winning classroom resource. Teachers who sign up for the course in 2010 can purchase Scanning Television for \$99. Regular retail price is \$300. This collection of 51 short videos and a teaching guide was created by the same team that developed this course. For more information on this classroom resource visit www.facetofacemedia.ca.

JULY 18 TO 24

Halifax Pride Week

Halifax Pride is Atlantic Canada's largest LGBTQ cultural festival. Pride Week celebrates our diverse sexual and gender identities, histories, cultures, creativities, families, friends and lives. The Halifax Pride Committee, a not-for-profit organization of volunteers produces a Pride Week that is accessible, rewarding, and reflective and celebratory of the best of the LGBTQ community and culture in Halifax and throughout Nova Scotia. The Halifax Pride Parade & Community Fair will take place on July 24. Once again, the NSTU will have an official presence in the annual Halifax Pride Parade. NSTU president Alexis Allen encourages members to join with her to march at this year's parade on July 24. To find out more about Halifax Pride Week visit www.halifaxpride.org.

AUGUST 17 TO 20

Atlantic Summer Institute on Healthy and Safe Communities

The 6th Annual Atlantic Summer Institute on Healthy and Safe Communities will be held at University of Prince Edward Island, Charlottetown, P.E.I. from August 17 to 20. This learning Institute focuses on the links between crime prevention, social and economic development and health and safety promotion, bringing together community groups, researchers, practitioners, educators, police and government representatives as a means to create healthier and safer communities in Atlantic Canada and beyond. This year's theme is *Innovation and Collaboration Building Resilient Communities*. The plenary address will be by Caralee McDaniel of the Dartmouth Family Centre. For more information on the Atlantic Summer Institute and to register, please go online to www.upei.ca/si. For inquiries, please contact asi@thequaich.pe.ca or 902-894-3399.

AUGUST 26 TO 27

Teaching and Learning with Monarch Butterflies Workshop

The Toronto and Region Conservation (TRCA), Educational Information and Research Centre (EIRC), and Atlantic Cooperative Study Unit have partnered together to offer the Monarch Teacher Network workshop, *Teaching and Learning with Monarch Butterflies* for the first time in the Maritimes. This two-day workshop is generously supported by the W. Garfield Weston Foundation, allowing teachers and other educators to participate for the low cost of only \$75 (plus taxes) per person. This workshop provides two days of classroom and field experiences. Participants learn to raise and tag monarchs and about their ecology and conservation, and leave with the knowledge, materials and passion to produce outstanding learning experiences. Appropriate for teachers of all grade levels and subject areas—a truly interdisciplinary experience! Over 2,500 teachers from 15 states, five provinces, and five countries have been trained and are part of a growing Monarch Teacher Network. The workshop includes expert instruction, lunches, and a plethora of resources (Journeys Lesson Guide, DVD, CDs, t-shirt, rearing and holding cages, and much more) allowing teachers to deliver their lessons immediately. Visit <http://events.signup4.com/mtnmaritimeworkshop> to learn more and register!

The deadline for the September issue of *The Teacher* is August 6. Please contact the Office of The Teacher at theteacher@nstu.ca or 902-477-5621

Making Tracks Gets Them Moving!

Looking for a fun, hands-on way to teach your students to walk, cycle, in-line skate or skateboard safely and confidently?

Elementary and Jr. High: learn how to teach active transportation safety skills to your students!

Sr. High: engage students in teaching active transportation safety skills to younger children and youth!

Learn more about Making Tracks at:

www.saferoutesns.ca | walk@ecologyaction.ca | 902.442.5055



Thanks to Mountain Equipment Co-op, the Nova Scotia Department of Justice, St. Francis Xavier University, and Skate Pass® for their support of the Making Tracks program.



NOTICES

The Economist and InnoCentive issue 21st Century Cyber-schools Challenge

InnoCentive, Inc., the world leader in open innovation (www.innocentive.com/), and the prestigious international business and economic news publication The Economist (www.economist.com/) has launched the 21st Century Cyber-schools Challenge (<https://gw.innocentive.com/ar/challenge/9398884?cc=EconPR201005>). The Challenge is to submit solutions that address the problem of providing educational opportunities to the tens of millions of school-age students (K-12, ages 6-18) in developing nations around the world. The Challenge is open to participants from any discipline or background and runs to June 23. The winner will be announced in early August.

In addition to winning a financial prize of \$10,000 USD, the Challenge winner will also be invited to participate in The Economist's Human Potential event on September 15-16, 2010 in New York City. Human Potential, part of the newly created Ideas Economy event series will bring together the smartest minds from government, academia and business to discuss and debate how to boost productivity by harnessing the potential of individuals

and societies. The Challenge winner will touch upon global education best practices, free market solutions to education, the testing dilemma, and how online learning will transform our schools.

NSTALL Conference

NSTALL (Nova Scotia Teachers Association for Literacy and Learning) 2010 conference theme is Multiliteracies Across the Curriculum, to take place on October 22 at Sir John A. MacDonald High School. Presenting will be 37 highly knowledgeable Nova Scotia educators who are excited about bringing new ideas and new thinking your way through workshops, discussions, demonstrations, hands-on activities, and the use of technology. From Grades Primary through 12, there is something for everyone. The conference can accommodate 800 conferees looking for a conference that has a high-standard reputation as "the conference to attend." Watch for the on-line registration and the conference booklets. Check out NSTALL's website through the NSTU website for updates. Book your hotel early (Future Inn). We are looking forward to once again providing quality professional development to meet the needs of today's educators. For more information contact Conference Chair Ann Hulford at ahulford@staff.ednet.ns.ca.

Report on cultural ownership by young people in Francophone minority schools identifies gaps

(CTF News Service – Ottawa) A report prepared by the Canadian Teachers' Federation (CTF) entitled L'appropriation culturelle des jeunes à l'école secondaire francophone en milieu minoritaire shows that much remains to be done to help young people build their culture during their years at school. The CTF report presents the findings of a series of interviews and a national survey of young people attending French-language minority schools across Canada. The issue of cultural ownership by these young people was central to the analysis of the survey data.

A total of 1,334 Grade 10 students across Canada answered the CTF online survey questions. Here are the main findings:

More than 80 per cent of the students who responded considered French to be their first language. Of these, 65 per cent reported French as their only first language and 15.3 per cent reported a combination of English and French as their first language.

Sixty-two per cent of the young people felt they tended to speak in French more with their grandparents, 52 per cent with their mother, 50.4 per cent with their father and 39.2 per cent with their sisters and brothers. They tended to listen to much more English music in their extracurricular activities than French music: 13.2 per cent listened regularly to French music, whereas 44.5 per cent listened to English music; 45.63 per cent of the respondents did not engage in other activities in French outside of school.

The young respondents felt their teachers showed more awareness of and put a higher value on language and culture than their parents. For example, 61.2 per cent of the respondents said their teachers promoted French culture (i.e. music, traditions, contemporary creative works) compared to 24.9 per cent, who said their parents performed this role.

Although school was perceived positively by 47.44 per cent of the young respondents as an important place for the acquisition or maintenance of the language, they never described the school as a Francophone cultural setting.

According to Benoit Mercier, Chair of CTF's Advisory Committee on French as a First Language, "It is alarming to see that students are so little aware of the cultural mission of French-language schools. Many efforts have attempted to make this mission clear to them, but we undoubtedly need to review our strategies. That is why we took the liberty of making certain recommendations to that effect in this report."

The recommendations in the report refer to various aspects of the school curriculum and address the issue of training teachers and those in charge of cultural activities. The report also suggests that more in-depth research should explore the linguistic behaviour of students, the support to extracurricular activities and the impact of the media environment.

According to CTF president Mary-Lou Donnelly, "The very mission of French-language schools depends on the effectiveness of the partnerships with parents and the Francophone community. The research has identified the specific gaps we need to address over the coming years. With the support of our partners, we would like to use this new information to continue to guide our support to teachers."

Founded in 1920, CTF is a national alliance of provincial and territorial teacher organizations that represent nearly 200,000 elementary and secondary school teachers across Canada. CTF is also a member of the international body of teachers, Education International.

For further information contact Ronald Boudreau, CTF Director of Services to Francophones, 613-688-4308.

Check out the Deals & Discounts section for updates on the NSTU website at www.nstu.ca in the Members Only section under Benefits.

Yoga in Schools Summer Teacher Training Intensive



Be one of the growing numbers of teachers bringing this transformational yoga experience to their schools. This four day intensive leads to a 200 hour certification, which is required to teach yoga in the schools.

Graduates will receive Yoga 11 lesson plans, and Yoga for Autism and Elementary Programs as well as one year mentorship during implementation.

"This program, created and lead by Jenny and Blair, has revitalized and prepared an inspired group to deliver the new PSP Yoga 11 curriculum. The joy and gratitude is palpable throughout the journey. This course has and will change many lives, having lasting effects within the education system."

- Sue Stevenson, Active Living Consult

Leader(s): Jenny Kierstead is a former Phys. Ed teacher and the founder of Breathing Space Yoga Studios. She contributed to the development of the Yoga 11 curriculum and designed an Elementary school Yoga Program. She also co-created a Yoga for Autism program.

Blair Abbass was the first teacher to bring Yoga 11 to the HRSB. He is a contributing designer of the Yoga 11 curriculum in the area of meditation.

Date(s): August 9--12th, 2010
Time: 9:00am—4:00 p.m.
Location: Breathing Space Yoga Studio, Halifax
Fee: \$ 500.00 +hst (Check with Local PD for funding)
Contact: 444-YOGA (9642) or info@BreathingSpaceYogaStudio.ca
www.BreathingSpaceYogaStudio.ca



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For further information contact coveyfp@gov.ns.ca

ViewFinders Survey

Using the following weblink, teachers may fill out a survey that takes approximately 10 minutes to complete. By completing the survey, teachers will be eligible for ticket offers for both themselves and their students:

www.surveymonkey.com/s/ViewFindersTeacherSurvey

The comments and recommendations of educators are extremely important to ViewFinders International Film Festival for Youth, and have a direct impact on next year's ViewFinders programs. ViewFinders hopes the results of this survey will help ViewFinders better serve the needs of Nova Scotian students and educators.

Please complete the survey by June 18.



update

The Importance of Designating a Beneficiary & Co-ordination Of Benefits (COB) – Do you know how to make the most of two Family Plans?

The importance of designating a beneficiary can be overlooked. In the midst of our busy lives, we forget to take care of this very important item when it comes to our insurance coverages. The NSTU Group Insurance Trustees hopes this information will encourage members to take care of this important detail when reviewing or designating your beneficiary for the first time.

The Importance of Designating a Beneficiary

You should review and/or designate a beneficiary for any of your Life and/or Accidental Death & Dismemberment policies you may have through the NSTU Group Insurance Program. One of the main advantages of designating a beneficiary for these policies is the proceeds of the policy are excluded from your Estate upon your death. Through this exclusion, proceeds are free from claim by any creditor of your Estate. The proceeds are excluded because legal title irrevocably transfers upon your death and the proceeds become payable to your beneficiary(ies) at that time. Another good reason to designate a beneficiary is to ensure life insurance proceeds are distributed as per your wishes. A signed and up-to-date Beneficiary Designation Form will make certain this occurs.

Please take a moment to think about your beneficiary designation and if it is up-to-date. If your life has changed recently, i.e. married, birth of a child, etc., you may need to revisit your beneficiary designation(s). If you are not sure of your beneficiary nomination you may contact Johnson Inc. or check the Johnson Inc. Members-Only website.

Co-Ordination of Benefits (COB)

One of the most complicated provisions to understand with respect to Supplementary Health and Dental Programs is the provision for Co-ordination of Benefits (COB). If you do not fully understand this provision, you may be missing out on possible reimbursement for up to 100% of eligible claims through the COB process. This process was developed by the Canadian Life and Health Insurance Association to ensure consistency for all insurance companies and their insured members.

The NSTU Group Insurance Trustees want to try to simplify a process that may appear to be quite complicated.

Through the Teachers' Provincial Agreement, the Province of Nova Scotia pays 100% of the monthly premium for Total Care Medical for single or family coverage. In addition, the Province of Nova Scotia pays 65% of the Basic Total Care Dental Benefit. Based on this cost sharing, there are many families who choose to be insured for two family plans and therefore, a good understanding of the COB provision is important. It should be noted you may hold only one family Health or Dental contract through the NSTU Group Insurance Plan.

You and your Spouse

If you are the primary cardholder of the Total Care Medical and Dental programs, your personal claims must be submitted to Medavie Blue Cross first. If your spouse has a benefits plan, he or she must submit claims to his or her provider first. Once the primary provider for the applicable subscriber pays the eligible claim, you can then submit any unpaid portion to your spouse's plan for COB. This means you may receive reimbursement for this unpaid portion, if eligible, under your spouse's plan up to 100% of the eligible amount.

Children

When you and your spouse have coverage from two separate plans, claims for your children will be processed under the plan of the parent whose birth month falls first in the calendar year. COB uses month, then day, to determine which plan the children's claims are submitted to first. When parents are separated or divorced, the custodian parent would claim under his or her plan first.

So, how does Co-ordination of Benefits Work?

As an example of how COB can work so you may receive reimbursement for up to 100% of your eligible claims, consider the following scenario:

John and Joan have two children and two family benefit plans. John is insured under the NSTU Group Insurance Program through Medavie Blue Cross while Joan is a member of her employer's plan with another insurance company (or Medavie Blue Cross).

John has a Dental check-up and he sends his \$100 claim to Medavie Blue Cross and receives 80% reimbursement or \$80. The co-pay amount John was required to pay out-of-pocket was \$20. Along with his reimbursement cheque from Medavie Blue Cross, he receives an Explanation of Benefits (EOB), which is a statement explaining what portion of the eligible claim was paid. John then sends his EOB statement, along with a copy of the original claim, to Joan's insurance company. Her insurer processes the claim and sends a cheque for the eligible amount of the unpaid balance. The result may be that John receives 100% reimbursement for the cost of his check-up.

What happens when their daughters, Emily and Laura, have a prescription to be filled at the pharmacy?

Claims go first to the insurance company of the parent whose birth month is the first in the year and then to the other parent's program. In this case, Joan's birthday is in May while John's birthday is in July. So if Emily or Laura needs a prescription filled at the pharmacy, their claims go first to Joan's insurance company and later to Medavie Blue Cross under the NSTU Group Insurance Program for consideration of the remaining balance.

It is important to note when having a claim processed at the pharmacy, you should always advise the pharmacist you have two insurance plans. Then the claim can be conveniently processed. You will need to provide the appropriate insurance information such as the name of the provider, your spouse's name and date of birth, as well as the appropriate subscriber numbers.

We hope this provides some assistance to you in understanding the COB provision and the importance of designating a beneficiary for your Life and Accidental Death & Dismemberment Policies. If you have any questions please contact Johnson Inc. at 453-9543 or 1-800-453-9543 (toll-free).

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Insurance

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Johnson awards AIR MILES® reward miles to contest winner

What would you do with 15,000 AIR MILES® reward miles? Ronald Turnbull of Stellarton recently asked himself that very question after winning a contest that was held by Johnson Insurance for members and retired members of the Nova Scotia Teachers Union. Ronald's entry was amongst the many received in the nine-month contest period. The 15,000 AIR MILES® reward miles contest ran from March 1 to December 1, 2009 and was open to NSTU members



who requested no-obligation quotes and to existing policyholders. Pictured above is Ronald Turnbull with Johnson Service Supervisor, Lisa White. Congratulations Ronald and happy AIR MILES® reward miles shopping! Johnson is pleased to be the preferred provider of home-auto insurance to NSTU members, for more information visit www.johnson.ca/nstu or call 1-800-563-0677.

resources

Last Chance Titles from Learning Resources and Technology Services

Learning Resources and Technology Services ships multimedia curriculum resources to schools anywhere in the province. Dubbing programs become a part of your school's collection; we charge only for the price of the blank media used. Read the Public Schools Branch newsletter *Branching Out* available online at <http://lrt.ednet.ns.ca/branching.shtml>

Order pre-made titles from our lists online: visit http://lrt.ednet.ns.ca/media_library/express/Video_Express.shtml

EBSCO Periodical database (<http://search.epnet.com>) EBSCO provides a series of online bibliographic and full-text databases so that you and your students can find information, pictures and citations on curriculum related topics. EBSCO offers access to a wide variety of professional databases like ERIC and to a highly specialized collection of over 450 full-text journals, designed for professional educators. EBSCO is available to all students and teachers in Nova Scotia through computers connected to Ednet, or at home with passwords that can be obtained from your school.

ImagesProject (<http://imagesproject.ednet.ns.ca>) Need a photo to use in a school project? Visit the ImagesProject, a web-based collection of images for Nova Scotia public school program use. Nova Scotia students and teachers who are on Ednet may freely download, use and modify images from the ImagesProject website for curriculum purposes.

These programs are available in limited numbers and in VHS format only.

City of Ruins (45 min.) Social Studies 7; Atlantic Canada in the Global Community 9; Canadian History 11 This documentary produced by CBC tells the story of the horror, the bravery, and the destruction of the Halifax Explosion of December 6, 1917. Using dramatic and moving narrative of the devastating event by intertwining memories from survivors with archival news footage, and still photography. Includes teacher's guide.

Talespinners Collection 1 (56 min.) Social Studies P-2 Talespinners collection 1, for ages 5-9, explores a range of multicultural themes - identity, diversity, belonging, traditions and ceremonies, learning to fit in, the value of principles and convictions. Adapted from books, each film is based on an acclaimed cross-cultural children's story that will engage young viewers with appealing characters and dynamic storylines, while sparking their imaginations with finely crafted animation. More information on each title is available online at <http://www.nfb.ca/webextension/talespinners-2/index.php> Closed captioned.

Glasses (23 min.) Social Studies P-3 Milo is losing his lunchbox, and humiliating himself on the playground. He would like to be invincible like his comic book hero, Captain Cosmo, but this shy grade one student lives in a lonely, blurry world. Milo gets his first pair of glasses which help Milo to excel in class and on the playground. Full of self confidence, Milo loses sight of who are his true friends. This animated program explores how difficult it can be when you don't see things the same way everyone else does. Closed captioned.

Circles (58 min.) Mi'kmaq Studies 10; Canadian History 11; Law 12; Sociology 12 This program is about justice and community healing, hope and transformation. Circles is an innovative program used in the Yukon, brings together a traditional form of aboriginal justice, circle sentencing, and the Canadian justice system. Sentencing circles bring together the perpetrator of a crime, victims, peers, and family in an effort to bring healing to the community. The program explains the foundations of circle sentencing as a restorative justice measure that is intended to unravel the dysfunctional relationships that have led to a life of crime. The program explores the healing elements found in sentencing circles. Closed captioned.

El Contrato (51 min.) Social Studies 7; Law 12; Sociology 12 El Contrato follows Teodoro Bello Martinez, a poverty-stricken father of four living in Central Mexico makes an annual migration to Southern Ontario to pick tomatoes for conditions and wages that locals will not accept. Under government programs that allow growers to monitor themselves, the opportunity to exploit workers is as ripe as the produce they harvest. Abusive bosses, unhealthy conditions, and paying for benefits they don't receive are deflected by a long line of others back home who are willing to take their place. Despite their fear of repercussions, the workers voice their need for dignity and respect, as much as for better working conditions. The documentary ends as winter approaches and the Mexicans return home to their families, some pledge, that it's their final season in the north. Closed captioned.

Law & Disorder: Animated Justice (16 min.) Law 12; Sociology 12 How does the law affect us in our daily lives? How do we balance the freedoms, rights and responsibilities of the individual against those of a group or society? With different styles and techniques, this compilation of five animated films uses humour to explore complex subjects, such as: citizen's freedoms, rights and responsibilities, as well as consumer protection, advertising standards, prejudice and racism. Animated titles include: Point of Order, Yo, Understanding the law: the Coat, Understanding the Law: the Worm, and Giodano. The program could be used to explore the following elements of law: contract law; religious freedoms and tolerance; negligence; or freedom of expression. Closed captioned.

Ame Noire / Black Soul (10 min.) Social Studies 2; Social Studies 7 This short video will immerse students into the heart of Black culture via a voyage through defining moments of Black history. A series of transforming images traces of ancestry of a young boy to the mighty Pharaohs, valiant kings, slave market, and exile. Rhythms of the drum, gospel, and jazz perform as the boy makes his way from lush Caribbean to the snows of Northern America. This video with sound, but no words will be useful for students at most grade levels. Closed captioned.

Education Media Library 424-2440; 428-3176 (fax), PO Box 578, Halifax, N.S., B3J 2S9, Email us at mediacir@ednet.ns.ca. Visit our website at <http://lrt.ednet.ns.ca>.



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Attention teachers!

Do you have the following symptoms:



Insomnia, anxiety, unstable emotions, headaches, stress and fatigue, bloating, constipation, diarrhea, hot flashes, lower back pain, sore legs and knees, hot or cold hands and feet, sensitivity to cold?

If you have one or more of these symptoms, it may indicate your body is unbalanced because of hormone levels and metabolism changes. Help is here.

Dr. Wei Yuan, practices Traditional Chinese Medicine (TCM) and is a registered acupuncturist. She is very experienced in treating health issues through acupuncture and Chinese herb remedies.

Acupuncture treatment with Dr.(TCM) Wei Yuan is covered 80% through your health plan and direct billing to Medavie Blue Cross is available.

Book and appointment with Dr.(TCM) Wei Yuan by calling (902) 444-3111 or visit us at 6021 Young Street, Halifax.

You can also visit our web site at www.istoppain.ca for more information.



Council 2010 Parliamentarians/Scrutineers



*This year, the NSTU trained active members to serve as parliamentarians for regional and provincial NSTU events. During Annual Council 2010, five of these members participated as parliamentarians and also acted as scrutineers. Above are the parliamentarian/scrutineers and Local scrutineers for Annual Council 2010. **Seated:** Glenn Pulley (Council Parliamentarian/scrutineer Annapolis Valley Region); Lawry MacLeod (scrutineer, Cumberland Local); Kathy Fougere (scrutineer, Colchester-East Hants Local); Ann Marie Lelievre (scrutineer, Inverness Local) and Wayne Royal (scrutineer, Cape Breton District Local). **Standing:** NSTU member services staff officer Janine Kerr; Terrence Doucette (Council Parliamentarian/scrutineer, Chair South Shore Region); Eddie Avery (scrutineer, Guysborough County Local); Duncan Smith (Council Parliamentarian/scrutineer Strait Region) and Susan Noiles (Council Parliamentarian/scrutineer Halifax Region). Missing Ian Comeau (Council Parliamentarian/scrutineer, Tri-County Region).*

Attention NSTU Reps:

The Teacher distribution information required

The print run of *The Teacher* was reduced a number of years ago, and your site has been receiving a copy of *The Teacher* for every other member unless otherwise specified.

Please complete the form below, fax to 902-477-3517, mail to NSTU, 3106 Joseph Howe Drive, Halifax, B3L 4L7, email the info to theteacher@nstu.ca or better yet, visit the members-only website at www.nstu.ca click the rep information button and fill out the online form.

The number of copies of *The Teacher* you require will be used for distribution purposes for the 2010-2011 school year.

Please let us know by June 30, 2010. If we do not receive the information by then, we will assume that your site requires the current amount being distributed.

For further information, contact circulation coordinator Selina Hughes at shughes@nstu.ca or editor Angela Murray at amurray@nstu.ca.

Note: Starting in the fall of 2010 *The Teacher* will be published **eight (8)** times a year, instead of 10. The **November/December** and **January/February** issues will be combined.

Name of NSTU Rep: _____

Name of School/Campus: _____

NSTU Email: _____

Number of NSTU members at your site: _____

Number of copies of The Teacher Required: _____

classifieds

Classified rates are \$2.00 for the first 15 words; 25¢ per additional word upon presentation of a professional number. Non-teachers pay \$6.00 for the first 15 words and 25¢ per additional word.
To book, call Selina Hughes at 1-800-565-6788 or email theteacher@nstu.ca.

FOR SALE - Dark green couch. Excellent condition, \$300 or best offer. MUST SELL! Phone 902-440-2238.

VACATION RENTAL: Location Yarmouth. Loft with 3 pc. bath, kitchenette and a private entrance. \$60.00 nightly. Two B&B rooms, \$50.00 nightly each. Wonderful peaceful location 5 mins from Yarmouth. Homemade biscuits, muffins and coffee for breakfast. Call 902-742-7665 or e-mail anndurkee@ns.smpatico.ca.

PRE-PRIMARY EDUCATION - Pleasant Little School is a small independent school (located in Bedford) specializing in pre-primary education. The school promotes emergent literacy, math, science, social studies, music and art skills through a developmentally appropriate play-based approach to learning. The school accepts children who are four years of age by December 31st. The school is owned and operated by myself, Eileen Millett (B Ch Study, Sp Ed, MEd, RMA). I have 28-years experience as a classroom teacher, which includes 18-years teaching in the 4+ program, Primary and Grade 1. A maximum class of six children ensures much individual attention. The day begins at 9:00 a.m. and ends at 2:00 p.m. Tuesday, Wednesday and Thursday. The cost is \$25.00 per day. Official tax receipts will be available to claim your child care. For more information please email emillett@ns.sympatico.ca or see website www.pleasantlittleschool.ca

REGISTERED MASSAGE THERAPY AT ALLURE - \$5.00 donation to Canadian Cancer Society for every therapeutic massage covered by Blue Cross. Located up the street from Alderney Landing at 115 Portland St., Dartmouth. Teachers are entitled to 20 massages per year per family member with Blue Cross, no referral required. Now, with every 5th massage, the co-pay is free. Excellent for relieving stress, anxiety, muscle tension, and improving sleep. **Chris Bagnell RMT** - 10-years experience. To contact Chris at Allure, call 902-464-0606 to book an appointment. "Making a difference feels great." **Gift certificates** are available.

AVAILABLE - Teacher Certified Tutoring is presently accepting students for our FRENCH SUMMER READING PROGRAM. There is a limited enrolment. More info: www.teachercertifiedtutoring.com or 1-877-313-READ.

FOR RENT - Dartmouth - in Brightwood area, 2-3 bedroom home on quiet cul-de-sac available for July & August 2010. For details call 902-463-5547 or email hollyj12@gmail.com.

HISTORIC HALIFAX ACCOMMODATIONS - HINS Halifax Heritage House. Enjoy shopping downtown Halifax; waterfront trail, and live theatre. Private, family, or dormitory rooms. Kitchen use available. Wireless available. Please phone 902-422-3863 to book today. 10% discount when you mention this advertisement.

WENTWORTH COUNTRY HOSTEL - Experience nature, snowshoeing and nearby Wentworth skiing, star gazing, and open space. Private, family, or dormitory rooms. Kitchen use available. Wireless

available. Please phone 902-548-2379 or email wentworthhostel@ns.sympatico.ca to book today. 10% discount when you mention this ad.

JOB SHARE - Elementary teacher looking for a 20% job share in the metro area for next year. Lots of experience in the early elementary grades. Please contact mackayk7@staff.ednet.ns.ca

JOB EXCHANGE - Permanent teacher in HRSB looking to exchange positions with a teacher in the CBVRSB for Sept. 2010. Please contact adelekelly1@hotmail.com.

CORTECH COMMERCIAL PLUMBING & HEATING - A professional, commercial plumbing company with a proven reliable service record for over nine years is expanding its services to the residential market within all Halifax & Dartmouth and Eastern Shore areas. We are a company that takes pride in delivering a fast, efficient and quality experience where you can be assured that "We will drain your sink NOT your wallet." Contact Steve Corkum at (902) 830-5689 to discuss all your plumbing needs. ****Teachers providing a professional number are offered a 10% discount on the total labour cost of a job.**

THE BULLY AND THE PURPLE PANTS - A DYNAMIC SCHOOL ASSEMBLY - Award-Winning songs are combined with motivational speaking to provide students with effective strategies for dealing with bullies. Hundreds of schools across Canada have experienced this fabulous presentation! For Bookings Call 519-655-2379 or visit www.paulbehnke.on.ca for complete details.

TEACHER EXCHANGE - Permanent Elementary teacher in SRSB looking to exchange position with a teacher from CBVRSB in 2010 or 2011. Please contact mkeller@eastlink.ca.

COTTAGE FOR RENT - Pictou County, Nova Scotia 3-bedroom cottage at beautiful Chance Harbour Beach. (no pets). First two weeks of August \$1500.00. Call 425-2799/495-8858.

CHILDCARE - Are you looking for full-time, quality childcare in Dartmouth? I am a qualified teacher, a mother of two, and I have also had many years of experience baby-sitting and nannying. I am excited to be starting a home daycare in September in my smoke-free and pet-free home in Portland Estates. This opportunity is perfect for teachers, as I work as per the school schedule. Our day will be full of arts and crafts, singing, music, cooking, painting, play-doh activities, educational activities, free play and outside play. Cost is \$35/day and receipts are provided. Email Emily at smithem9@staff.ednet.ns.ca.

BEACH VACATION RENTAL - Located on Northumberland Strait, Caribou Island, spectacular private setting. Three-bedrooms. Rental available weekly in August/September. Call 902-429-6566.

FULLY-FURNISHED TOWNHOUSE with "business centre." Sheffield-in-the-Park. Available this autumn for short-term rental. Listing 276693, www.homeaway.com

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Now members of NSTU can make reservations online.

*NSTU id must be presented at check-in for special rate; discounted parking rate of \$9.95
Reservations: www.deltahotels.com/nstu



www.deltabarrington.com www.deltahalifax.com
For reservations/information call 1-800-268-1133 (toll free)

The online registration system is now in place for the October conference. Your association may offer online registration.

NO ON-SITE REGISTRATION!!

Check the "Conference" link (after Labour Day) on the NSTU members-only website at

www.nstu.ca.