

NSTU president wants more details on Provincial Advisory Council on Education meetings

NSTU President Paul Wozney says the public deserves more transparency from the Provincial Advisory Council on Education (PACE).

In early November, over the course of two days, PACE held its first official meeting. The advisory council was created to replace elected school boards which were abolished last winter as part of Bill 72. Unlike the former elected school boards, PACE meets in private and publishes a summary of its minutes online.

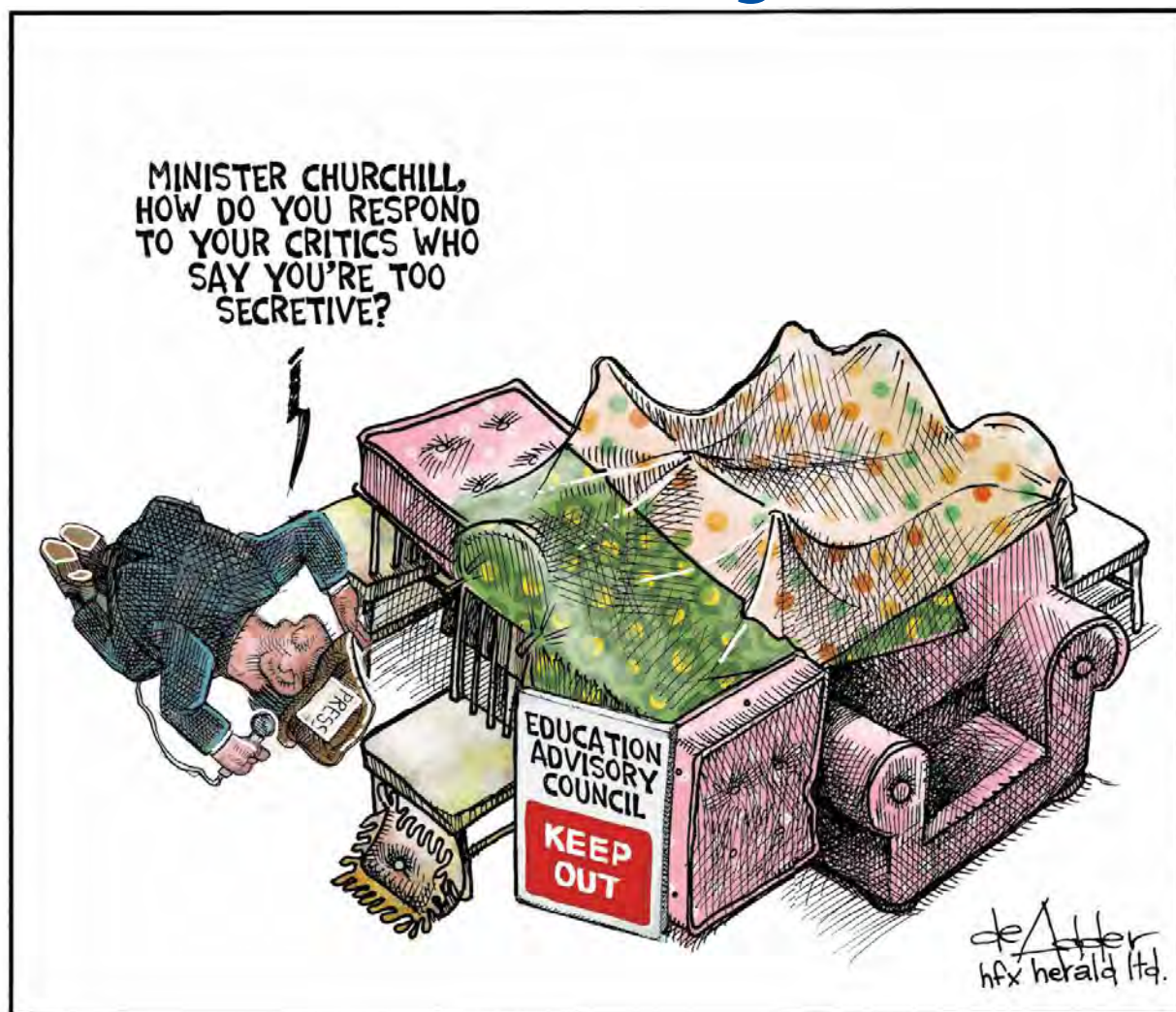
“Given PACE’s new, central role in public school governance, these meeting minutes are exceedingly short,” says Wozney. “Unless the meeting was filled with long periods of awkward silence, it’s safe to assume most of what was discussed has been withheld from the public.”

He adds, “The minutes reflect that there was no planned or meaningful discussion regarding actual issues facing teachers, students and classrooms. They contain no mention of the implementation of the inclusive education report; no mention of what’s being done to recruit and retain more teachers to address the province-wide substitute shortage; and no mention of the various impacts stemming from the rushed implementation of the pre-primary program.”

Incidentally leading up to the meeting, Education and Early Childhood Development Minister Zach Churchill said the “first order of business” for PACE would be addressing the bussing issues that have plagued students in the HRM this fall. However, the Council deferred any discussions on bussing to a future meeting.

Wozney says based on the minutes, it doesn’t appear that much was accomplished at PACE’s first meeting

“If anything, it appears its members were told definitively by the Deputy Minister just how limited in scope their mandate and influence will be,” says Wozney. “I also couldn’t help but notice that the Deputy told the group not to engage with the public and instead direct concerns to teachers and principals. Clearly this contradicts what the government promised when it rushed Bill 72 through the legislature last February.



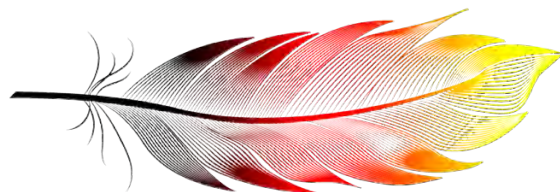
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At the time the Premier was very clear, if parents had concerns under the new system, they could ‘just go directly to the department.’”

As for future PACE meetings, they will all be held in private. The Minister is justifying this decision based on the grounds that PACE is “a group of private citizens giving advice.”

“While I applaud the members of PACE for their commitment to working with Government on public

education issues, it doesn’t negate the fact that parents and guardians deserve 100 per cent transparency when discussions are being held that could impact their children,” says Wozney. “Decisions involving education are in the public interest and represent a considerable percentage of the provincial budget. Nova Scotians should have the same or improved access to the process they once had under the governance of elected school boards, full stop.”



UNCEDED TERRITORY RECOGNITION

The Nova Scotia Teachers Union recognizes that we live and work on unceded Mi’kmaq territory, that we are privileged to be together in Mi’kma’ki. We acknowledge that we are all treaty people, and confirm our desire to walk in friendship.



people

Some NSTU members marked World Teachers' Day on October 5, by attending meetings of NSTU standing committees, continuing in the important work of the NSTU in support of its members going.

Technology committee

NSTU president Paul Wozney joined members of the Technology committee at its first meeting of the school year. Seated: Vanessa Turner (Halifax County); Sandy Gillis (Dartmouth); and Paul Wozney. Standing: Shane Goucher (Hants West); provincial executive liaison Ian Kent; and Andrew MacIntosh (Halifax City). Missing: Jane Berrigan (Lunenburg County) and Lauchie MacKinnon (Colchester-East Hants). Through its work, this committee ensures that NSTU technology integration principles are being upheld, it explores how technology is used in schools and how it affects teacher workplace environment; and develops policy and recommendations for the Provincial Executive to support the policies of the employer that are relevant to technology issues. Other work includes providing advice on the content, delivery and design of technology, making recommendations to the Provincial Executive for possible action on issues related to technology, and exploring equity issues relating to technology for teachers and students.



PACC committee

Members of the Professional Associations Coordination Committee (PACC) are shown above at their first meeting of the school year. This committee advises and recommends policy to the Provincial Executive with regard to the operation, formation or disbandment of Professional Associations. Other duties include monitoring the financial status of Professional Associations and assisting PA executives in organizing, managing and directing their business and affairs.



Seated: Denise Boulton (Speech Language Pathologists and Audiologists Association); David MacFarlane (Math Teachers Association, replacing Joe MacDonald); and Keli Brewer (Nova Scotia Music Educators' Association). Standing: Danielle LeBlanc (Business Education Teachers Association); Tim Taylor (Art Teachers Association); Sandy Keddy (Association of Teachers of English of Nova Scotia); and executive staff liaison Paul Syme. Missing Joe MacDonald (Math Teachers Association)

Member Services Term Appointment



The NSTU welcomes Tim MacLeod who was appointed to an Executive Staff Officer term position in Member Services from November 5, 2018 until January 31, 2019. MacLeod will be assisting the member services department in contract interpretation, arbitrations and grievances.

MacLeod has been primarily a junior high math and science teacher with the Halifax Regional Centre for Education (formerly the Halifax Regional School Board). Currently he is on leave from teaching in the

science department at Lockview High School in Fall River. He has also taught sciences at Millwood High School, and was a junior high student support teacher assisting students at-risk at Leslie Thomas Junior High and Cavalier Drive School.

MacLeod has been very active within the Halifax County Local. He served as its president from 2008 until 2012 and through that role also served as Chair of the Halifax Regional Council, Grievance Chair and participated on the Economic Welfare Committee and Bargaining Team for the Regional Collective Agreement negotiations. He was part of HRSB's Class Climate Review Team and NSTU's representative on the Board's Occupational Health and Safety Committee, Diversity Management Committee and its Policy/Employment Systems Review Committee.

MacLeod also served as one of two Halifax County representatives on the Provincial Executive. He was on the provincial executive from August 1, 2013 until July 31, 2017. In this role he served on the nominating, public affairs/public relations, governance and policy, and pension committees.

He holds a BSc from Dalhousie University in Biology, an Associate in Education degree from Nova Scotia Teachers' College, a Graduate Diploma in Education (Counselling)

and a Master of Education in Curriculum Studies – Rural Focus from Mount Saint Vincent University. MacLeod also has a Certificate in Leadership Development, including Negotiating & Influencing Skills, and Interpersonal Communication, from Saint Mary's University – Executive and Professional Development Program.



Provincial Economic Welfare Committee starts Asking Package process

The Provincial Economic Welfare Committee (PEWC) held two days of meetings November 22 and 23 to start reviewing, considering, and discussing all submissions for the next round of bargaining for public school members in developing the next Asking Package. This committee is scheduled to meet again on December 13 & 14, 2018, January 24 & 25 and January 31 & February 1, 2019.



Clockwise from the left: Ian LeBlanc (CSANE); provincial executive member Ian Kent; Hope Lemoine (Cumberland); Jo-Leigh MacPhee (Kings); Dean Marchand (Antigonish); 1st vice-president and committee chair Tami Cox Jardine; provincial executive member Tammy Landry; Wanda Rodgeron Fuller (Yarmouth); Scott Murchison (Cape Breton District); Ryan Lutes (Halifax City); and Mai Ling Storm (Lunenburg County). Standing: NSTU president Paul Wozney; executive staff officer Wally Fiander; NSTU executive director Janine Kerr; and executive staff officer Jack MacLeod.

THE

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Return undeliverable Canadian addresses to:

3106 Joseph Howe Drive,

Halifax, N.S. B3L 4L7

Phone: 902-477-5621 Fax: 902-477-3517

Toll free: 1-800-565-6788

Email: theteacher@nstu.ca

Website: www.nstu.ca

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Horton High School celebrates Mi'kmaq History Month 2018

Each October, students, teachers, and school communities focus on the history, culture and achievements of the Mi'kmaq community to celebrate Mi'kmaq History Month.

The Horton High School community has a strong connection with the Glooscap First Nation. For the past seven years, Horton High School Mi'kmaq Studies teacher Theresa Pelley has organized a Treaty Day ceremony to increase knowledge and awareness of Mi'kmaq culture, history and heritage. Each year Mi'kmaq History Month starts with a Treaty Day on October 1. Horton High held its ceremony on October 3.

Horton High principal Brad Stokes, speaking on behalf of the Horton High community felt privileged to have Chief of Glooscap First Nation, Sidney Peters visit the school for the first time. "It's truly an honour to be here," said Chief Peters. "I apologize for not getting here earlier. I welcome you all to Glooscap First Nation. It's important to understand where we have been and how that process works and that we want to be good friends and partners."

Acting as emcee, Stokes introduced Glooscap Elder Lorraine Whitman. "When Lorraine visits Horton she always shares in depth one of the 7 Sacred teachings," he says. "As we start a new school year and personal goals are becoming clearer, we have asked Lorraine to speak about courage."



Painting by Zeta Paul and Melissa Labrador was unveiled at the Treaty Day event at Horton High School.

"The message through Mi'kmaq History Month is to open our eyes, to see not only what is in front of us but around us to transform us into beautiful people," she says. "This sharing of the pain will allow our hearts to let light and energy come through. I encourage all of you to not be bystanders when it comes to bullying."

A musical performance by Melissa Labrador and Corbin Hart, who hail from the Wildcat Community of Acadia First Nation in South Brookfield, showcased the couple's passion for the traditional teachings, crafts, art and music of the Mi'kmaq. Their children Deppy and Naggy also joined in the performance, which was a highlight of the event.

Melissa Labrador collaborated with Horton High grad Zeta Paul on a painting, which was unveiled at the event. (see inset) "Through this tree, the art depicts important elements of the Mi'kmaq culture," said Labrador. "The earth, the sea, the seasons, the roots of which hold up and create community, like in a forest."

Labrador and her husband Corbin Hart have been involved with the school in a drum making workshop. Following the morning ceremony, Horton High Mi'kmaq Studies students had the opportunity to attend workshops with Labrador and Hart and Annapolis Valley Regional Centre for Education's Mi'kmaq Education Consultant, Carrie Gloade who presented a session on treaty education.



Members of the Glooscap First Nation were the featured guests at Horton High School's Mi'kmaq History Month celebration. From left to right are: Marilyn Perkins, Glooscap First Nation Education Officer; Glooscap Chief Sidney Peters; teacher Theresa Pelley; Captain Larry Peters, Glooscap First Nation Councillor, Economic Development, Native Employment, and Education; Lynwood Peters, Glooscap First Nation Councillor, Youth and Recreation, Culture and Traditions, Education, Emergency Preparedness, Policing, Fire, Forestry Wildlife and Environment, Human Resources and Physical Activity; and Glooscap First Nation Elder Lorraine Whitman, President of the Nova Scotia Native Women's Association.



Members of the Glooscap First Nation celebrate Mi'kmaq History Month at Horton High School.

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from the nstu president

The greatest power we have is in each other Notre pouvoir essentiel réside dans notre appui mutuel

Dear NSTU siblings,

December is knocking on the door as I write this. The glow of a new school year has given way to the daily realities of our classrooms and workplaces. As I connect with members around the province, I see you: your dedication to students' learning, wider school experience and greater wellbeing. It's overwhelming in quiet one-to-one moments with NSTU members to hear just how far you go for students.

Despite scant resources and record numbers of change initiatives rolling downhill, you continue to elevate learning for students. You collaborate, hone your practice and create classrooms where students can thrive. Your committed professionalism makes public education work in Nova Scotia.

You coach. You direct. You conduct. You chaperone and advise. You enrich the lives of students, providing opportunities to compete, perform, travel and widen their perspectives. For many students, there is no world outside the classroom, no opportunity to discover the possible or push the boundaries of self without you. Your investment in young lives forever alters their trajectories.

And after all this, you care. You make sure students are fed, have coats, glasses, sports equipment and fees to play for the school team that makes their world go round. You "mark" at lunch hour in your room so at-risk kids can count on 30 minutes of safety and peace in the midst of chaos that never stops swirling outside school. You faithfully slip \$25 a month to the cafeteria team so that students can eat with their friends instead of serving plates to eat.

I. See. You.

I also see the strain that comes from being the centre of so many galaxies. Teacher burnout is compounding work life balance and impacting family and mental health for many. This is a critical issue that not only impacts those already in classrooms, but those who are deciding whether teaching is a future they want to commit to. We're partnering with the Canadian Teachers' Federation's siblings through a pan-Canadian study that will help us illuminate this issue here at home, and across the country. We hope you will lend your voice so we can speak with definitive strength for improved classroom conditions and workplace climate that safeguard your physical and mental health.

I recognize that you continue to sort through the aftermath of the past couple years and unprecedented uncertainty. The faith you have shown is on my mind every day. I understand how critical it is that you are well represented in every meeting, interview and conversation.

To make sure your voice is heard in those moments, I am working closely with Local presidents and executives on events in your home Local designed for one purpose: to hear you. My voice is only as powerful and insightful as the stories you share. The work of listening continues, and I hope to see you close to your home sometime soon.

As we head towards the holiday break, I encourage you all to cultivate the habit of solidarity. We tend to think of this as job and political action, yet solidarity also means recognizing when your teaching neighbour needs ten minutes to collect themselves.

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Chers frères et sœurs du NSTU,

Alors que j'écris ceci, le mois de décembre est à nos portes. L'excitation d'une nouvelle rentrée scolaire a fait place aux réalités quotidiennes de nos salles de classe et de nos lieux de travail. Lorsque je suis en liaison avec des membres partout dans la province, je vois ce que vous faites : votre dévouement à l'apprentissage, à l'expérience pédagogique et au bien-être maximum de vos élèves. Durant les moments tranquilles passés en tête-à-tête avec des membres du NSTU, je suis ébahi d'écouter les efforts que vous faites pour vos élèves.

En dépit du manque de ressources et du nombre record de réformes qui sont déployées, vous continuez d'élever le niveau d'apprentissage des élèves. Vous collaborez entre vous, vous perfectionnez votre pratique et vous créez des salles de classe où les élèves peuvent s'épanouir. C'est grâce à votre professionnalisme et à votre engagement que l'enseignement public fonctionne bien en Nouvelle-Écosse.

Vous encadrez. Vous dirigez. Vous conduisez. Vous chaperonnez et vous conseillez. Vous enrichissez la vie des élèves en leur offrant des occasions de se dépasser, de réussir, de voyager et d'élargir leur perspective.

Pour de nombreux élèves, la salle de classe est le seul monde qu'ils connaissent; sans vous, ils n'auraient jamais l'occasion de découvrir ce qui est possible ou de repousser les limites de leur soi. Votre investissement dans ces jeunes modifie à jamais la trajectoire de leur vie.

Et en plus de tout cela, vous vous souciez d'eux. Vous vous assurez que les élèves sont bien nourris, qu'ils ont des manteaux, des lunettes, du matériel de sport et l'argent nécessaire pour jouer dans l'équipe de l'école qui est leur raison de vivre. Vous « corrigez » les devoirs à l'heure du déjeuner dans votre salle pour que les enfants vulnérables puissent bénéficier de 30 minutes de sécurité et de paix malgré le chaos qui sévit souvent en dehors de l'école. Vous glissez régulièrement 25 \$ par mois à l'équipe de la cafétéria afin que les élèves puissent manger avec leurs amis au lieu de servir à manger aux autres.

Je. Vous. Vois.

Je vois aussi les tensions qu'engendre votre position au centre de tant de galaxies. Le surmenage des enseignants nuit à l'équilibre entre le travail et la vie personnelle et a un impact sur la santé familiale et mentale de beaucoup d'entre vous. Il s'agit d'un problème critique qui touche non seulement ceux qui enseignent déjà en salle de classe, mais aussi ceux qui tentent de décider si l'enseignement est la profession à laquelle ils souhaitent se consacrer à l'avenir. Nous travaillons en partenariat avec nos frères et sœurs de la Fédération canadienne des enseignantes et des enseignants dans le cadre d'une étude pancanadienne qui nous aidera à faire la lumière sur ce problème dans notre région et dans l'ensemble du pays. Nous espérons

que vous y participerez afin que nous puissions

nous exprimer avec force en faveur de l'amélioration des conditions en salle de classe et du climat professionnel afin de protéger votre santé physique et mentale.

Je sais que vous êtes encore en train de surmonter les séquelles des deux dernières années et de cette incertitude sans précédent. Je garde chaque jour à l'esprit la confiance dont vous avez fait preuve. Je comprends à quel point il est essentiel que vous soyez bien représenté dans chaque réunion, chaque entrevue et chaque conversation.

Pour veiller à ce que votre opinion soit entendue à ces occasions, je travaille en étroite collaboration avec les présidents et les dirigeants des sections locales en vue d'organiser au sein de votre section locale des rencontres ayant pour unique objectif de vous écouter. Mon pouvoir et ma pertinence en tant que porte-parole dépendent totalement des expériences que vous partagez. Le travail d'écoute se poursuit et j'espère vous rencontrer bientôt près de chez vous.

Tandis que les congés de fin d'année approchent, je vous encourage tous à cultiver l'habitude de la solidarité. Nous avons tendance à considérer cela comme un moyen de pression et un acte politique. Mais la solidarité consiste également à remarquer que l'enseignant de la classe voisine a besoin de dix minutes pour rassembler ses forces. Elle peut consister à apporter un café à quelqu'un, à l'aider à corriger une pile de devoirs et à surveiller les activités internes, parce qu'un collègue enseignant

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The late Susan Noiles (centre standing) is shown with members of NSTU's Professional Development Committee. A school guidance counsellor at Lockview High School, and active NSTU volunteer, her students, colleagues, members of the Halifax County Local and beyond will sorely miss her. The photo was taken on October 18 during a meeting in which committee members continued planning for NSTU's annual Professional Development Conference, which took place on November 2 and 3. Also in the photo, seated (l – r): committee chair Keri Butler (Halifax City); provincial executive liaison Angela Deagle; Wendy Gould (Colchester East Hants); and Nigel Tinker (Annapolis). Standing: executive staff liaison Paul Syme and Michael Carrigan (Cape Breton District). Missing: Nicole d-Eon (Yarmouth).



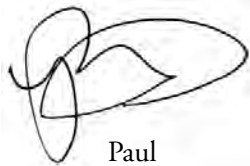
Susan Noiles (debout au centre). Aujourd'hui décédée, elle est montrée ci-dessus en compagnie des membres du Comité de perfectionnement professionnel du NSTU. Conseillère d'orientation à l'école secondaire Lockview et bénévole active auprès du NSTU, elle sera amèrement regrettée par ses élèves, ses collègues, les membres de la section locale Halifax County et bien d'autres. Cette photo a été prise le 18 octobre lors d'une réunion au cours de laquelle les membres du comité s'occupaient d'organiser la conférence annuelle de perfectionnement professionnel du NSTU, qui a eu lieu les 2 et 3 novembre. On voit également sur la photo, assis (de g. à d.) : Keri Butler (Halifax City), présidente du comité; Angela Deagle, agente de liaison du Comité exécutif provincial; Wendy Gould (Colchester East Hants); et Nigel Tinker (Annapolis). Debout : Paul Syme et Michael Carrigan (Cape Breton District), agents de liaison avec les cadres de direction. Absente : Nicole D'Eon (Yarmouth).

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It means bringing someone a coffee, helping mark that stack of papers and covering intramurals because someone is out of sick time and can only get to the doctor during lunch. Two colleagues we have recently said farewell to—Ted Woundy (Hants West Local, Avon View High School) and Susan Noiles (Halifax County Local, Lockview High School) lived this notion of solidarity. The legion of colleagues who attended their celebration of life services attest to the power of this habit.

While I am doing everything I humanly can to fight for you, the greatest power we have is in each other. In tending to one another daily, we establish the practices and perspectives needed at other times. Be kind. Be generous. See one another. Stand with the people next to you in the ways they need. In this, we forge a stronger union together.

Thank you for everything you do, every day, to step up for students and one another. You are a shining light in this province, and it is a humbling privilege to serve you. All my best,



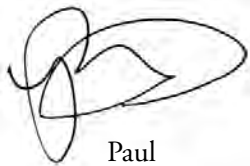
Paul

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n’a plus de congé de maladie et peut uniquement se rendre chez son médecin durant l’heure du déjeuner. Deux collègues auxquels nous avons récemment fait nos adieux – Ted Woundy (section locale Hants West, école secondaire Avon View) et Susan Noiles (section locale Halifax County, école secondaire Lockview) – ont pleinement incarné cette notion de solidarité. La multitude de collègues qui ont assisté à la célébration de leurs longues années de service témoigne du pouvoir de cette solidarité.

Bien que je fasse tout ce qui est humainement possible pour me battre pour vous, notre pouvoir essentiel réside dans notre appui mutuel. En prenant soin quotidiennement les uns des autres, nous établissons les pratiques et les perspectives qui nous seront nécessaires à d’autres occasions. Soyez gentil. Soyez généreux. Soyez présent l’un pour l’autre. Soutenez les personnes qui sont à vos côtés quand elles en ont besoin. De cette manière, nous forçons ensemble un syndicat plus solide.


Merci pour tout ce que vous faites, chaque jour, pour venir en aide à vos élèves et vous venir en aide mutuellement. Votre lumière fait briller cette province et c’est un immense privilège de vous servir. Mes meilleurs vœux à tous.



Paul

Staff officer Betty-Jean Aucoin celebrated at Rep Retreat

NSTU Executive Staff Officer Betty-Jean Aucoin was honoured during the Queens/Lunenburg County/ Dartmouth and Halifax City Locals rep retreat, which took place at Oak Island Resort on November 16 & 17. Aucoin is retiring from the NSTU at the end of the year. She started her teaching career with the Queens Local, and through her work with the NSTU liaised with the Lunenburg County, Dartmouth and Halifax City Locals over her decade-long career with the NSTU. Aucoin has been NSTU’s Coordinator of Professional Development since March 3, 2008. Prior to joining the NSTU she was the Student Development Coordinator Middle Level - Coordinator of Programs and Student Services with the South Shore Regional School Board. Over her 20-year teaching experience on the South Shore, she was a principal, junior high and elementary classroom teacher and core French teacher. A well-known provincial and national presenter and facilitator, her upbeat, inspirational workshops will be missed by NSTU members across the province. We wish her all the best during her retirement. She is shown with NSTU president Paul Wozney and Lunenburg-Queens provincial executive member Ian Kent, who is also a former student of hers.





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Rep retreat provides great PD for Annapolis, Kings and Hants West volunteers

It’s been a busy fall with NSTU conferences, Local meetings and NSTU Rep Retreats. On October 12 and 13 the Annapolis, Kings and Hants West Locals hosted sessions for their school representatives at the Delta Halifax. The sessions focused one on NSTU’s insurance benefits, developing resolutions for Annual Council and information on October Conference Day reimbursement.

The retreat ended with a presentation from NSTU counsellor, Sandra Murray, who works to support members through Counselling Services as part of NSTU’s Member Assistance Program. She explored how change impacts wellness and asked participants to think about what change means to them, how they adapt to it, and what motivates them to embrace change.

“When you are presented with change that makes you feel disrespected, it’s important to centre yourself and feel your feelings,” she said. “It takes practice to do so.”



NSTU Counsellor Sandra Murray presents at the Annapolis RRC rep retreat.

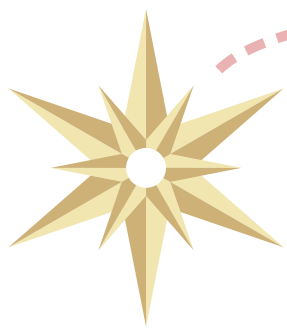
She talked about how teachers often feel like they have to please everyone and need to set boundaries. “As a rep try and be a connector, because you can’t fix everything for everyone all the time.” Murray reiterated that when faced with members who are heightened it’s important to, take a breath, stay in the moment and de-escalate it. “Ask yourself what do I have control of, what solutions can I offer, and remember that self-care is very important.” Murray also identified the progression of burnout. This includes unrelieved stress



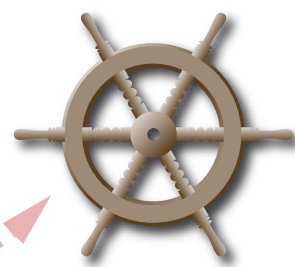
Above are members of the Hants West Local at the rep retreat. Clockwise from the left: Avon View High School teachers Ann Leith, VP of PA/PR; Melodie Starratt, 1st vice president; Avon View High school reps Ashley Connors and Stephanie McMillan; West Hants Middle School reps Stephanie McMillan and Margaret Hallman; and Windsor Elementary school rep Nick DeWolfe.

which can lead to negative attitudes and perceptions and then job dissatisfaction and ultimately isolation, withdrawal, chronic absenteeism and illness. Murray provided resources to help identify and deal with these issues including ways in getting unhooked from difficult thoughts by practicing techniques, to go from “mind full” to “mindful.”

She left participants with this quote by Brenee Brown, “Owning our story and loving ourselves through that process is the bravest thing that we will ever do.”



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



The NSTU Professional Association Conference Day Charts the Course for Collaborative Professionalism

Paul Syme, seconded NSTU Executive Staff Officer, Professional Development.

In his letter to members at our annual Professional Association Conference Day NSTU President, Paul Wozney, writes, “Today exemplifies what Andy Hargreaves points to as teachers being the drivers of their professional development, not the driven. Professional Associations plan and present a vast range of workshops and draw unique guests and leaders to meet NSTU members right where they teach.” These points echo Dan Pink’s findings on what drives us, that is the promise of autonomy, mastery, and purpose. Each of these 20 autonomous bodies extend an array of workshops and seminars that collectively aim to offer every teacher

open to evolution, and structured. Conversely, if the PLC or CLT is forced, feigned, or too informal the collective will lose components essential to its success. CP aims to fashion a culture of mutual support towards student-centred professional development that removes teachers from a culture of submission, exclusion, and self-imposed isolation. Collaborative professionals form learning communities where priorities and targets are explored through structures that ensure equitable voice and have everyone contribute and offer criticism in an atmosphere of trust and support. For CP’s to work, teachers need legitimate and shared purpose, precision,

focussed around improving the lives of students and the efficacy of our practice. With this culture extended to our professional development structures in our schools, the Nova Scotia teaching experience may continue to be a beacon of excellence for other jurisdictions to admire and imitate.

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ALSO, Liberating Structures:

In contemplation of collaborative professionalism’s need for functional structures that dynamically address an array of situations, explore the app, *Liberating Structures*. It is full of searchable approaches to collective brainstorming, analyzing, sharing, supporting and strategizing. Ideal for PLCs and enhancing student engagement. Download for your smart device or visit <http://www.liberatingstructures.com/>

Paul Syme, MA is currently on leave as Art & Design Teacher, Horton High School, and adjunct faculty with Acadia University’s School of Education.



NSTU President Paul Wozney presents at ATENS conference.

something new and purposeful that affirm, deepen and seed new practices and conversations. This single day establishes and strengthens learning communities beyond school walls and regions, inspires approaches to learning and teaching, while reminding teachers that we are professional educators — not technocratic purveyors of someone else’s curriculum. As someone who has participated in this event for twenty-one years among being a participant, workshop leader, and organizer I have consistently left the day feeling refreshed, informed, and often transformed.

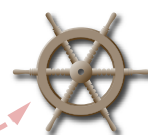
While Hargreaves’ message on professional autonomy is not groundbreaking, choosing him as a reference may prove timely as he coauthored a text and program practiced by Ontario teachers on *Collaborative Professionalism* — an approach Nova Scotia teachers will hear a lot about in the coming months and years. At its core, Hargreaves and O’Connor shares, “collaborative professionalism is about how teachers and other educators transform teaching and learning together to work with all students to develop fulfilling lives of meaning, purpose and success. It is evidence-informed, but not data-driven, and involves deep and sometimes demanding dialogue, candid but constructive feedback, and continuous collaborative inquiry.” (CSE, 2018, p. 3) Collaborative Professionalism (CP) differs from much of what we have seen in our professional learning communities (PLC’s), collaborative learning teams (CLT’s) or student success plans (SSPs). It is not top down, data driven nor contrived. To be CP the composition needs to be teacher driven, flexible,

and positivity.

Having a long tradition in Nova Scotia of an Annual Professional Association Conference Day, guided by the driving principles of autonomy, mastery, and purpose provides an archetype for how collaborative professionalism can work in our schools. Teachers, by nature are self-critical and driven to improve their practice at every turn. Teachers find motivation and support in fruitful collaborations, especially when



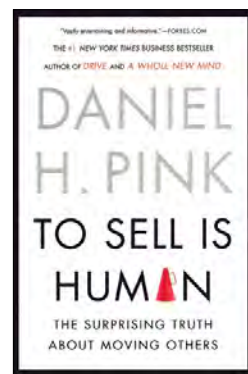
Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and the name of your school or campus with *PD Giveaway* in the subject line to theteacher@nstu.ca by **January 11, 2019 to be eligible for the draw.**

To Sell Is Human by Daniel H. Pink

To Sell Is Human, The Surprising Truth About Moving Others by internationally bestselling author Danile Pink offers a fresh look at the art of science of selling. He draws on social science and reveals the ABCs of moving others and outlines three rules for understanding another’s perspective among other great practical tips. This book will help transform the way you do what you do at work school and home. *To Sell is Human* is published by Riverhead Books, an imprint of Random House LLC.



10th Annual RBC Black History Month Student Essay Competition.

As part of the celebrations for February’s Black History/African Heritage Month, the Royal Bank of Canada has a call for submissions for the 10th Annual RBC Black History Month Student Essay Competition. This year there are 30 available scholarships, including three top prizes of \$5,000, \$2,500 and \$1,500.

The competition is open to all Canadian Grade 12 students who are applying to a Canadian post-secondary school for the 2019/20 academic year. It asks students to learn about and share their thoughts on how black Canadians have helped to define Canada’s diverse heritage and identity through their achievements and contributions to the broader society.

The competition, now in its 10th year, is one of a kind in Canada and has provided scholarships to more than 130 students since its inception. It celebrates the rich cultural mosaic that makes this country so unique, while helping to offset the ever-increasing cost of post-secondary education.

“It’s amazing to think it has been 10 years since this competition began,” said Kris Depencier, Greater Toronto Regional President, RBC. “Each year I continue to be so impressed by the talent and quality of the essays, and this year I expect will be no exception. Good luck to all the entrants, I look forward to reading your brilliant words about part of Canada’s rich history and future.”

The competition will be judged by a jury of community leaders from across Canada, and the winners will be announced on February 8, 2019. Essays must be 750 words or less and must be submitted by December 7, 2018. Full details can be found online at www.rbc.com/essay.

Winners will be celebrated during Black History/African Heritage Month, when all Canadians are invited to participate in festivities across the country.

CONGRATULATIONS TO OUR OCTOBER BOOK WINNERS!

FRESH — Sylvia Bezanson — CCRCE

EQUITY — Sarah Umlah — SSRCE

PD — Janika Moser — CSAP

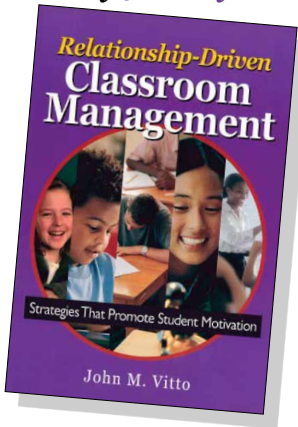


Putting new members in the KNOW!

Email your name, home address, and the name of your school or campus with **FRESH** in the subject line to theteacher@nstu.ca by January 11, 2019 to be eligible for the draw.

Relationship-Driven Classroom Management: Strategies That Promote Student Motivation
by John M. Vitto

Relationship-Driven Classroom Management by John M. Vitto and published by Corwin Press, is an excellent resource for teachers looking to strengthen classroom relationships with their students. With case examples, strategies, questions and classroom activities—this book combines proven tactics to help foster a happier, a healthier and a more proactive environment for students and teachers.

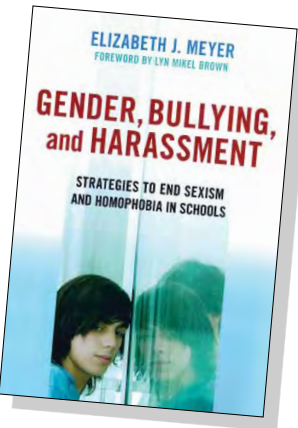


EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by January 11, 2019 to be eligible for the draw.

Gender, Bullying, and Harassment: Strategies to End Sexism and Homophobia in Schools
by Elizabeth J. Meyer

Elizabeth J. Meyer explores the importance of key gender issues that relate to the behaviours of others in acts of bullying and harassment in schools. Gender, Bullying and Harassment published by Teachers College Press, will introduce those in the school community strategies to transform and to foster a safer place of learning.



Fall Huntley Internship

The first John Huntley Memorial Internship session of the school year took place at the NSTU building on November 1 and 2. The internship includes meeting with NSTU staff officers in member services, professional development, public relations, and the Member Assistance Program to learn more about NSTU programs and services. NSTU president Paul Wozney participated in the program a year ago as a new provincial executive member. This session was his first as a host. Shown with him are Mi’kmaq studies teacher Theresa Pelley from Horton High School (Kings); South Shore RRC Chair Sarah Tutty (Queens) who teaches Grade 6,7,8 science, Grade 8 core French, Grade 8 Immersion French and Grade 8 health at South Queens Junior High; and Vanessa Turner (Halifax County) who teaches science at Lockview High School.



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- Secondary Geography and Comparative Civilizations Teacher (G12)

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مدرسة الحياة العالمية
Hayat Universal School
Qatar

Province-wide PD Day highlights

Friday, October 26, 2018

October Conference Day validates teachers as drivers of professional development

On Friday, October 26 some 7,000 NSTU members attended 20 conferences across the province marking the 35th Annual Provincial Professional Development Day.

“These conferences demonstrate that the most transformative professional development for teachers happens when we learn about things that matter to us both with and from one another,” says NSTU president Paul Wozney. “Conference Day exemplifies what Hargreaves points to as teachers being the drivers of their PD, not the driven.”

NSTU’s Professional Associations plan and present a vast range of workshops and draw unique guests and leaders to meet NSTU members right where they teach.

Conferences were held in Sydney, Milford, Truro, Bridgewater, and many locations in the HRM, featuring over 500 keynotes, plenary sessions, panel discussions and workshops.

Each conference — organized for elementary and young adolescent teachers, math, science, social studies, English and French teachers, or school guidance counsellors, speech language pathologists and other specialists—is planned, developed and implemented through the tireless volunteer efforts of NSTU members.

“Leadership of professional associations is an investment in our profession and growth as leaders in education,” continues Wozney. “I encourage you to step up to serve on your professional association executive and help steer the vision of your next conference. By sharing this effort, October Conferences will continue to deliver world class professional development for and by Nova Scotian teachers.”

See below for some of this year’s highlights:

ATENS

Keep the Balance was the theme of this year’s Association of Teachers of English of Nova Scotia (ATENS) conference, which was held at Prince Andrew High School in Dartmouth. NSTU president Paul Wozney participated in a unique session: Ignite Talks by Colleagues for Colleagues, facilitated by HRCE literacy coach Alison Walker. Wozney is shown with his co-presenting colleagues who shared recent insights about teaching and learning at the secondary level. (l-r) Alison Walker; HRCE 7 – 12 literacy consultant Melissa Trenbirth; Paul Wozney; Dartmouth High School teachers Michael Cosgrove, Susan Gannett, and Lara Fawthrop; and Dartmouth High teacher Pam Alexander. Missing from the photo: Christine Emberley.



SPAA

NSTU president attended the AGM of the Speech-Language Pathologists and Audiologists Association (SPAA) conference which took place at the Best Western in Dartmouth. Wozney was on hand to update the SLPs in the audience about the ongoing issue with certification changes for these specialists and assured participants that the NSTU will remain steadfast in ensuring they remain full-fledged members of the NSTU.



NSMEA

Some 300 music teachers from across the province gathered at the beautiful Dartmouth South Academy to be reminded of the important role they play in public education. NSTU president Paul Wozney is shown with members of the Nova Scotia Music Educators’ Association (NSMEA) executive and conference planning committee. (l – r): NSMEA president Keli Brewer; treasurer Jillian MacNutt; vice president Donalda Westcott; conference planning committee member Tammy Landry; and member-at-large Roy Francis.



ATYA

The Association of Teachers of Young Adults (ATYA) has held its conference at Riverside Education Centre in Milford for many years. This year’s conference featured a group smudging with Manson Gloade, a Mi’kmaq from Millbrook First Nation in Truro. The keynote speaker this year was Deanna Mohamed. Mohamed is a Student Services Advisor & African Canadian Supports at NSCC’s Pictou Campus. Her keynote focused on her holistic and passionate work in the area of diversity and inclusion. Shown (l – r): student teacher from Crandall University Jill Wood; Manson Gloade; Deanna Mohammed; ATYA president Dawn Chapman; ATYA executive member Karen Nottage; sign language interpreters for the keynote Diane Redden and Pam Scott. ATYA executive members missing from the photo: Holly MacDonald, Jill Cutler and Joan MacGregor.



NSTALL

The Nova Scotia Teachers Association for Literacy and Learning (NSTALL) held its October conference at Cobequid Educational Centre in Truro with the conference theme of Celebrating Diversity. Shown are members of the conference planning committee and NSTALL executive. (l-r): president Sonya Purdy (Pictou); member-at-large Cathy Burgess (Kings); conference registrat Mikel Legere (Colchester-East Hants); and member-at-large Stephanie Deagle (Pictou). Executive members missing from the photo were busy presenting workshops.



A popular workshop at the NSTALL Conference was one on Coding/STEM. Above is Ramy Ghattis from Logics Academy who presented the workshop with his Dots and Dashes robots.



Deanna Mohammed

Manson Gloade

APSEA PD Day workshop focuses on teachers at their best

Professional Development executive staff officer Paul Syme provided a workshop for NSTU members who work for the Atlantic Provinces Special Education Authority (APSEA) for their annual professional development day, which took place on October 25 at the APSEA headquarters in Halifax.

His *Teachers...At Our Best* session focused on teachers' ability to cultivate, transform, curate and care. "We are caretakers of our mind, body, and soul as well as caregivers to students and colleagues," he says. "We mindfully curate what we say to others and ourselves. We cultivate positivity, creativity, and clarity, and perpetually aim to transform ourselves and our students."

Syme says that teachers at their best are information curators, rather than information seekers. "Understanding the problem is more valuable than solutions. You don't need to be the expert to have all the answers," he adds. "Focus on making meaning of the curated content, bend to include student voice in content and voices, and remember that students too, can seek information to curate."



NSTU executive staff officer Paul Syme presents to New Brunswick APSEA members

Being adaptive, open to facing difference and obstacles and moving towards developing a shared vision with your students is critical. One way to help with this is in the space you provide for students. "Treat your classroom as a family space, to be shared," continues Syme. "It expresses humanity, treats them as individuals and as a collective and demonstrates interconnectedness."

This ties into Dr. Sharroky Hollie's culturally and linguistically responsive teaching and learning framework of building a culture of mutual respect through VABB (Validate/Affirm/Bridges/Build) which Syme highlights during his presentation.

"Teachers are at their best when they are connecting and accommodating and accepting and bending," he says.

Syme also focused on restorative guidelines in seeking positive conflict, which drives towards perpetual growth. "Be mindful of your growth and let others know of theirs," he says. He reminded the group of educators to, "Know who you are and your impact. Be conscious of your emotional wake on your students." He outlined some ways to build a restorative atmosphere in the classroom: Speak from the heart—your truth, your experience, your perspective; Listen from the heart—let go of stories that make it hard to hear from one another; Trust that you know what to say—no need to rehearse; and Say just enough—without feeling rushed, be concise and considerate of the time of others.

Syme ended his session with reminding participants that leadership can be cultivated in everyone and helped them reconnect with their practice through a group exercise. "Think of your great teaching!"



Shown are participants of the workshop, who are all New Brunswick teachers who support students who are blind and visually impaired. Back row (l – r): Brad Reed, Sandra Mihan (Orientation & Mobility Instructor, New Brunswick Government Employees Union), Nancy Bradley, Sabrina DeJong, Jennifer Allaby, Linda Worley-Bell, and Michael McLaughlin. Front row (l – r): executive staff officer Paul Syme, Christine Purcell, Lesley Anthony, Melissa Colwell, Charity Turner, and Fern Bannister.

NOVA SCOTIA TEACHERS UNION 2018 – 2019 COMMITTEES

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

With the exception of the Resolutions Committee, the following list does not contain committees appointed at Annual Council or those members serving on external committees. **This list is current as of November 7, 2018.**

STANDING COMMITTEES NEW MEMBERS

ADMINISTRATIVE

NOMINATING COMMITTEE

Angela Gillis.

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Melanie Belliveau, 2021.

CURRICULUM COMMITTEE

Marilyn MacDougall, Northside-Victoria, 2019 – One year term replacement.

EQUITY COMMITTEE

Dawn White, Halifax City, 2020.

MEMBER SERVICES COMMITTEE

Mary Currie, APSEA, 2020; Paul Boudreau, Executive Member.

PENSION COMMITTEE

Maureen MacDonald, Richmond, 2021.

TECHNOLOGY COMMITTEE

Lauchie MacKinnon, Colchester-East Hants, 2019 – one year term replacement.

OTHER COMMITTEES

INSURANCE TRUSTEES

Karen Nottage, Hants West, 2024.

SHEONORAIL BOARD OF DIRECTORS

Donna-Lee Parker, Cape Breton District, 2020 – two year term replacement; Angela Wisen, Halifax County, 2021.

POLITICAL ACTION COMMITTEE

Susanna Haley, Chair, Digby, 2020; Shelley Morse, Kings, 2019; David Kokocki, Lunenburg County, 2019; Bill Murphy, Antigonish, 2020; Yolanda Aubrecht, Cape Breton District, 2020; Sue Larivière-Jenkins, Executive Member; Shaun Doyle, Executive Member; Drew Moore, Executive Member.



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Smudging Ceremony part of NSTU's Annual PD conference

This year's Professional Development Conference began with a Smudging Ceremony performed by Trevor Sanipass, a member of the Eskasoni First Nation. The smudging ceremony, practiced by Indigenous cultures including the Mi'kmaq, creates a cleansing smoke bath that is used to purify the body, aura, energy, ceremonial/ritual or other by burning plant resins and herbs in a shell or a clay bowl. The ritual is used to clear away negative energy, and invite peace and harmony for individuals, groups or environments. Featured workshops of the conference included a keynote by NSTU executive staff officer Paul Syme on teachers at their best, a session on PD grants and grant writing, and a Professional Development Fish Bowl.



NSTU president Paul Wozney with Trevor Sanipass.

APSEA Executive

NSTU president Paul Wozney attended the APSEA AGM on October 25 and brought greetings on behalf of the NSTU and met with members of its executive. The NSTU represents teachers who work for the Atlantic Provinces Special Education Authority in Nova Scotia, New Brunswick and Prince Edward Island. They work with students who are deaf, hard of hearing/blind or visually impaired.



Shown with Wozney are: (front row (l – r)): Laura Getson, treasurer; past president Sherrie Graham; APSEA Local president Dana MacLeod; and Samantha Harrison, secretary. Back row: provincial executive member Andrew McCara and Amanda Weaver, Vice President Communications.



Trevor Sanipass performs a smudging ceremony for NSTU members attending the Professional Development Conference.



PD conference attendees participate in a professional sharing exercise

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as Celie

Malinda Carroll

as Nettie

Karen Burthwright

as Shug Avery

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BY ALICE WALKER

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PURPLE was produced by the Alliance Theatre,

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Pre-retirement seminars ready teachers for retirement

Teachers employed with the Chignecto-Central Regional Centre for Education participated in a pre-retirement seminar on October 17 at the Glengarry Best Western Hotel in Truro. NSTU members within five years of retirement eligibility have access to these seminars, which are organized by NSTU's member services department.

Sessions covered over the two-day seminar include pension basics, money management, federal government benefits, wills and estate planning and medical insurance. Shown is NSTU counsellor Sandra Murray from NSTU's Member Assistance Program, who provided a session on transitioning into retirement.

She discussed fears around retirement and retirement readiness that aren't financially-based, and pointed out the need to be both financially and emotionally ready for retirement. "It's important to transition towards your individual values," she says. "How do you want your retirement to look?"

Considering a specific plan outlining goals in retirement is important she says. "Don't retire from something—retire to something," she says.

Murray adds that knowing your values, your sense of identity and lifestyle goals will help you transition smoothly into the retirement phase of life. She also provided participants with take-away resources including a questionnaire to determine psychological readiness for retirement.

During these seminars, teachers are also given the opportunity to meet individually with representatives from the Nova Scotia Pension Services Corporation to get pension estimates and discuss unique situations.

Under the Teachers' Provincial Agreement, teachers within five years of retirement are entitled to two days of leave to attend a pre-retirement seminar. Each school year a schedule is published in The Teacher. A list of this year's seminars is found on page 16. The seminars

for the 2018-19 school year have been filled. Teachers interested in attending a pre-retirement seminar for the 2019-20 school should contact their human resources department. For further information on pre-retirement seminars contact executive staff officer Kyle Marryatt at kmarryatt@staff.nstu.ca.



Award Encourages Young Innovators

The Nova Scotia government is offering students an opportunity to develop their entrepreneurial skills and receive \$1,000 to help turn their business ideas into reality. The Minister’s Entrepreneurship Award of Excellence is open to students in Grades 6 to 12.

Last year, Leilia and Angus Fraser, co-founders of Beaver Sticks, won in the Social Enterprise category for turning discarded trees and branches into high quality, affordable and environmentally friendly walking sticks. At the time Leilia was in Grade 9 and Angus in Grade 7 at Halifax Central Junior High. “The event was a great learning experience,” said Leilia. “We learned a lot about how customers are grouped and how to determine our target market.”

Since winning the prize, they have introduced their product into a couple of reseller locations and hope to further develop this side of their business. “The entrepreneurial spirit is something that students will benefit from no matter where their career path takes them,” said Zach Churchill Minister of Education and Early Childhood Development. “I am excited to work with schools and our business community to develop and support Nova Scotia’s next generation of entrepreneurs.”

The province partners with the Business Education Council to deliver the award. “The ideas presented by the young entrepreneurs last year were amazing,” said Cal Gosse, chair of the council. “We are looking forward to what this year will bring.” Three awards will be given to students that exhibit entrepreneurial pursuits in technology, innovation and creation and social change. Students can apply online individually or as a small group by submitting an application that includes a budget and a pitch deck, video or business plan, to be considered by members of the Business Education Council. Three finalists in each category will move on to a pitch competition held in the spring. The three winners will be awarded \$1,000 each and the opportunity to work with a mentor to advance their business.

The application deadline is Feb. 28.
To apply: <https://novascotia.ca/entrepreneuraward/>



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Le personnel enseignant et les élèves ont aujourd’hui plus de possibilités d’apprendre en classe grâce à la décision de la Cour suprême du Canada rendue en 2012, laquelle clarifie la façon dont « l’utilisation équitable » s’applique en classe. La loi régissant le droit d’auteur au Canada soutient l’apprentissage, favorise l’innovation et stimule la création des connaissances en donnant aux enseignantes et enseignants ainsi qu’aux élèves le droit, devant la loi, de faire une utilisation équitable d’œuvres d’autrui protégées par le droit d’auteur.

Il est important que les enseignantes et enseignants aient des connaissances pratiques sur l’« utilisation équitable ». La disposition sur l’utilisation équitable permet au personnel enseignant de communiquer ou d’utiliser pour les élèves de leur classe de « courts extraits » d’œuvres protégées sans avoir à demander la permission du titulaire du droit d’auteur ou à payer des redevances, à condition que l’utilisation soit prévue à une fin éducative et qu’elle soit « équitable ».

Pour veiller au respect de la loi régissant le droit d’auteur, la communauté de l’éducation au Canada a établi les *Lignes directrices sur l’utilisation équitable* afin d’aider le personnel enseignant à déterminer ce qui est considéré comme « équitable ». Les *Lignes directrices sur l’utilisation équitable* décrivent la « zone sûre », et non les limites absolues. La reproduction ou la diffusion d’une œuvre protégée par le droit d’auteur dans les limites prescrites seront, selon l’avis de la conseillère juridique, très certainement jugées équitables. En revanche, la reproduction ou la diffusion au-delà des limites établies ne le seront pas nécessairement.

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Le droit d’auteur est respecté par le personnel enseignant, par les conseils et les commissions scolaires et par les ministères partout au pays. Et le respect du droit d’auteur est enseigné dans les écoles. À titre de responsables de la protection du droit d’auteur et de l’éducation, les enseignantes et enseignants comprennent l’importance du respect de la *Loi sur le droit d’auteur* et de connaître leurs droits et responsabilités quant à l’utilisation d’œuvres protégées par le droit d’auteur.

Pour en apprendre davantage au sujet du droit d’auteur et de l’utilisation équitable, les enseignantes et enseignants sont encouragés à visiter la ressource en ligne www.OutilDecisionDroitdAuteur.ca. Grâce à cet outil, les enseignantes et enseignants ont, à portée de la main, l’information dont ils ont besoin pour décider si une utilisation particulière d’un court extrait est équitable ou non. Toutes les enseignantes et tous les enseignants doivent connaître leurs droits – et leurs limites – lorsqu’ils se fient à l’utilisation équitable dans leur salle de classe.

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Fair dealing permits teachers to communicate or use short excerpts from copyright-protected works for students in their classes without needing to obtain permission from the copyright owner or paying copyright royalties, provided the dealing is for an educational purpose and is “fair.”

Today, fair dealing for educational purposes supports learning, fosters innovation, and drives knowledge creation by providing teachers and students with the legal right to deal fairly with the copyright-protected works of others.

Know your rights. Know your limits.

To ensure compliance with copyright law, the education community in Canada has established the *Fair Dealing Guidelines* to help educators determine what is “fair.” The *Fair Dealing Guidelines* describe a safe harbour, not absolute limits. Copying or communicating a copyright-protected work within the prescribed limits will, according to the advice of legal counsel, almost certainly be fair. Copying or communicating beyond those limits may, or may not, be fair.

The *Fair Dealing Guidelines* inform educators about their rights—as well as their obligations. For example, the guidelines prohibit copying from the same source beyond the stated limits. This means that, a teacher who copied 10 per cent of a work could not later copy another 10 per cent of that same work.

To learn more about copyright and fair dealing, teachers are encouraged to visit www.FairDealingDecisionTool.ca. With this on-line resource, teachers have, at their fingertips, the information they need to decide whether a particular use of a short excerpt is fair or not. All teachers need to be aware of their rights—and their limits—when relying on fair dealing in their classrooms.

Visit (and bookmark!) www.FairDealingDecisionTool.ca.

resources

media LIBRARY Digital Resources for Teachers @LRTS

DID YOU KNOW? We now have a YouTube channel! We are “EECD NS” and you’ll find lots of professional development videos by clicking here <https://goo.gl/cePvXV> or search for us under our channel name. We’re uploading videos twice a week so be sure to subscribe!

The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. This month, we are highlighting just some of the many holiday videos that are available for streaming and downloading. Please log into the EduPortal, click on the link for “Online Video Library/Learn360” and then use the links below to access these videos and many more.

Holiday Facts & Fun: Multicultural Christmas elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74743>

The spirit of a favorite holiday’s underlying message – love and joy – is enhanced by the unique presentation featuring celebrations of families from Scandinavia, Native America, South Korea, Mexico, and Ethiopia, each in its American home, explaining family and ethnic customs associated with their celebrations. Special foods, songs, stories, games, celebrations, costumes, and other holiday traditions are shown for each group. (1993; 23 min.)

Celebrate intermediate
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66531>

Explore the traditional celebrations of Americans of four different ethnic origins. Visit a pow wow and a Kwanzaa celebration and experience the Three Kings Day and Chinese New Year celebrations. Hear about the cultural significance of each holiday. (1992; 24 min.)

The Night Before Christmas elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83441>

The story of Santa’s visit on a snowy Christmas Eve is beautifully brought to life with exquisite illustrations and festive music. Narrated by Anthony Edwards. (1997; 6 min.)

Seven Candles For Kwanzaa elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83482>

This unique African-American holiday commemorates the strength of family ties, respect for ancestors, commitment to the growth of community, and gratitude for life’s bounties. Narrated by Alfre Woodard. (1997; 10 min.)

Holiday Facts & Fun: Hanukkah elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74706>

An animated story of Hanukkah shows how the ancient Jews recaptured their temple and re-established their religious freedom. A Jewish family makes Hanukkah foods (latkes and cookies), plays holiday games (spin the dreidel), sings holiday songs (Oh, Hanukkah), exchanges presents, and has a holiday feast. (2006; 15 min.)

**The deadline for the
January/Februry issue
of The Teacher is January 18**

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

Nancy Belliveau receives French Second Language Champion Award

CPF Nova Scotia recognizes for her exceptional work in French Second Language Education

The Canadian Parents for French (CPF) Scotia recognized the outstanding achievement of Nancy Belliveau, who was presented the 2018 Nova Scotia FSL Champion award at its network conference on October 18.

Nancy Belliveau started her journey in French in 1983 when she took the immersion program at Université Sainte-Anne. She graduated with a BEd specializing in teaching French Second Language from Université Sainte-Anne; then a Masters in French from Sainte-Anne and one in English from Acadia University. Belliveau was a teacher with the AVRSB for 14 years as well as a consultant in pedagogy for an additional 10 years. She has taught French Second Language methodology for teachers every summer, except two, at Sainte-Anne since 1994. She has also taught French Second Language methodology courses at Acadia University.

She is passionate about French and training teachers to teach French Second Language. She credits falling in love with her Francophone husband as the reason that her household and family are truly bilingual.

The French Second Language Champion Award was established in 2016. Recipients to date have been Patricia Holland, founding Director of CPF Nova Scotia and Greta Murtagh, retired HRSB French consultant.



South Shore teacher named French Second Language Educator of the Year

Bluenose Academy teacher Jason Belliveau Wood makes French Fun For Students

Canadian Parents for French, Nova Scotia honoured Jason Belliveau Wood at its 41st Annual General Meeting on October 20. Jason Belliveau Wood is in his tenth year as a French second language teacher. He is presently teaching at Bluenose Academy in the South Shore Regional Centre for Education (SSRCE).

The CPF Nova Scotia *French Second Language Educator of the Year Award* recognizes French second language (FSL) educators in the province, celebrates their dedication and continued efforts as educators. This award acknowledges excellence in French second language teaching, and teachers’ initiative and innovation.

As a second language learner in an anglophone community, Jason Belliveau Wood can relate to the struggles that come with learning a new language. While a student at Bridgetown Regional High School, he was surrounded by excellent French second language teachers who took a genuine interest in his progress, both in the classroom and in the community. Getting to know his students and encouraging them to seek out opportunities to speak French has been an important step in reinforcing his French second language lessons.

Jason Belliveau Wood studied in the immersion program at Université Sainte-Anne and later completed his M.Ed. (FSL Instruction). It was in this truly immersive environment that his love and appreciation of the French language and cultures began to take shape. He takes his classes to Université Sainte-Anne each year to participate in a mini immersion camp. He considers it a privilege to share the Sainte-Anne experience with them. His students look forward to the Sainte-Anne trip and remember fondly years later.

Belliveau Wood strives to create a learning environment where students can feel comfortable speaking, listening, and writing in their second language, understanding that making mistakes is a part of the process. Embracing the neurolinguistic approach to second language learning, he encourages his students to be active participants in the classroom. Always looking for different ways to make learning fun, he adapts his lessons to incorporate students’ interests, integrating current technology, using visuals and gestures.



executive highlights

October 19-20, 2018

- Filed the Table Officers Report;
- Selected members to serve on the Provincial Economic Welfare Committee;
- Approved a recommendation that the recommended candidate for the term position in Member Services for the period beginning immediately until January 31, 2019, with possibility of extension be approved;
- Approved a recommendation that the Personnel Committee prepare a draft terms and conditions for a personal services contract for Janine Kerr for the Executive Director position for review at the November 2018 Provincial Executive meeting;
- Approved the Tri-Partite Agreement (regarding permits to teach for substitutes) with the TCRCE and Department of Education and Early Childhood Development for the 2018-2019 school year;
- Postponed the consideration of Tri-Partite Agreements for HRCE & CCRCE until the November 2018 Provincial Executive meeting;
- Recommended that the NSTU request a letter from each region that has applied for a tri-partite agreement to the Minister, identifying the substitute crisis as a provincial issue and explaining what the region has done to recruit and retain substitute teachers;
- Approved recommendations from the Nominating Committee regarding appointments to NSTU Standing Committees (see attached updated Committee List);
- Selected Provincial Executive Liaisons for NSTU Standing Committees;
- Amended Operational Procedures 15. (g) Meetings of the Provincial Executive to include: Each regular meeting of the Provincial Executive shall begin with an acknowledgement of the NSTU's recognition that we are meeting on the unceded traditional territory of the Mi'kmaw;
- Reconsidered and tabled the motion regarding Resolution 2018-9 from the June 2018 Provincial Executive meeting;
- Approved a recommendation that the NSTU sign Declaration 2030;
- Approved Out-of-Province Grants in the amount of \$475;
- Approved Educational Research Grants in the amount of \$475.



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Languages Without Borders Langues sans frontières

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www.caslt.org/LWB-2019-LSF



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Second Language Research
Institute of Canada
Institut de recherche en
langues secondes du Canada

The NSTU is actively working with student support specialists to address government imposed changes to their working conditions since June 2018. If you are a school psychologist, speech language pathologist, school based social worker or autism and behaviour specialist please click on the following link to help us keep you better informed.

[Link to help us keep you better informed](#)

Attention Teachers:

- All the acupuncture treatments are performed by Dr. (TCM) Wei Yuan and Tom Tian from China with more than twenty years of clinic experience.
- With what can our treatment help you?
 - Stress management:** including depression, anxiety, insomnia.
 - Acute and chronic pain treatment:** headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
 - Sport injury and car accident injury**
 - Health maintenance program to promote your energy level.

Your treatment is 80% covered by your health benefit under acupuncture and direct billing to Blue Cross is available. So arrange a time to visit us, you deserve a healthier and happier life. Call 902-444-3111 to make an appointment. The clinic is located at 6021 Young Street (at Robie Street). You can also visit the website at www.istoppain.ca to get more information.



NSTU Group Insurance Trustees Mental Health and Wellness Grant

Schools and teachers play an important role in promoting mental health and wellbeing for children. In recognition, the NSTU Group Insurance Trustees in partnership with Johnson Inc, established the **Mental Health and Wellness Grant** program.

FREQUENTLY ASKED QUESTIONS:

Who can apply?

You can apply for a Grant if you are an active member of the NSTU (described by Section 12 of the Teaching Profession Act).

What is the deadline?

The deadline for your application is 4 pm January 31, 2019.

When and how do I apply for the grant?

Application forms can be found on the NSTU Website. Click on NSTU Members/Group Insurance to find more information on the NSTU Group Insurance Trustees Mental Health and Wellness Grant, including the application form.

How much is the Grant?

Depending on the number of applications, the Grant will support projects up to \$600.



Mental Health and Wellness Grants are awarded annually and provide funding to help support you in initiatives that promote positive mental health and well-being for the children in your schools.

Testimonial from a grant recipient

Northumberland Regional High School applied for two NSTU Mental Health and Wellness Grants during the last school year, and successfully ran two separate day-long Wellness Retreats for students at a local community centre. The grant was established to support innovative learning initiatives that promote the well-being of youth in coping with pressures of adolescence. The students on the retreat engaged in and discussed positive social interactions, how they treat one another, and how to deal with negative emotions in a creative way. By talking about these things, students were encouraged to create a healthier learning environment at school. Students participated in short workshop sessions on stress-reduction with yoga, creative expression through art and mandala making, a nature walk, and a mindful eating and discussion on the importance of eating local food when possible. Feedback from the students was overwhelmingly positive, with comments such as, “the wellness retreat was very beneficial, it taught me how to relax and de-stress, the healthy food was fun to prepare, and the nature walk was beautiful. I would recommend this experience to others.”

Karen Berezowski



For more detailed information refer to the NSTU website or contact a Group Insurance Trustee in your region:

Halifax Region – **Jennifer Moriarty** – jamoriarty@nstu.ca

Strait Region – **Sheila Hawley** – smhawley@nstu.ca

Tri-County/South Shore Region – **Roland Hannem**
– rhhannem@nstu.ca

Chignecto Region – **Nancy Doyle** – nmdoyle@nstu.ca

Annapolis Region – **Karen Nottage** – knottage@nstu.ca

Cape Breton Region – **Ronnie Carew** – recarew@nstu.ca

Winter Wellness Challenge

Intellectual Physical Nutritional
Psychological Social/Community

Prizes
Random draws for:

- members who register before Feb 1, 2019
- 5 Fitbit Charge 3's or \$200
- special gift for active participants who complete at least half of the challenge

Five-Week Challenge
Friday February 1 to Friday March 8, 2019

- Individual or Team
- Registration – January 15 to 31, 2019
- NSTU School Rep will provide getting started brochure
- Open to active members (term, probationary & permanent contract) of the Nova Scotia Teachers Union

"The Health and Wellness Challenge" supported by Homewood Health Inc.

Sponsored by NSTU Group Insurance Trustees

resources

4-H Canada Healthy Living Initiative

4-H Canada recently announced a two-year multi-partner agreement that supports the emotional and physical well-being of rural youth across Canada through the creation of the 4-H Canada Healthy Living Initiative, beginning in spring 2019.

Employing the 4-H Canada positive youth development approach, the first year of the initiative will see the creation of resources and tools that will support youth facing mental health challenges and communicate how to access resources or recognize when a peer needs support.

The second year of the initiative will focus on physical health, nutrition and well-being. This approach will help support youth, not only in navigating the challenges they face, but offer opportunities to develop their strengths and focus on wellness.

The healthy living initiative is in response to the critical needs of youth in rural communities in Canada. Young people living in rural and remote communities are at greater risk of experiencing struggles related to their mental and physical well-being and also lack the resources and services that might be available to those in more urban areas. The goal of this initiative is to support the 25,000 4-H youth members across Canada to lead lives that balance emotional, mental and physical health and remove barriers to access.

As part of the two-year commitment, 4-H Canada will also deliver webinars and workshops and assist in the creation of resources that will be made available for the over 7,700 4-H volunteer leaders that are critical mentors and role models in adult-youth partnerships. These resources will train volunteers and offer resources that help recognize youth in distress and provide the access to support they need. Thanks to the generous support of initiating partner Farm Credit Canada along with UFA Co-operative Limited, Corteva Agriscience™ Agriculture Division of DowDuPont, and Cargill, who have agreed to put over \$150,000 collectively toward this ambitious initiative.

“The Healthy Living Initiative means offering youth not only the tools and resources to face challenges, but also opportunities to learn how to thrive,” says Shannon Benner, 4-H Canada CEO. “As a positive youth development organization, 4-H Canada continually strives to understand our members and develop programming that meets their needs. We are truly grateful that so many partners have joined us in helping to create the resources that leaders can use to make a difference in the lives of youth across Canada.”

To learn more about 4-H Canada and its commitment to positive youth development visit 4-h-canada.ca.

PD Opportunities with a Cross-Canada Community of Practice

The Learning Through the Arts (LTTA) program of the Royal Conservatory of Music has a number of upcoming PD webinars available.

6Social

6Social is currently offered as a collaborative online professional development program, providing a framework and tool kit for problem finding and – solving that is essential to inquiry-based learning. Part of what makes 6Social unique is that while teachers themselves work through the course, they can immediately take the same processes and tools that they have used and apply them in their classrooms. As the sessions are collaborative in nature, participants can bring their successes and challenges back to each session to receive feedback from and inform the practices of their peers. Upcoming webinar on December 6 is: Encouraging Student Agency: A High Engagement Instructional Model. For info: www.6social.org

YouthBeat

Working with a YouthBeat facilitator, students work through ten tutorials covering ten key, foundational concepts behind creating memorable music covering everything from rhythm to chord changes and melody. These tutorials run alongside use of the YouthBeat app, allowing students to interact and play with what they’re learning – and they do play. Unlike other popular musical apps, using YouthBeat retains the physicality of playing an instrument even though it, too, runs on a tablet. By the end of the 10 sessions students have everything they need to start their own compositions. Upcoming webinar, An Inclusive Instructional Model That Students Can’t Resist, is on December 4 at 8:00 p.m. ET. For info: www.youthbeatrcm.ca

First Nations, Métis, and Inuit Professional Learning Program

This program is just wrapping up development, and will run in its final form beginning in January 2019. This FNMI PD program connects educators looking to develop their knowledge of the Indigenous Canadian experience with an Elder, an Indigenous artist, and an FNMI curriculum coordinator in every session. Sessions include views from multiple First Nations and cover a variety of topics, including examining how to take reconciliation in Truth and Reconciliation.

www.indigenousartists.ca

For further info contact: Theresa van den Brekel, National Administrative Coordinator, LTTA: 416.408.2824 x239, theresa.brekel@rcmusic.ca, www.rcmusic.ca

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classifieds

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

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

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

"Frantastic" Wedding Officiant – Recently appointed as Administrative Justice of the Peace, I'm excited to officiate weddings in Nova Scotia. Customized services that reflect the partners are my interest. After decades as a couple therapist, I still believe that marriage is a great decision. Contact Fran Reddy Chisholm: mfranrc1@gmail.com, 902-237-1423, 902-462-5889.

Permanent secondary teacher in the HRCE interested in exchange with permanent teacher in the CBVRCE for 2019-2020. Permanent exchange desired. If interested contact davidmaceachern@nstu.ca.

CBVRCE Permanent French/French Immersion/Resource teacher looking to do an exchange with a teacher in either the AVRCE or l'École Rose-des-Vents for the 2019-2020 school year. Permanent exchange possible. Contact: bgbugden@nstu.ca.

HRCE junior high social studies/English teacher looking for a permanent exchange with a teacher in the CBVRCE. Please contact: aadeveaux@nstu.ca.

Fully furnished apartment in quiet spot in Hubbards available from September 2018 until June 2019. Close to Barn Farm Market, Shore Club, restaurants, beaches, library, rails to trails, grocery, pharmacy and cafes. Rent includes high speed internet, cable television, heat, lights and parking. Rent is \$700 per month. Phone retired teacher Pat at 902-789-7689 or email editpat@hotmail.com to view.

TEACHERITIS: Neck tension, back pain, restless legs, chronic dry cough, hands falling asleep or burning, stress and jaw tension. A cure – Massage Therapy. Bertina Evers, RMT serving NSTU members from Windsor to Kentville. 902 670 3068 medicinehands.ca Online billing available.

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2018-2019 school year are

November 1, February 1 and April 1.

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

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

Nova Scotia Teachers Union



Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the People's Republic of China (grades 10-12) and the United Arab Emirates (grades P-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



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



2018 – 2019 Pre-Retirement Seminars SCHEDULE



DATES:

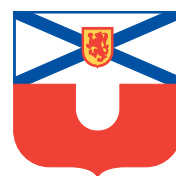
LOCATIONS:

December	5 & 6 (Wednesday & Thursday)	AVRCE – Old Orchard Inn
	11 & 12 (Tuesday & Wednesday)	HRCE – Comfort Hotel Bayers Lake
January	8 & 9 (Tuesday & Wednesday)	SSRCE – Days Inn Bridgewater
	15 & 16 (Tuesday & Wednesday)	HRSB – Comfort Hotel Bayers Lake
February	5 & 6 (Tuesday & Wednesday)	CCRCE (Stellarton) – Pictou Co. Wellness Ctr.
	12 & 13 (Tuesday & Wednesday)	TCRCE – Rodd Grand Yarmouth
	20 & 21 (Wednesday & Thursday)	HRCE – Comfort Hotel Bayers Lake

Deals & Discounts

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

FEEL LIKE A CHANGE?



Secondments at the Nova Scotia Teachers Union

The Nova Scotia Teachers Union is updating its resource file of active members interested in short-term secondment to NSTU staff.

Seconded staff supplement the work of permanent Union staff, and increase staff available when the demand exceeds the capacity of the organization.

Individuals may be seconded to provide a service or program over a period of weeks, to serve as a resource person or liaison with a Union committee or group or to initiate and/or implement a specific program, project or task.

Secondments may be in member services, professional services, public relations, public affairs or organizational support.

Active members interested in being listed in the resource file are requested to print and fill out an application form available on-line by:

- ENTERING THE NSTU WEBSITE
- SELECT "STAFF"
- SELECTING "SECONDMENTS" FROM THE MENU ON THE LEFT-HAND SIDE

Information forms will be retained in the resource file for a period of one year.